

<b>Title:</b>	MC Policy: Diversity, Equity and Inclusion		
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## MC Policy: Diversity, Equity and Inclusion

### Policy Statement

Myeloma Canada is committed to the principles of diversity, equity, and inclusion in all aspects of our organization. We believe we are stronger when we not only celebrate our many differences, values, and voices, but include, respect, and listen to them. This means that we will actively work to understand and remove barriers to diversity, equity and inclusion, be they systematic, physical, or otherwise. In addition, we are committed to ongoing learning and development in the areas of diversity, equity, and inclusion so that we can apply an “equity lens” in all areas of our work.

### Definitions

**Discrimination** is:

treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, or conviction for an offence for which a pardon has been given.

**Diversity** is:

The presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, sex, gender, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background, and expertise. Diversity also includes diversity of thoughts by all.

**Equity** is:

Fairness, impartiality, even-handedness. Equity is the distinct process of recognizing differences within groups of individuals and using this understanding to achieve substantive equality in all aspects of a person's life. While equality refers to equal treatment, equity refers to treatment based on differing needs to ensure equal access for all. Equity recognizes that we don't all start from the same place because advantages and barriers exist.

**Inclusion** is:

Appreciating and using our unique differences – strengths, talents, weaknesses, and frailties in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization.

### Our Goals

In order to make Myeloma Canada a diverse, inclusive, and equitable organization for all employees, volunteers, community members, and stakeholders, we strive to:

- See diversity, inclusion, and equity as connected to our mission and critical to the well-being of our staff, volunteers, and the community we serve;
- Identify, acknowledge, and dismantle any inequities within our policies, systems, programs, and services, and continually update and report on organizational progress;
- Explore and address potential underlying, unquestioned assumptions that interfere with inclusiveness;
- Advocate for and support board-level thinking about how systemic inequities impact our work, and how best to address that in a way that is consistent with our promise;
- Challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership;
- Practice and encourage transparent communication in all interactions;
- Expand diverse leadership within our board, staff, committee, and advisory bodies;

***Express respect and tolerance in all our interactions and through everyday practice.***

## **Our Practices**

Myeloma Canada abides by the following actions to help promote diversity and inclusion in our workplace:

- Providing continuous learning opportunities to managers and employees on the principles and evolving landscape of diversity, equity, and inclusion;
- Creating and annually reviewing formal, transparent policies that codify our commitment to diversity, equity, and inclusion;
- Encouraging the use of gender-neutral language within interactions, meetings, and all types of communications (written and verbal) and asking staff to consider introducing themselves with their preferred pronouns;
- Annually asking for employee and volunteer feedback on the organization's policies and application of equity, diversity, and inclusion principles;
- Continuously examining and developing strategies to combat internal and external barriers of diversity, equity, and inclusion in the workplace;
- Advocating for public and private-sector policy that promotes diversity, inclusion, and equity;
- Training our hiring team on equitable practices and tactics for addressing bias during the hiring, promoting, and evaluation processes;
- Posting job positions to many platforms, including those which target underrepresented groups;
- Openly welcoming and inviting applications from persons with disabilities or diverse hiring needs and providing accommodation during all stages of the recruitment and hiring process, upon request;
- Utilizing set interview questions based on the job description to help eliminate biases;

Ensuring job postings focus on essential requirements of the position.

## **Review**

Myeloma Canada will review this policy and associated procedures on an annual basis, or as required, and will make necessary adjustments to ensure that it meets the needs of all employees and volunteers.

## **Enquiries**

Enquiries about this policy and related procedures can be made to the Director of Operations.