CVO
College of Veterinarians of Ontario

Our
Action Plan 2023-27
Inclusion, diversity, equity and accessibility (IDEA)

THEMES

Enriching IDEA learning for the College Council, committees, staff and partners.
Advancing IDEA through engagement and data collection.
Strengthening policies and practices using equity & inclusion lens.
Exploring opportunities to boost diversity in representation.

Key Definitions

Inclusion
— The extent to which diverse members of a group feel valued and respected.

Source: Canadian Race Relations Foundation

Diversity
— The variety of identities found within a group, organization or society. Dimensions of the identities include race, gender, sexual orientation, ethnicity, socio-economic status, religious beliefs, age, physical abilities, political beliefs, or other ideologies.

Adapted from Government of Canada's Guide on Equity, Diversity and Inclusion Terminology and Canadian Centre for Diversity and Inclusion

Equity
— Where everyone is treated according to their diverse needs in a way that enables all people to participate, perform, and engage to the same extent.

Source: Canadian Centre for Diversity and Inclusion

Accessibility
— The degree of ease that something (e.g., device, service, physical environment and information) can be accessed, used and enjoyed by persons with disabilities.

Source: Ontario Human Rights Commission

IDEA Action Plan
Themes and Objectives (2023-2027)

Enriching IDEA learning for the College Council, committees, staff and partners.

— Deliver a refreshed training plan for the College Council, committees, staff and partners on IDEA topics tailored to their specific roles.

Initiatives (2023-2024)

— Identify training topics for members of the Council, committees, staff and partners specific to the learning needs of their roles and considering the priority areas identified in the 2022 DEI Audit Report.

— Provide identified training opportunities.

— Create resources to support staff members to be equipped with knowledge of IDEA concepts.

— Collect data from training recipients to assess and identify further opportunities.

Expected Outcomes

— A learning plan created for members of the Council, committees, staff and other partners.

— Learning opportunities provided on at least 5 different IDEA topics.

— Ongoing analysis from survey data to inform and help adapt the learning plan.

Advancing IDEA through engagement and data collection

— Identify gaps in data and collect such data necessary to advance our work in IDEA.

— Actively engage with diverse members of the veterinary profession and the public to inform our ongoing initiatives.

Initiatives (2023-2024)

— Study how we are collecting IDEA data to understand strengths, gaps and risks, and build an approach to collect such data identified as necessary.

— Create opportunities to meaningfully engage with external partners (other organizations, licensed members and members of the public) from diverse groups to gain insights into their (lived) experiences.

Expected Outcomes

— Study of IDEA data gaps and possible approaches to collecting data necessary for the College to advance its work in IDEA with actionable recommendations.

— At least three conversations or meetings in a year with various customers, partners, and organizations representing diverse groups.

— Post-meeting take-aways or learnings of staff members captured in a summary that will be used to inform our IDEA initiatives.

Strengthening policies and practices using equity & inclusion lens.

— Implement opportunities recommended for program areas in the 2022 DEI Audit Report based on an internal multipronged review.

Initiatives (2023-2024)

— Document policies to review Accreditation Standards for Veterinary Facilities.

— Explore opportunities to have safeguards to ensure the uniform application of CVO's policies and practices to reduce the likelihood of bias while having in-person interactions.

— Review our programs to address cultural needs of people, if any, to maximize participation.

— Create decision trees for processes, where necessary and applicable.

Expected Outcomes

— Policy in place for the Council to review Accreditation Standards for Veterinary Facilities.

— At least two new tools created and shared with staff to use while having people-facing interactions.

— Study of programs to identify opportunities to address cultural needs of customers completed. A workplan is developed for implementing any identified opportunities.

— Additional decision trees created for identified processes.

Exploring opportunities to boost diversity in representation.

— Promote practices to intentionally invite individuals from diverse groups to participate in the College's recruitment or selection processes for staff, partners, contractors and members of the Council and committees.

Initiatives (2023-2024)

— Identify effective ways to attract applications from a more diverse pool when recruiting for staff members, partners or contractors.

— Express College's commitment to IDEA in election and recruitment-related communications for Council and committees

— Continue applying principles of IDEA in the work of the College's

Governance, Audit and Risk Committee to inform future nomination and selection processes for College Council and committees.

Expected Outcomes

— Implementation plan to increase diversity in recruitment of staff members and contractors.