

MAY

EDIA AT DOCTORS NOVA SCOTIA

AS YOUR SENIOR DIVERSITY ADVISOR, I'm dedicated to cultivating an inclusive environment at Doctors Nova Scotia (DNS). My role is to champion diversity, ensuring every member and employee of DNS is heard and valued. However, I can't do this alone. Equity, diversity, inclusion and accessibility (EDIA) is a collective responsibility and requires every individual within the organization to actively engage in EDIA efforts.

Equity, diversity, inclusion and accessibility permeates every aspect of our work – whether you work on the Policy Team, developing and advocating for principles of EDIA to be reflected in all policy impacting physicians in Nova Scotia or on the Physician Advisory or Wellness teams, supporting members facing discrimination. I urge each of you to actively consider ways to foster inclusivity in your immediate teams, and then extend this to mindset to your broader roles at DNS. Let's collectively strive to support our members and community by creating spaces that are truly inclusive and welcoming of people with different lived experiences.

Passive support for EDIA practices isn't effective. For example, the difference between non-racism/implicit racism and anti-racism is **action**. It's not enough to just be uncomfortable anymore. Merely acknowledging discomfort or inequities isn't sufficient; it's taking proactive steps, regardless of bureaucracy and protocol, that embodies anti-racism in practice. Feeling passive discomfort and discussing inequities without taking action fall short. As we navigate situations without policies or protocols in place, it's important to consider: **What actions will you take to drive meaningful change?**

Get in touch!

If you have any questions, would like to discuss EDIA further or have suggestions to share, please feel free to reach out.

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Find more EDIA resources, videos and tools in the DNS SharePoint EDIA Hub.