

	<b>BOARD OF DIRECTORS</b>
<b>Policy</b>	Board and Committee Diversity Policy
<b>Approved by Board</b>	April 29, 2022

1. Doctors Nova Scotia (DNS) values the benefits that diversity can bring to its Board of Directors (the “Board”) and standing committees (“committees”). Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and improves oversight, decision-making, and governance. Diversity on the Board and committees also demonstrates DNS’s commitment to diversity at all levels within the organization.
2. DNS commits to diversifying the Board and its committees and will strive to maintain talented and dedicated directors and committee members with a mix of backgrounds, experience and skills.
3. For the purposes of this policy, ‘diversity’ includes but is not limited to the following elements: ethnicity, experience, expertise, gender diversity, geography, international medical graduate, race, sexual orientation, skills, specialty, and stage of practice.
4. The DNS Board commits to ensuring that Equity, Diversity and Inclusion (EDI) is an integral component of DNS culture. As outlined in our EDI framework, *DNS will be more intentional about applying a lens of equity, diversity, and inclusion to everything we do.* Ensuring the governance structure reflects the diversity of the membership and highlights voices that have historically had less representation and recognition in medicine is essential to fulfilling that commitment. DNS will seek out and engage members from equity-deserving communities to ensure those voices are represented.
5. When assessing Board and committee composition or identifying suitable candidates for appointment to the Board and committees, DNS will consider candidates using objective and inclusive criteria and will consider the benefits of diversity and the needs of the organization.
6. The criteria will be tracked using a matrix that identifies background, demographics, experience, and skills. The matrix will also be used when selecting candidates for the Board Chair and President-Elect.
7. DNS will be thoughtful and intentional about cultivating a truly inclusive culture within its governance structure; a culture in which every board and committee member’s perspective is welcomed, respected, and valued. Recognizing that Board and committee members from equity-deserving groups may feel uncomfortable or unsafe sharing particular aspects of their experiences or perspectives, the Board will strive to foster a brave space that tackles challenging topics with respect and care. Comments or behaviours which would lead equity-deserving members to feel unsafe will be identified

and addressed. All discussions and any conflicts will be considered within the context of historical and ongoing systematic oppression.

8. The Governance Committee of the Board will review this policy annually to assess its effectiveness in ensuring the diversity of the Board and committees reflect the DNS membership.

**Supporting documents:**

[Guidelines for Diversifying the Board and Committees](#)

[Skills & Attributes Matrix](#)

*This policy and the supporting documents (Guidelines for Diversifying the Board and Committees and the Skills and Attributes Matrix) were developed in collaboration with the Governance Committee, the internal DNS EDI Committee and physician members of equity-deserving groups.*