

The College of Dietitians of British Columbia's

Equity, Diversity and Inclusion Commitment Statement

The College of Dietitians of BC (CDBC) has the mandate of ensuring safe, ethical and competent practice of dietitians in a variety of work environments. In its regulatory role, the College holds a position of privilege and leadership in the profession, yet we acknowledge that systemic racism and discrimination exist in the BC health care system and in the dietetic profession, which often results in barriers to accessing dietetic services and care that is not centered on the client.

The CDBC recognizes its responsibility in confronting and addressing systemic racism and discrimination in the health care system and the dietetic profession. We recognize that our role goes beyond acknowledging systemic issues and expressing our commitment and involves taking intentional actions that will result in tangible change.

We are committed to being part of the change and the solution. We will strive to keep learning, be open to feedback and be centered on our mandate and capacity while we advance on this journey with all of you.



Joanie Bouchard, M.Sc RD
Registrar



Jiak Chin Koh, M.Sc RD
2021-2022 Board Chair

OUR JOURNEY



March



CDBC signed a [Declaration of Commitment to Cultural Safety and Humility in the Regulation of Health Professionals serving First Nations and Aboriginal people in British Columbia.](#)

The [In Plain Sight Report](#) addressing Indigenous-specific Racism and Discrimination in BC Health care was published. The report contains several recommendations with many of them directed at health regulators.

November



June



CDBC engaged HRx, an equity, diversity + inclusion (EDI) consulting firm, to conduct a current state audit, develop a strategy and provide training to the Board and staff.

March



CDBC's [Equity, Diversity and Inclusion Audit and Strategy](#), along with the required resourcing, was endorsed by the Board.



WHAT EQUITY, DIVERSITY & INCLUSION MEANS TO CDBC

EQUITY to us means that the public and registrants have fair access to opportunities, including positions on our Board and Committees. We want equitable outcomes for all and will work to remove systemic barriers for individuals from marginalized communities so that every registrant and the public feel supported by CDBC.

DIVERSITY to us means that our staff team, Board of Directors, and Committees are made up of individuals from a range of backgrounds and identities similar to the BC public we serve (e.g., race, ethnicity, gender, sexuality, ability, age, culture, language, education, class). CDBC also wants to support the diversification of the dietetic profession by collaborating with other partners in the education sector and other groups in the community.

INCLUSION to us is ensuring that the BC public feels heard, represented and safe whenever they are interacting with CDBC, but especially during the complaint process. Inclusion also means that all of our registrants, staff, committee members and board members know that they have access to opportunities, their opinions and differences are appreciated and they are empowered to make decisions that positively impact themselves and their communities.

OUR COMMITMENT AND ACTIONS

To implement our vision, the CDBC will work collaboratively with the public, registrants, and our partners. We are confident that perseverance, humility and honesty will prevail over some of the fear or discomfort that change may bring and are looking forward to working collaboratively to continue regulating dietitians and protecting the public.

As we now shift from planning to implementation, we will ensure a consistent focus on data to measure progress over time. We will regularly evaluate and report the impact of our initiatives on our overall goal of building equitable and inclusive practices for regulating dietitians collaboratively with other partners in health regulation.

GUIDING PRINCIPLES

These three principles will guide CDBC's behaviours and decision-making related to EDI irrespective of changes to specific tasks.

INTENTIONALLY INCLUSIVE: Being inclusive to underrepresented groups requires intentionality; if we are not intentionally inclusive, we often find ourselves to be unintentionally exclusive.

BUILD COMPETENCIES: Ensuring a baseline level of equity, diversity and inclusion competency will create a level of awareness and understanding for dietitians to observe their current behaviours and practices.

RAISE AWARENESS: CDBC is well positioned to raise awareness with government, the university and peer organizations to prioritize EDI in order to safely and adequately serve diverse clients across BC.



ACTIONS

Key actions the public and registrants can expect to see in the next 2-3 years include:



Greater diversity
on our Boards
and Committees.



More education
opportunities on EDI
for Board, committees
and staff.



**A review of College
processes and documents** to
be more inclusive, based on
the EDI Insight survey data
and the HRx report.



A follow-up survey to
measure and account
for how well the CDBC
progressed on its EDI
practices.

More actions can be found in the [report](#). For information on CDBC's actions on cultural safety and humility and Indigenous-specific racism within the BC Health Care system, please consult appendix C of the report.

For information on CDBC's commitment to equity, diversity and inclusion, please read the '[Equity, Diversity and Inclusion Audit](#)' or contact us directly at info@collegeofdietitiansbc.org.