

# OUR COMMITMENT TO EQUITY, DIVERSITY, INCLUSION AND BELONGING

In serving our mandate to protect the public, the Nova Scotia College of Nursing (NSCN) recognizes that equity, diversity, inclusion and belonging (EDIB) are essential to a nursing profession that reflects, respects, and values the diversity of Nova Scotians.

Our EDIB commitment is grounded in our organizational values and guided by humility, respect, accountability, and self-reflection. We are on an ongoing journey to:

- Promote equity by identifying and addressing systemic barriers as a nursing regulator and employer.
- Embrace diversity by valuing the identities, perspectives, and contributions of our varied communities.
- Foster belonging by building trust and connection within NSCN, the nursing profession, and with the communities we serve.

NSCN is committed to creating a respectful, equitable, welcoming, and psychologically safe space that accepts and values individual differences. We strive to:

- Listen to and learn from the people and communities with whom we engage.
- Implement fair and inclusive organizational policies and practices.
- Promote equitable opportunities for growth and development.
- Remove barriers to participation.
- Actively listen to diverse voices.

At NSCN, we are dedicated to supporting equity-deserving communities through meaningful engagement, equitable opportunities, and inclusive environments. We acknowledge the lasting impacts of colonialism, particularly on Mi'kmaq and African Nova Scotian communities who, along with 2SLGBTQIA+ individuals, members of racially visible communities, newcomers, and persons with disabilities, face persistent barriers to access, participation, representation and success within the nursing profession and healthcare system.

As a regulator, we recognize the significant influence and responsibility we hold. We are committed to strengthening our outreach to ensure diverse voices are represented in advisory roles and decision-making. Advancing reconciliation, accessibility, and dismantling systemic racism requires our continuous learning, reflection, willingness to challenge bias, and ongoing demonstration of accountability.