



2019

- We identified diversity, inclusion and cultural competence as key priorities, embedding them in our first strategic plan as NSCN, with an ongoing commitment to continue to prioritize this work

2020

- Created an EDI Working group and developed the EDI Framework

2021

- Launched our EDI journey with an all staff town hall
- Facilitated four staff-led learning sessions and presentations from community experts to explore and discuss key learnings related to racism, bias and privilege in relation to identified equity-deserving groups
 - We hosted a session called ImPowered Community Engagement which focused on the Black community, a session with Sakatay Global on the Indigenous Community and a session from the Youth Project on the 2SLGBTQIA+ community
- Partnered with local EDI consultant, Crayon Strategies, and hosted a Change Canvas Workshop to identify areas for possible change at an operational level

2022

- Continued to work with third-party EDI consultants, Crayon Strategies and Placemaking 4G. A 2022-2025 Roadmap was developed to inform our next steps, including what work looks like for NSCN as an organization, for the public and registrants, for continued learning/education and more.
- Facilitated three staff-led learning sessions and presentations to support ongoing staff education
 - We hosted a session from Reachability on Persons with Disabilities and a session from Crayon Strategies on the Immigrant Experience
- Conducted an EDI survey for staff that gathered baseline data and evaluated the integration of EDI values and practices into NSCN's existing organizational processes

2023

- Held an education session with Indigenous Treaty Partners and developed an NSCN Land Acknowledgment
- Launched an EDI registrant survey to help us learn more about the diversity of the profession, establish baseline data and inform us what guidance nurses may need to provide safe and more culturally responsive care to the public

2024

- Provided staff guidance on Ramadan fasting in consultation with staff who observe Ramadan.
- Supported self learning with Thoughtful Thursdays
- Continued staff learning sessions on cultural safety and humility, EDI leadership, anti-black racism, racial discrimination in Indigenous Communities and intercultural communication
- Reported on registrant survey results
- Initiated discussion on the implementation of an EDIB communication plan
- Hired an EDIB Consultant

2025

- Engaged with all staff to develop a Commitment Statement to publicly share our organizational commitment to EDIB
- Initiated the development of an African Nova Scotian Acknowledgement, recognizing through our learning the distinct relationship Nova Scotia has with Peoples of African Descent and to guide respectful recognition of these communities in our work
- Conducted a regulatory impact assessment for Professional Conduct that encouraged an EDIB lens on our processes and identified areas of success and opportunities for growth
- Developed a recruitment process to expand and increase the diversity of NSCN's regulatory committee members
- Implemented plans to revise the content on our website with an EDIB lens to support a more user-friendly and inclusive experience
- Hosted staff-led activities to celebrate important cultural and community events, including Chinese New Year, African Heritage month, Ramadan, National Day for Truth and Reconciliation and more
- Continued our internal staff learning journey individually and collectively
- Implemented a learning passport to support staff to engage directly with equity-deserving communities