

The logo for Nova Scotia College of Nursing features a dark blue square containing the text "NOVA SCOTIA COLLEGE OF NURSING" in white, uppercase letters. Below the square is a horizontal bar divided into four colored segments: blue, maroon, red, and yellow.

NOVA SCOTIA
COLLEGE OF
NURSING

EQUITY DIVERSITY AND INCLUSION

Roadmap 2022-2025



EQUITY, DIVERSITY, AND INCLUSION VISION, MISSION, AND GUIDING PRINCIPLES

EDI Vision

To have a respectful and supportive organization which leverages our own diversity to create a board, workforce, programs and services which meet the diverse needs of those we serve and enable their active inclusion throughout their community. We seek an innovative organization that prioritizes effective, transparent and accountable regulation and is instrumental in maintaining the public’s trust and confidence.

EDI Purpose

To integrate diversity and inclusion values and practices into existing organizational processes and enable progress and results to be measured departmentally and organizationally.

Guiding Principles

Humility

- We are committed to humility as we learn.
- We accept that we all have unconscious biases and that each of us has and will make mistakes. We are committed to learning from our mistakes.
- This is the beginning of a journey without an end date.

Respect

- We will demonstrate respect for the topic at hand.
- We will listen to and believe the lived experiences of others



Accountability

- We hold ourselves, each other, and our organization accountable for our failures and successes.
- We are committed to rooting out prejudice within ourselves and our organization.
- We will take ownership over the effect of our words and actions, not just the intent of our words and action.

Self-Reflection

- We are responsible for our education.
- We will seek out and confront our blind spots.
- We will commit to our quiet self-reflection as we learn

TARGET EQUITY-SEEKING GROUPS

- Black
- Indigenous
- Immigrants
- 2SLGBTQ+
- Persons with disability

*Consider intersectionality



SUMMARY OF EQUITY, DIVERSITY, AND INCLUSION STRATEGY GOALS

Goal 1. Culture

Ensure that leaders at all levels promote the vision and business case for EDI by taking actions to increase diversity and equity in the college and maintain an inclusive workplace.

Goal 2. Learning and Education

Develop a culture of continuous EDI learning, training, and development amongst staff, driven by Senior leadership aimed at building cultural safety and competency amongst staff.

Goal 3. Communication

Develop compelling messages, including opportunities for dialogue, that encourage all employees to see the importance of EDI to their personal success. Ensure all communication demonstrates a commitment to EDI.

Goal 4. Community/Stakeholder Engagement

Build and strengthen relationships with the various diverse stakeholders and communities we serve by way of reciprocal relationships.

Goal 5. Workforce Diversification

Recruit, hire and develop a high-performing workforce that reflects the diverse communities we serve at all job levels including management and optimizing experiences throughout each employee’s career.

Goal 6. Systems and Processes

Conduct periodic assessment and review of our systems and processes to ensure they are inclusive and free of bias while ensuring new programs/policies are reviewed through an EDI lens before launch, with room for stakeholder feedback.



Introduction to Equity Diversity and Inclusion Roadmap

The 3-year EDI Roadmap provides a structured and systematic approach to embed EDI into every aspect of the college's operations from the licensing process, registration, examination to staff and board members recruitment. Critical to the success of the plan is the commitment of senior leadership of the college who are accountable for EDI in the organization. The focus begins internally with plans and structures to advance EDI, build foundation knowledge, followed by external work around stakeholder engagement and reviewing communication. Timelines for the process will depend on the resources which the college is willing to commit for each action. The detailed roadmap below also includes evaluation steps to measure progress and effort.

1. Culture

Ensure that leaders at all levels promote the vision and business case for EDI by taking actions to increase diversity and equity in the college and maintain an inclusive workplace.

Action:

- Incorporate EDI into performance evaluation of all staff including leaders/those managing employees with a path for feedback from employees on inclusion at work.
- Create an EDI committee within the college, led by an EDI champion (Senior leader) or establish an EDI office within the college led by a chief EDI officer to drive EDI initiatives and bring an EDI lens in all processes
- Commit to making Senior leadership accountable for EDI within the college
- Dedicated resources (Human and Financial) for Diversity and Inclusion programs and initiatives in the department.
- Ensure EDI is Incorporated in business plans and working documents of the college.
- Identify key performance indicators on EDI for the quarterly report by Senior Management
- Create a Diversity and Inclusion learning and development portfolio for all staff managing employees with clear action and commitment
- Review office (s) to ensure office spaces are accessible and inclusive
- Allocation of time slot for EDI discussion during all-staff meeting
- Roll out periodic workforce demography and engagement surveys to track diversity and inclusion

Evaluation:

- Diversity incorporated into performance evaluation of all staff
- Senior leaders fully committed and accountable for EDI within the college
- Periodic check-in with Diversity Resource persons and committees to confirm that they feel equipped and supported
- All working documents used within the college have EDI incorporated within them.
- Results from the workforce and engagement survey show progress in EDI strategy implementation.

2. Workforce Diversification

Recruit, hire and develop a high-performing workforce that reflects the communities we serve by optimizing experiences throughout an employee's career.

Action:

- Set Diversity hiring goals (quotas) built into business plans, and reflected both at the employee and leadership level
- Widen applicant pool beyond traditional sources during recruitment by reaching out to various communities with details of job postings. Consider conducting presentation sessions on career opportunities in the college for the various equity-seeking groups
- Conduct an assessment and review of the college's employment systems to identify bias and barriers hindering the attraction of diverse groups into jobs, boards, and committees within the college.
- Set up internship/co-op programs for members of the diverse communities to work in the college, in partnership with colleges and universities in Nova Scotia
- Conduct periodic unconscious bias and employment equity training targeted at licensing staff and anyone involved in the hiring process within the college
- Develop and implement a new leadership development framework that includes a corporate-wide succession management pipeline focused on the development of a broad, diverse, and talented cadre of future leaders (leadership diversification). The plan will include diverse career advancement as well as diverse external recruitment.
- Ensure all job postings are reviewed for inclusive language and clear, bias-free selection criteria with EDI statements contained in all job, board, committee, and supplier/procurement adverts
- Utilize a variety of interview styles to make the process more inclusive for all groups
- Review of all interview questions for all positions to ensure they are culturally appropriate
- Require hiring managers to include at least one interview question to assess management candidates on their ability to foster EDI

Evaluation

- The workforce of the college is reflective of the Nova Scotia population that we serve. Consider benchmarking against Statistics Canada workforce breakdown
- Leadership within the college, board and committees is diverse and reflective of the demographic we serve
- The college has a robust pipeline for hiring and advancement of equity-seeking groups
- Interviews are bias-free, and all job postings are inclusive and distributed beyond traditional sources.

2. Communication

Develop compelling messages, including opportunities for dialogue, that encourage all employees to see the importance of EDI to their personal success. Ensure all communication (internal and external) demonstrates a commitment to EDI.

Action:

- Provide clear, consistent, and regular messaging of the EDI vision, commitment and actions being taken to achieve desired outcomes, as well as progress. This could be communicated both internally and externally
- Managers to ensure employees are aware of departmental EDI plan
- Update the college's internal and external webpages with compelling messages that illustrate commitment to EDI in the workforce, our business activities, and in engagement with various external stakeholders (candidates, complainants etc.)
- Ensure all internal and external communication from the college is reviewed through a diversity lens. It is important to use inclusive language.

Evaluation:

- The college's website demonstrates strong commitment towards EDI, alongside strategies and policies aimed at promoting EDI in the organization
- Employees are aware of the progress of EDI initiatives and their role in achieving outcomes
- Board members, equity-seeking groups, applicants, complainants see the college as an organization truly committed to EDI (surveys)

3. Learning and Education

Develop a culture of continuous EDI learning, training, and development amongst staff, driven by Senior leadership aimed at building cultural competency amongst staff.

Action

- Develop an EDI training plan to ensure all staff undertake mandatory periodic EDI related courses
- Promote the use of an EDI activity/personal development folder for all managers and employees in the college

Evaluation

- Every staff is trained around EDI with periodic refresher courses available
- All employees have an EDI training/development folder
- An organization EDI training plan for all employees
- Leadership provides resources and support for staff to undertake EDI focused training and courses

4. Community/Stakeholder Engagement

Build and strengthen relationships with the various diverse stakeholders and communities we serve by way of reciprocal relationships.

Action

- Develop stronger relationships with diverse communities of focus (internal and external) through engagement, presentations, partnering in organizing events (sponsorship) etc.
- Develop relationships with external EDI focused organizations including settlement agencies such as ISANS
- Build relationships with Nursing colleges across other jurisdictions to share best practices around EDI
- Partner with minority-focused societies such as Promoting Leadership in Health for African Nova Scotians (PLANS),
- Canadian Black Nurses Alliance, CARE center for Internationally educated nurses, Aboriginal Nurses Association of Canada, as a way of understanding the needs of members and how to provide them with more inclusive services

Evaluation

- The college has strong reciprocal relationships and utilizes the various professional associations for equity-seeking health professionals as a source of feedback, information and as partners
- Job, board, and committees' postings are shared with partner organizations to distribute to members
- Members of the various equity-seeking groups feel that their unique needs are being met in the college's work, and services being delivered are culturally responsive.

5. Systems/Processes

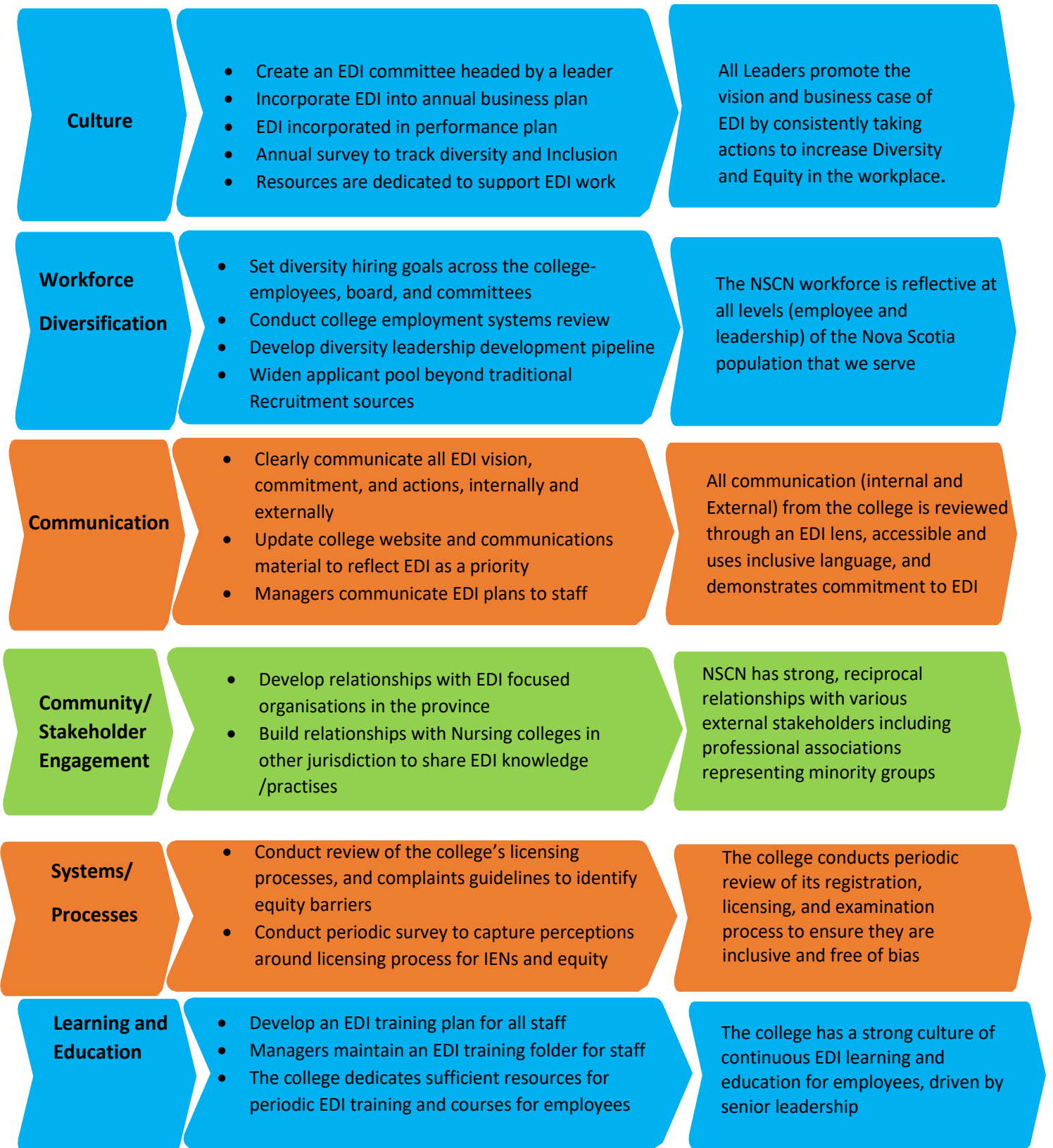
Conduct periodic assessment and review processes to ensure they are inclusive and free of bias while ensuring new programs/policies are reviewed through an EDI lens before launching with room for feedback.

Action

- Conduct a review of the college's employment systems for hiring staff, to identify and mitigate barriers affecting members of the equity-seeking groups from accessing opportunities equally
- Conduct a review of all the college's processes and policies to ensure they are inclusive, equitable and are delivered through an EDI lens
- Launch survey to capture how members of the employment equity groups perceive all the college's services

Evaluation

- Survey results conducted periodically shows improvement in perceptions of the licensing process and systems across various equity-seeking group members
- Periodic review of college's process and guidelines show more inclusive and EDI centred systems
- The workforce within the college is more reflective of the community that we serve, from employees' level to leadership level.



Nova Scotia College of Nursing – 2022- 2025 EDI Roadmap

Internal



External



Internal and External

