

EQUITY, DIVERSITY, AND INCLUSION AT THE CCA

Fostering equity, diversity, and inclusion (EDI) at the CCA is important for reducing barriers that impede the full participation of people from equity-deserving communities and is key to ensuring we remain a dynamic, innovative, and effective organization. By embedding EDI principles into our workplace culture, we will foster an environment where everyone can contribute, thrive, and feel valued.

Equity

The recognition that people have differential access to resources and opportunities due to historical and systemic barriers. To promote equity requires the reduction of these barriers through deliberate measures to allow for equitable opportunities.

Diversity

The understanding that people are unique and that each person's combination of characteristics, qualities, and identities contribute to their experiences in positive and negative ways.

Inclusion

The practice of ensuring that all individuals are valued and respected for their contributions, fostering a sense of belonging for all members of the community, which is reinforced through equitable policies, actions, and programs.

CCA EDI PRIORITIES

1

Continuously enhance our awareness, knowledge, and understanding of EDI issues, and their impact.

2

Increase diversity among our staff, governance groups, and expert panels.

3

Refine our practices to reduce barriers to participation and enhance the quality and relevance of our work.

ACTIVITIES

1 LEARNING

- Develop and implement a training plan for staff and governance groups to improve CCA policies, processes, and products
- Establish and support a working group to identify opportunities, advise on plans, and act as champions for EDI at the CCA

2 PEOPLE

- Embrace the 50-30 Challenge set by the Government of Canada
- Continuously collect anonymous self-identification data from expert panels governance groups, and staff
- Adapt recruitment processes to enhance EDI across panels
- Enhance CCA hiring and HR policies and practice
- Develop EDI policies for the CCA and its governance groups

3 PRACTICES

- Examine the EDI-relevant dimensions of each CCA assessment question to inform panel recruitment and research
- Strengthen CCA processes for including a range of knowledges, perspectives and evidence types
- Enhance the accessibility of CCA products

ACCOUNTABILITY AND REPORTING

The CCA will continually assess and report on progress to our Board of Directors, and publicly in our annual report. Priorities, goals, and activities will be revisited annually and updated as required.