



January 21, 2020

RE: Commitment to Equity, Diversity and Inclusion

On January 26, 2018, the Rady Faculty of Health Sciences (“RFHS”) and its Colleges of Dentistry, Medicine, Nursing, Pharmacy and Rehabilitation Sciences (collectively, the “Colleges”) agreed upon a joint commitment of Equity, Diversity and Inclusion (“EDI”) which included the commitment of ensuring that its learners, faculty, and staff are reflective of the population served.

Since that time, the RFHS Equity, Diversity and Inclusion Committee has led the development of a RFHS Equity, Diversity and Inclusion Policy. In its consultations, recommendations were made to revise the joint commitment, set out as follows:

The Rady Faculty of Health Sciences (“RFHS”) and its Colleges of Dentistry, Medicine, Nursing, Pharmacy and Rehabilitation Sciences are committed to equity, diversity and inclusion of our faculty, staff and learners. We are committed to developing a principle-based policy that reflects our values and beliefs in order to achieve this goal.

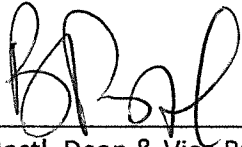
We, individually and collectively, are committed to ensuring the following:

1. The RFHS community is a safe and welcoming place for all people.
2. All Learners, faculty, staff and other individuals in the RFHS community are respected.
3. The RFHS community is stronger because it recognizes, embraces and values its differences.
4. The faculty, staff and learner populations are representative of the populations we serve in Manitoba.
5. We seek to understand the effects of colonization on Indigenous communities.
6. We treat each other with unconditional respect.
7. We are accountable to each other for our behaviour.
8. We are open, honest and authentic in our dealings with each other.
9. We will take action and speak up when we believe others are disrespected in our presence.
10. We will continually grow and learn together to be a strong community of valued people.

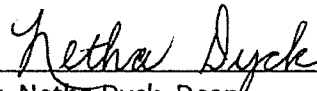
The RFHS Equity, Diversity and Inclusion Committee has led the development of a principle-based policy approved today by the RFHS Dean’s Council:

- The policy reflects and aligns with the University’s Respectful Work and Learning Environment Policy and the Strategic Plans of both the University and the RFHS.
- It was developed with clear and tangible support of faculty, staff and learner associations, involved in extensive consultations.
- We will post letters of support from faculty, staff and learner associations on the EDI website.
- We will continue to communicate with faculty, staff and learners to ensure that everyone has a voice in the implementation process.
- We will continue to be open and transparent regarding our deliberations and decisions in implementing, evaluating and revising the policy.
- The RFHS Equity, Diversity and Inclusion Committee will post its record of decisions from meetings on the EDI website.

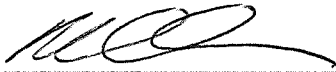
Signed and agreed upon as of the 21st day of January, 2020 as a joint commitment of the RFHS and each of its component Colleges.



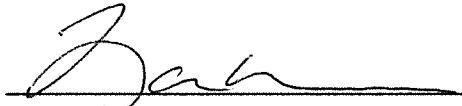
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