

**EQUITY, DIVERSITY AND INCLUSION WORKING GROUP**

**TERMS OF REFERENCE**

**MANDATE:**

The Equity, Diversity and Inclusion (EDI) Working Group will support OPA’s efforts to advance inclusion with the organization as well as more broadly within the pharmacy community.

* **Equity:** Refers to achieving parity in policy, process, and outcomes for historically and/or currently underrepresented and/or marginalized people and groups while accounting for diversity.
* **Diversity:** Differences in the lived experiences and perspectives of people that may include race, ethnicity, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, gender identity or expression, sexual orientation, age, class, and/or socio-economic situations.
* **Inclusion:** Inclusion is an active, intentional, and continuous process to address inequities in power and privilege and build a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all.

**OBJECTIVES:**

1. To consider the creation of standards and policies related to equality and inclusivity
2. To make recommendations about equality and inclusivity related issues, including the removal or mitigation of systemic barriers
3. To consider potential support services and tools that could be offered to staff, Board Directors and members of OPA where appropriate
4. To offer advice, resources and recommendations regarding OPA’s role in promoting and providing solutions that achieve equality and inclusivity, and removes or mitigates systemic barriers within the pharmacy sector

**COMPOSITION:**

Co-Chairs: - Member representative and CEO

Members: - No more than 6 OPA Members

Staff Support: - As determined by the CEO

Quorum: - 50% plus 1 committee member

**LENGTH OF TERM:**

Annual (Board year).

**FREQUENCY OF MEETINGS:**

Meetings to be held 4 times a year, and on an ad hoc basis as determined by the CEO.

**GOVERNANCE/REPORTING/STRUCTURE:**

The EDI Working Group will provide its advice and recommendations to the CEO on equality and inclusivity related initiatives relevant to the role of the Association and to the image and reputation of the profession.

**Approved by GNC: February 16, 2021**

**Approved by Board: March 3, 2021**