



## EQUITY, DIVERSITY, INCLUSION AND BELONGING (EDI-B) STATEMENT

The Toronto College of Dental Hygiene and Auxiliaries Inc. (TCDHA) recognizes the important role we play as a dental educational institution that serves and protects the public interest. We are committed to informed equity, diversity, inclusion and belonging (EDI-B) action to minimize systemic barriers and to help build a more inclusive and equitable dental educational system for all, including Indigenous peoples, immigrants, refugees, people who are racialized, people with disabilities and the 2SLGBTQIA+ communities.

Our commitment to informed EDI-B action is a conscious decision to foster respectful partnerships with the public, students, faculty, staff, employers, and our community outreach partners. It is our shared responsibility to encourage anti-oppressive practices

that embrace innovation and recognize the value of diversity to achieve sustainable and meaningful change.

We promise to listen, reflect, learn, and act in collaboration with our committee, students, staff, faculty, employers, community partners and the public. We are committed to being transparent about our EDI-B work and actions and why they are important to us. This work is never done. As individuals and as a dental educational college, we commit to being life-long learners and will continue to educate ourselves to better our work within our regulatory mandate and daily practices.

## WHAT EDI-B MEANS

To help recognize how equity, diversity, inclusion, and belonging (EDI-B) can support the delivery of safe and equitable dental care in Ontario and enhance the College's regulatory work, it is important to understand what EDI-B means.

**Equity:** Equity is defined as the removal of systemic barriers and biases enabling all individuals to have equal opportunity to access and benefit. Equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

**Diversity:** Diversity is defined as differences in race, colour, place of origin, religion, belief system, immigrant and newcomer status, ethnic origin, native or indigenous identity, culture, parental status, appearance, language and accent, mental health, education, geography, nationality, ability, sex, sexual orientation, gender identity, gender expression, generation and age.

**Inclusion:** Inclusion is defined as the practice of ensuring that all individuals are valued and respected for their contributions and are equally supported. Inclusion is about valuing people's unique ideas and lived experiences and ensuring they feel involved, respected, connected, and have their voice heard.

**Belonging:** Belonging is about creating a culture where people can be themselves, have psychological safety, appreciate each other, and feel part of something bigger. It is when an individual can bring their authentic self to work, they are more engaged and able to contribute. A sense of belonging is what unlocks the power and value of diversity.

## EDI-B COMMITTEE

The Equity Diversity Inclusion and Belonging (EDI-B) Committee is to advise the Toronto College of Dental Hygiene and Auxiliaries Inc. concerning its role in overseeing and monitoring the response to and implementation of equity, diversity, inclusion, and belonging initiatives within the College.

The purpose of the EDI-B Committee is to assist Board of Directors , the Dental Hygiene Program Committee, Program Directors and the Dean of Students in ensuring that in carrying out the mandate of the College that equity, inclusivity and respect for all is fully reflected in internal operations, with a view of overcoming systemic barriers.

## VISION STATEMENT

*The Toronto College of Dental Hygiene and Auxiliaries Inc. recognizes the important role we play as dental education college that serves and protects the public interest. We are committed to informed equity, diversity, inclusion and belonging (EDI-B) action to minimize systemic barriers and to help build a more inclusive and equitable dental health system for all, including Indigenous peoples, immigrants, refugees, people who are racialized, people with disabilities and the 2SLGBTQIA communities.*

*Our commitment to informed EDI-B action is a conscious decision to foster respectful partnerships with the public, dental health care providers, employers, students, staff, faculty and our community outreach partners. It is our shared responsibility to encourage anti-oppressive practices that embrace innovation and recognize the value of diversity to achieve sustainable and meaningful change.*

*We promise to listen, reflect, learn, and act in collaboration with our committee, the public, dental health care providers, employers, students, staff, faculty and our community outreach partners. We are committed to being transparent about our EDI-B work and actions and why they are important to us. This work is never done. As individuals and as a dental educational college, we commit to being life-long learners and will continue to educate ourselves to better our work within our regulatory mandate and daily practices.*