

AU2100 – Diversity

Interior Health would like to recognize and acknowledge the traditional, ancestral, and unceded territories of the Dākelh Dené, Ktunaxa, Nlaka'pamux, Secwépemc, St'át'imc, syilx, and Tsilhqot'in Nations, where we live, learn, collaborate and work together.

Interior Health recognizes that diversity in the workplace shapes values, attitudes, expectations, perception of self and others and in turn impacts behaviors in the workplace. The dimensions of a diverse workplace includes the protected characteristics under the human rights code of: race, color, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, sexual orientation, gender identity or expression, age, criminal or summary conviction unrelated to employment.

1.0 PURPOSE

To develop a workforce that knows the value of Diversity, appreciates the unique contributions to the organizations, clients, customers and our communities by all individuals, and enhances organizational efficiency and effectiveness through the Inclusion of diverse perspectives and points of view.

2.0 DEFINITIONS

| TERM | DEFINITION |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Diversity</i> | <i>An array of identities, abilities, backgrounds, cultures, skills, perspectives and experiences that are representative of an organization's current and evolving workforce.</i> |
| <i>Inclusion</i> | <i>The fair, equitable, supportive, welcoming and respectful treatment of all employees. It values, recognizes and leverages differences in identities, abilities, backgrounds, cultures, skills, experiences and perspectives that support and reinforce British Columbia's Human Rights Code.</i> |
| <i>Identity</i> | <i>The self-identification of people based on their ethnicity/race, culture, religion, disability, sexual orientation, gender identity and other characteristics that define an individual's identity including the intersectionality of multiple identities.</i> |

3.0 POLICY

Interior Health (IH) recognizes that Diversity in the workplace shapes values, attitudes, expectations, perception of self and others and in turn impacts behaviors in the workplace. The dimensions of a diverse workplace includes the protected characteristics under the human rights code of: race, color, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental

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| Policy Sponsor: Vice President Human Resources | | 1 of 2 |
| Policy Steward: Corporate Director Organization & People Development | | |
| Date Approved: September 2007 | Date(s) Reviewed-r/Revised-R: (R) April 2019; (R) March 2025 (r) | |
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disability, sex, sexual orientation, gender identity or expression, age, criminal or summary conviction unrelated to employment.

IH believes that it is essential all employees, medical staff, clients, residents and patients receive the message that Diversity is a permanent organizational priority of IH.

IH will work towards achieving the stated purpose of this policy by:

- ensuring employment and Human Resource strategy, policies and procedures are consistent with this policy;
- developing proactive labour force concepts, programs and procedures that foster a work environment supportive of Diversity, promotes fairness and Inclusiveness which address the needs of present and future employees from a full Diversity of communities it serves; and,
- promoting a culture of Inclusiveness and participation in decision-making.

4.0 PROCEDURES

None

5.0 REFERENCES

1. Human Rights Code, RSBC 1996, Chapter 210
2. Administrative Tribunals Act, SBC 2004, Chapter 45
3. Interior Health Policy [AU1000 Workplace Environment](#)

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