

## Diversity, Equity and Inclusion in the Operations of the CBS-SCB

The following are the values that guide by the CBS-SCB BOD / Subcommittees in decision-making about the activities of the Society.

The CBS-SCB Board recommends that members and invited guests also use these values to guide their interactions when involved in the operations of the society.

As CBS-SCB members, Board of Directors and invited guests fulfill their duties, including making decisions about the activities of the society, it is a priority to:

- Reduce barriers to enable the participation of members in the Society's activities while fulfilling our mandates to serve the public more broadly. We ensure underrepresented member groups have an equitable opportunity to participate **(Equity)**
- Include multiple perspectives (relates to inclusion) - across various diversity factor when planning activities for the Society. These diversity factor include but not limited to professions, geographic location, racialized groups, sex / gender diversity, disability **(Pluralism)**
- State and demonstrate that everyone belongs, regardless of their viewpoint **(Solidarity)**
- Recognize that people might want to position themselves as learners when engaging with others and understanding other individuals' experiences **(Humility)**
- Create a safe space that is lack of fear, while feeling open to discomfort or taking on difficult topics **(Cultural and Psychological Safety)**
- Ensure different viewpoints are meaningfully heard and engaged, by enabling time to discuss on diverse perspectives **(Respect)**
- Allow for in-depth and healthy arguments where needed to arrive at decisions **(Honesty, Intellectual Rigor and Quality)**

[Click here to view the full DEI document](#)