



## CMRC Reconciliation, Equity, Diversity and Inclusion Framework

The CMRC has developed this Reconciliation & EDI Framework to guide our work in this area. The framework is built on four elements: governance and leadership; systems, structures and policies; competencies, standards and CMRE; and partnerships & strategic engagement. In implementing the CMRC strategic plan, Reconciliation & EDI provide important lenses as we measure our impact. CMRC recognizes that we must embed concepts related to Reconciliation and EDI in all aspects of our work.

<p style="text-align: center;"><b><u>GOVERNANCE AND LEADERSHIP</u></b></p> <ul style="list-style-type: none"> <li>-Encourage and incorporate diverse and inclusive viewpoints and a culture of respect and inclusion, privileging Indigenous thought leadership and voices.</li> <li>-Mobilize and sustain EDI commitments and resources through leadership, governance, and accountability.</li> <li>-Increase leadership competency around EDI by identifying and sharing learning opportunities for staff and CMRC members to strengthen their inclusive leadership skills.</li> <li>-Develop metrics and reporting structures for tracking and reporting progress on EDI activities over time.</li> </ul>	<p style="text-align: center;"><b><u>SYSTEMS, STRUCTURES AND POLICIES</u></b></p> <ul style="list-style-type: none"> <li>-Establish and enact organizational systems, structures, policies and processes that mobilize and sustain EDI commitments and activities.</li> <li>-Evaluate structures, policies and processes through an EDI and decolonized lens, looking to weave Indigenous ways of knowing and being into our work.</li> <li>- Create an inclusive and diverse work environment for staff, consultants, and midwives (subject matter experts) that ensures equitable access to opportunities and development.</li> </ul>
<p style="text-align: center;"><b><u>COMPETENCIES, STANDARDS, CMRE</u></b></p> <ul style="list-style-type: none"> <li>-Enhance and innovate the CMRC competencies, positions statements, member resources, and CMRE content in a manner that exemplifies cultural safety, cultural humility, equity, diversity and inclusivity, societal relevance, impact in the midwifery community, and legal plurality.</li> </ul>	<p style="text-align: center;"><b><u>PARTNERSHIPS &amp; STRATEGIC ENGAGEMENT</u></b></p> <ul style="list-style-type: none"> <li>-Attract and engage a community of members, staff, partners, and leaders that reflects national demographic diversity, including groups historically and contemporarily underrepresented, underutilized, and underserved, and specifically Indigenous peoples.</li> <li>-Establish partnerships with other organizations and individuals to build and sustain relationships, and to support our EDI, reconciliation and anti-racism work.</li> <li>-Create partnerships and linkages to help strengthen equity, diversity and inclusion in midwifery regulation.</li> </ul>

*Approved October 2024*

**References:**

College of Midwives of Ontario. Equity, Diversity, and Inclusion. <https://cmo.on.ca/about/equity/>

Langara College. Equity, Diversity, and Inclusion Framework. [https://langara.ca/about-langara/edi/pdf/EDI\\_Report\\_20240419\\_final.pdf](https://langara.ca/about-langara/edi/pdf/EDI_Report_20240419_final.pdf)

McMaster University, Equity and Inclusion Office, EDI Framework. relations <https://equity.mcmaster.ca/strategy/towards-inclusive-excellence/four-pillars-edi-framework/>