

Justice, Equity, Diversity, and Inclusion Position Statement

On behalf of the physiotherapy profession in British Columbia, the Department of Physical Therapy at the University of British Columbia, the College of Physical Therapists of British Columbia, and the Physiotherapy Association of British Columbia are committed to supporting social justice, equity, diversity, and inclusion, to opposing and taking action to address racism, oppression, and discrimination, in health, health care, within our organizations and the physiotherapy profession. Key definitions are found below.

As partners in education, regulation and practice we commit to actions that are part of a solution to understand, combat and end systemic racism in health care. These actions include:

- Learning about the lived experiences related to racism oppression, and discrimination of those we interact with including students, coworkers, clients, and employers;
- Taking the time to understand the impact of Indigenous specific racism in Canada;
- Advocating for true reconciliation and reparation for Indigenous Peoples;
- Advancing cultural literacy to develop a critical cultural perspective and influence change;
- Promoting equal access to and treatment for all people;
- Supporting physical therapists and physical therapy students in their learning and dismantling of racism, oppression, and discrimination in all aspects of their lives;
- Ensuring our leaders and staff have education and training opportunities about racism, oppression, discrimination, implicit bias, and how physical therapy education and practice may promote harm, to be effective agents of change;
- Incorporating equity, diversity, inclusion and justice as strategic priorities within our organizations;
- Calling out or naming racist, oppressive, or discriminatory behaviour and holding people to account;
- Calling in by exploring differing perspectives, amplifying voices of those with lived experiences of racism, oppression and/or discrimination and listening with compassion and respect;
- Acknowledging our own conscious and unconscious biases and learning from our mistakes; and,
- Encouraging our provincial and national partners to work with us on behalf of the physical therapy profession;
- Holding each other accountable by reviewing and sharing progress at least on a quarterly basis.

The Department of Physical Therapy at the University of British Columbia, College of Physical Therapists of British Columbia, and the Physiotherapy Association of British Columbia by virtue of our own history are colonial in nature and recognize the power we have been granted as a result. As a collective, and as individual organizations, we will continue to learn and take the steps required to contribute to ending systemic racism, oppression, and discrimination.

Definitions of Diversity, Inclusion and Equity: (Bhasin, R. (2020 July 2). *The Difference Between Equity, Inclusion, and Diversity*. [Video] <https://www.youtube.com/watch?v=GPPLbsEazNc>)

- **Diversity** is about the quantitative representation of differences. It is about measuring the representation of cultural communities in our society, in our organization, in our mix.

- **Inclusion** is about the qualitative experience around differences. The extent to which people can bring their whole true, authentic cultural selves into their interactions. It is about authenticity – being able to be who you are at your core – and still attract opportunities.
- **Equity** is our process of recognizing the historical legacies and the current realities of discrimination and prejudice that people from marginalized communities experience. Recognizing that not everyone starts from the same place given the historical legacy of discrimination, which then also impacts their current realities. To dig deep into equity, we must come to see and learn about systems of supremacy, power, and privilege.
- ***“Without equity, diversity and inclusion are not possible.”***

Definition of Social Justice

- Social justice is fairness as it manifests in society. That includes fairness in healthcare, employment, housing, and more. Discrimination and social justice are not compatible. Social justice applies to all aspects of society, including race and gender, and it is closely tied to human rights. Social justice depends on four essential goals: human rights, access, participation, and equity. (Human Rights Careers. n.d. *What does Social Justice Mean*. Retrieved from <https://www.humanrightscareers.com/issues/what-does-social-justice-mean/>)

Reference

Western Sydney University. n.d. What is Cultural Literacy Retrieved from https://www.westernsydney.edu.au/studysmart/home/cultural_literacy/what_is_cultural_literacy