



WORLD FEDERATION OF | FÉDÉRATION MONDIALE DE | FEDERACIÓN MUNDIAL DE
CHIROPRACTIC | CHIROPRACTIQUE | QUIROPRÁCTICA

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Equity, Diversity and Inclusion Policy

September 2020

A non-governmental organisation in official relations with the World Health Organization
Organisation non gouvernementale en relations officielles avec l'Organisation mondiale de la Santé
Organización no gubernamental en relaciones oficiales con la Organización Mundial de la Salud

Introduction

The WFC's mission is to advance awareness, utilization and integration of chiropractic internationally. This can best be achieved by ensuring people from all regions, cultures and backgrounds can take part in, and benefit from, our projects and initiatives. We think that diversity is the mix and inclusion is that mix working well together. By creating a diverse and inclusive environment, individual differences and the contributions of all our people are recognized and valued. Diversity and inclusion in our organization is an engine for growth and fosters creative thinking, innovation and problem-solving. It embodies varied perspectives, life experiences, cultures and ways of looking at the world to generate insight and better outcomes.

The World Federation of Chiropractic (WFC) is committed to encouraging equity, diversity and inclusion among its staff, Board of Directors, committees and volunteers, and eliminating discrimination. Our aim is that the WFC will be truly representative of all sections of society and regions of the world so that everyone associated with our organization may feel both respected and represented.

We are opposed to all forms of unlawful and unfair discrimination. Our people, regardless of whether they are employed staff, contractors, directors or volunteers in any capacity will be treated fairly and with respect.

We are mindful of the events of 2020 and the anti-racism movements that have generated a momentum and a social revolution throughout the world. We understand that the success of this movement is understanding what systemic racism is and what it is not. Racism refers to the social devaluation, dehumanization, marginalization and social exclusion of people based on their race. It can manifest itself overtly and covertly. Overt examples include derogatory race-based language, symbols and behaviors that are readily observable and detectable by the victim. Covert examples more commonly take the form of systemic racism, a form of racism that is not readily observable. It refers to embedded institutional practices, policies and laws that serve to create continued socio-economic advantages for some racial groups while disadvantaging other groups. Such advantages can include better access to employment,

higher earning opportunities, better education, better healthcare and more political opportunities.

It is important to understand the difference between equality and equity. Although both terms promote fairness, equality achieves this by treating everyone the same regardless of need, while equity achieves this by treating people differently depending on need. The rationale for policies that promote equity is that economic and social class advantages tend to accumulate and self-perpetuate, such that equality does not confer equal access to opportunities. The WFC is committed to equity in the form of affirmative action to ensure that those who are commonly subjected to discrimination and are under-represented will have their voices heard.

Objectives of this policy

The purpose of this policy is to promote equality, fairness and respect for all in our global community. The WFC will not discriminate on grounds of age, disability, gender, gender reassignment, marital status (including same-sex partnerships), pregnancy and maternity, race (including color, nationality, indigenous status, and ethnic or national origin), sex, sexual orientation, religion or belief.

We oppose all forms of unfair and unlawful discrimination, which may manifest in pay and benefits, conditions of employment, dealing with grievances or discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities within the Board or committees.

Recruitment and appointments

All employees, whether full, part-time or temporary, and all those serving the WFC in the capacity of Board member, committee member or other volunteer capacity will be treated fairly and with respect. Selection for employment, appointment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their true potential and the talents and resources of the WFC workforce will be fully utilized to maximize the efficiency of the organization.

Promotional Materials

All WFC promotional materials, employment advertisements and calls for nominations to WFC offices shall encourage equity, diversity and inclusion. We will actively welcome applications from diverse backgrounds and geographic locations. Where candidates are equal in their qualifications, preference shall be given to candidates traditionally under-represented within the WFC.

WFC Commitments

The WFC makes a commitment:

- To create an environment in which individual differences and the contributions of our people are recognized and valued.
- That our people are entitled to a working environment that promotes dignity and respect to all and is free of bullying, harassment, victimization or intimidation.
- That training, development and progression opportunities shall be available to all working within the organization.
- That equality in the workplace is good management practice and makes sound organizational sense.
- To regularly review all our employment practices and procedures and election and appointment procedures to ensure inclusivity.
- That all alleged breaches of this equality, diversity and inclusiveness policy by staff, Board directors or committee members will be investigated fully and where proven may result in sanctions including, in the case of serious breaches, removal from office.
- To take seriously complaints of bullying, harassment, victimization and discrimination by fellow employees, members, suppliers, corporate partners, the public and any others in the course of the organization's work activities.

The WFC expects its people to speak up when they experience or witness intolerance, mistreatment or bias in action – saying nothing condones discrimination. We commit to creating an inclusive environment for everyone, seeking different perspectives and respecting different points of view and different communication styles. We shall achieve this

through a commitment to education and training of our people to ensure that an understanding of diversity and inclusion is understood by all.

Ratification

This policy has been ratified by the WFC Board of Directors.

The policy will be monitored and reviewed no less frequently than every three years. As part of an annual review, the composition of the WFC's secretariat, Board, and Committee structure will be reviewed.

Author: Richard Brown, Secretary-General
First adopted: September 2015
Reviewed: August 2019
Updated: August 2020
Reviewed: August 2023
Next review: August 2026