

## DIVERSITY

*This Policy Statement was developed by the International Women's Health Programme Committee and approved by the Executive and Council of the Society of Obstetricians and Gynaecologists of Canada (SOGC) in March 2003.*

### **RATIONALE**

The Society of Obstetricians and Gynaecologists of Canada (SOGC) is a national specialty organization committed to the advancement of women's health and well-being. The SOGC will work towards the removal or reduction of systemic barriers that have prevented the participation of minorities, defined as identifiable groups not represented by the dominant culture. As the SOGC strives for excellence as an organization, it will promote diversity to fully utilize differences in backgrounds and perspectives in its governance structures.

The SOGC is committed to ensuring diversity and equity through:

1. *Human Resource Management.* The SOGC will create a work environment sensitive to diversity where:
  - (a) employment decisions related to hiring, transfers, and promotion are based on skills, abilities, experience, and suitability in relation to the position. When and where imbalances exist in the organization, and qualifications of candidates are comparable, additional weight will be given to diversity in making the final decision;
  - (b) an atmosphere is fostered that is supportive of a diverse workforce by:
    - i. ensuring that training and professional development activities are appropriate and accessible to all staff
    - ii. developing a workplace philosophy that encourages diversity-sensitive interaction
    - iii. ensuring job postings state that the SOGC is an equal opportunity employer
    - iv. encouraging dialogue and offering training, if required, on diversity in the workplace
2. *Programming.* The SOGC will ensure that diversity issues are taken into consideration in designing and developing programmes and activities. The SOGC will:
  - (a) consider diversity in terms of participation, planning, and decision-making around programme activities
  - (b) target project activities towards appropriate participants with due consideration of diversity issues
  - (c) consider diversity sensitivity in all internal and external communications by:
    - i. continuing to promote diversity as an issue for consideration with the membership
    - ii. considering diversity when choosing individuals to represent the SOGC
    - iii. considering diversity balance when determining conference speakers and panelists
    - iv. ensuring that communications (including SOGC print and electronic materials) are diversity-sensitive.

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