Equity Diversity and Inclusion Project Advisory Group Expression of Interest

College of Veterinarians of British Columbia - Organizational Assessment

The CVBC is requesting an Expression of Interest (EOI) from registrants who are interested in participating in the CVBC Equity, Diversity and Inclusion(EDI) Project Advisory Group to assist in guiding an organizational assessment.

If you are interested:

- Please forward your Personal Statement to info@thecommonsconsulting.com by **August 31, 2022.**
- The assessment of the EOI will be led by The Commons Consulting and final selection will be determined through a consultation process with input from the CVBC. If you are not interested in being a part of the Project Advisory Group, there may be other ways to support your organization's equity, diversity and inclusion (EDI) work.

The time commitment required to be a member of the committee will be approximately 2-3 hours per month (this will fluctuate slightly depending on project needs):

- 60min - 90min monthly meetings at the start of the project, which may decrease towards the end of the project.
- 30min - 60min of work providing us with feedback between meetings.

Please note that if there are any words/vocabulary that you are unfamiliar with you can go to the Commons Consulting website for definitions.

Expression of Interest Process

1. The composition of the committee should reflect a mix of perspectives and expertise to enable the achievement of the committee's purpose. Membership can also be a mix of people with different lived experiences as well including those with visible and invisible group affiliation with historically, systemically, and persistently marginalized peoples.
2. Membership will be determined by representation, lived experience, expertise or skills provided through the EOI process.

Personal Statement Request

Please provide us with a **Personal Statement** that includes the following information (sections A to G):

A) Your veterinary practice experience
B) Your experience and expertise in any of the following areas:

- Equity and inclusion work;
- truth and reconciliation work;
- anti-oppression work;

- policy and systems change;
- community organizing and building;
- organizational change.

C) Optional: Self-identification of identities is optional. There is no requirement to complete this section. Data will be used internally to support building a diverse composition of the Project Advisory Committee.

- Identify as a woman
- Identify as a non-binary person
- Identify as a man
- Identify as someone with trans experience. For the purpose of this EOI, trans experience means that your gender identity does not align with your sex assigned at birth.
- Identify as someone who is lesbian, gay, bisexual, queer, Two-Spirit, or an analogous term.
- Identify as an Indigenous person. For the purpose of this EOI, Indigenous peoples include treaty/non-treaty, status/non-status, registered/nonregistered North American Indians and/or members of First Nations, Métis or Inuit.
- Identify as someone who is racialized, a visible minority, person of colour, or an analogous term. For the purposes of this EOI, members of racialized groups are persons who do not identify as Indigenous peoples (as defined in the previous statement), and who do not identify as primarily European and/or White in race, ethnicity, origin, and/or colour, regardless of their birthplace or citizenship.
- Identify as a person with a disability/disabilities.

D) Please share what would increase your comfort level in participating within the Project Advisory Group. If you have any concerns about the meetings or project process, you are invited to share more here. As well, you may wish to share what you think is already currently working around creating a sense of safety and comfort in your meetings.

E) Reflecting upon your own identities and experience, in addition to considering the barriers you may face, can you also share more about the privileges you may experience?

F) Is there anything that you would like the Commons Consulting to be aware of? (e.g.: conflicts, underlying dynamics, any organizational resistance to the work, key organizational strengths and levers for change, etc).

Note: In the review of candidates, the Commons Consulting will consider representation, lived experience, expertise or skills as per the EOI information request.

We understand that sharing some of this information may not be comfortable. If you prefer to share your information verbally, you are welcome to contact Halimah Beulieu or Adeline Huynh at info@thecommonsconsulting.com.