

## Position Statement on Equity, Diversity, Inclusion, Reconciliation, and Accessibility (EDIRA)

### Our Commitment

The Nova Scotia College of Medical Imaging and Radiation Therapy Professionals (NSCMIRTP) is committed to fostering a regulatory environment that is respectful, equitable, inclusive, and accessible. We strive to create a culture of belonging that reflects the diversity of Nova Scotia and supports culturally responsive, safe, and equitable care for all individuals who access medical imaging and radiation therapy services.

### Acknowledgment

We recognize that equity-deserving groups—including Indigenous and African Nova Scotian communities, as well as others with longstanding cultural histories in this province—have experienced systemic inequities, health disparities, barriers to access, and harm within healthcare systems. These experiences have contributed to valid distrust.

We acknowledge that meaningful progress toward eliminating racism and oppression begins with recognizing these truths and committing to sustained, meaningful action.

### Our Role

As the regulatory body for medical imaging and radiation therapy professionals, we are accountable for advancing equity, diversity, inclusion, reconciliation, and accessibility within our organization and across the professions we regulate.

We exist to protect the public by ensuring that only qualified, competent, and ethical professionals are licensed to practice. We believe that safe, effective, and high-quality care is grounded in cultural humility, respect, and responsiveness.

We expect that through ongoing professional development, registrants will strengthen delivery of care competencies to meet the diverse needs of Nova Scotians, and we support them in doing so.

### Our Commitments to Action

We are committed to embedding EDIRA principles across all aspects of our work. To achieve this, we will:

- Integrate EDIRA principles into governance, policies, and decision-making processes
- Foster an inclusive, respectful, and accessible environment where all individuals feel valued and supported
- Promote diverse representation within Council, committees, and staff
- Support ongoing education, reflection, and dialogue to address bias and systemic inequities
- Encourage continuous learning among registrants to ensure culturally responsive and respectful care

### Accountability and Continuous Improvement

Our commitment to EDIRA is ongoing and evolving. We will regularly review and strengthen our policies, practices, and outcomes to ensure they remain responsive, transparent, and aligned with the needs of the public we serve.