

CAPhO Equity, Diversity, and Inclusion (EDI) Policy

The Canadian Association of Pharmacy in Oncology (CAPhO) is committed to advancing equity, diversity and inclusion (EDI) within the association and its activities and the broader oncology pharmacy community. We recognize that diverse and inclusive professional environments foster collaboration, drive innovation and lead to improved patient care outcomes.

Our Commitment

CAPhO strives to create an environment where all individuals - regardless of race, ethnicity, gender identity or expression, sexual orientation, age, ability, religion or socioeconomic background - feel respected, welcomed and valued. CAPhO actively works to identify and address systemic barriers to promote equitable access to opportunities for all members.

Definitions

- **Equity:** ensuring fair treatment, access and opportunity, while addressing barriers that have historically excluded or marginalized individuals.
- **Diversity:** the presence of a wide range of identities, backgrounds, experiences and perspectives.
- **Inclusion:** fostering a culture of belonging where everyone is encouraged to contribute and thrive.

Guiding Principles

- CAPhO integrates EDI considerations into policies, governance, learning activities and communications, whenever possible.
- CAPhO aims to reflect the diversity of our community in volunteer roles, presenters, and award and grant recipients.
- CAPhO is committed to continuous learning and reflection to ensure our practices are culturally safe, inclusive and responsive.
- CAPhO supports equitable access to professional development, funding and recognition within the scope of oncology pharmacy in Canada.

Accountability

The policy above applies to CAPhO's Board of Directors, Committees, Task Forces, volunteers, initiatives and individuals engaged in CAPhO activities. The CAPhO Board is responsible for upholding these principles and reviewing this policy regularly to reflect evolving best practices.

Through this ongoing commitment, CAPhO aims to foster a respectful, inclusive, and collaborative community that empowers all members to fully participate in advancing oncology pharmacy in Canada.