

BRIEFING NOTE

TO: Board of Directors

FROM: Fazal Khan, Registrar

DATE: July 27, 2020

SUBJECT: 7.0 College Organizational Values

☒ For Decision

☐ For Information

☐ Monitoring Report

Purpose:

To review the College's core organizational values and determine whether additions should be made to reflect the board's commitment to diversity, equity and inclusion (DEI).

Background:

An organization's core values support its vision and mission, shape its culture, and educate internal and external stakeholders about the organization's identity and beliefs.

The College's core values were articulated in 2015 and reaffirmed at the board's strategic planning session in 2019, and are as follows:

- **Transparency:** Access to information that is not confidential.
- **Accountability:** Accepting responsibility for decisions and actions.
- **Integrity:** Acting with conscience, putting aside self-interests and making clear decisions that are aligned with our mandate.
- **Efficiency:** Performing properly without wasting resources.

As part of the 2019 annual self-evaluation, in February 2020, the board set a goal of reviewing its organizational values in 2021 to ensure that they continue to be reflective of the organization's beliefs and behaviours.

For Consideration:

As part the College's strategic objectives, the board has commenced training in Diversity, Equity and Inclusion in 2020.

In a recent training session, it was noted that while diversity, equity and inclusion (DEI) are important to the College, these are not reflected in the College's core values. Board directors and appointed

committee members discussed some of the values that the board may wish to consider formally adopting, along with possible value statements that further describe the value.

The following chart represents a summary of the options raised during the training session from the College board and committee participants and the DEI consultants:

Value	Value Statement Options
Diversity	<ul style="list-style-type: none"> • Welcoming and respectful of the diversity of patients, registrants and employees • Committed to equitable treatment and elimination of discrimination in all its forms, at all organizational levels, and through all services provided
Inclusivity	<ul style="list-style-type: none"> • Creating a culture of inclusiveness among opticians and their patients, by opticians communicating and demonstrating that vision care is accessible for all Ontarians, regardless of race, abilities, age, background and other unique attributes. • Impartial and just treatment, fairness without favouritism, discrimination or bias • Empathetic, welcoming and open • Ensure Fair treatment and fair opportunity
Respect	<ul style="list-style-type: none"> • Conducting business with thought and compassion on how we interact with patients, registrants, colleagues and other stakeholders. • Having regard for the feelings, wishes, rights, and traditions of others • Empower all to contribute and feel valued for their contribution
Equity	<ul style="list-style-type: none"> • Proactively acknowledge our policies and processes to include uneven starting places • Ensure fair treatment and fair opportunity
Acceptance	<ul style="list-style-type: none"> • Accepting of all backgrounds, regardless of culture, age, gender, race, religion or ability

The board has been living its core values of transparency, accountability, integrity and efficiency for the last ten years. While these values remain significant, the board may have reached a point where it wishes to review these values, consider whether certain values should continue to be articulated and whether new values should be added, considering:

- The College's evolution and growth as an organization
- The values of the society we work in and the patients we serve
- Whether the current values have aspirational quality and allow room for further growth of the organization

Public Interest Considerations:

The board has expressed its sustained commitment to diversity, equity and inclusion and has sought (and continues to seek) opportunities to develop initiatives and policies in this area, as an organization and with registrants, to ensure that the public receives vision care that is inclusive, respectful, equitable and safe. The inclusion of DEI values as part of the College's core values would demonstrate the significance of these values in the College's work and in carrying out its mandate.

Recommendations/Action Required:

That the board consider adopting additional core values that focus on its commitment to diversity, equity and inclusion.