
PEAC SOCIAL JUSTICE STRATEGY

March 2024

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INTRODUCTION

Physiotherapy Education Accreditation Canada (*PEAC*) is a federal not-for-profit corporation governed by a volunteer Board of Directors. PEAC administers accreditation programs for physiotherapy (PT) education programs and occupational therapist assistant / physiotherapist assistant (OTA/PTA) education programs (as the Occupational Therapist Assistant and Physiotherapist Assistant Education Accreditation Program, *OTA & PTA EAP*) in Canada.

One of the strategic priorities within PEAC's 2021-2025 Strategic Framework is to *develop and apply an equity, diversity and inclusion strategy across all aspects of the organization, including a focus on addressing racism and discrimination.*

Additionally, the 2021 PEAC Statement of Commitment indicates that PEAC commits to transformative systems change. PEAC commits to building competency in using anti-oppressive/anti-racist frameworks within the systems of PEAC, within accreditation work, and within processes and policies. To do this, transformative change at the personal, interpersonal and systemic levels is required. Transformative change is one that recognizes that our society and institutions (including PEAC) are structured by intersecting systems of inequity, in Canada in particular, by colonialism and racism. By committing to transformational change, we are committing to understanding and interrupting these systems of inequity, and to working towards a more just world.

Recognizing that equity, diversity and inclusion (EDI) are not end goals but means toward achieving social justice, this document is therefore a *Social Justice Strategy*. The goal of this strategy is to embed anti-oppressive and inclusive practices throughout PEAC and the organizational culture in a way that ensures that they remain apparent and integrated regardless of turnover in staff and volunteers in the future. Please note, for the purposes of this strategy, accessibility is considered an integral component of inclusion.

SOCIAL JUSTICE STRATEGY

For ease of accessibility to the reader, the PEAC *Social Justice Strategy* is categorized into eight areas. It is recognized that there is overlap between areas and that there is no hierarchy between them.

All of the processes and policies developed through this *Social Justice Strategy* will maintain consistency with existing organizational policies such as conflict of interest and confidentiality.

1. Inclusive Group Processes

Develop Community Guidelines for Inclusive Process for board, committees, and reviewer teams, including systems of accountability for use. Develop overarching organizational Community Guidelines for Inclusive Process.

Develop systems to ensure new board members, committee members, reviewers and staff understand the Community Guidelines for Inclusive Process and how they are implemented.

2. Composition of Board and Committees

Develop a process to identify perspectives that are relevant and missing from the board and committees when making decisions. Develop systems to collaborate with community partners, including Indigenous communities, to access those perspectives, skills and experiences identified as missing from the board and committees (e.g. consultation processes). Develop mechanisms to evaluate the authenticity of these collaborations.

Develop a system to review board and committee applicant credentials and competencies that allows for the inclusion of individuals from a diversity of groups and perspectives, as well as nontraditional or other career paths.

3. Recruitment, Onboarding and Retention – Volunteers and Staff

Board and Committees

Recruitment, onboarding, and retention of board and committee members shall be addressed after the board and committee compositions have been reviewed and revised.

Develop board and committee member recruitment and onboarding processes that support engagement and retention.

Develop long term succession planning for board directors, including officer roles (President, President-Elect and Director of Finance), that is consistent with the board competency matrix.

Develop training for board and committee members that supports social justice including but not limited to PEAC values and commitments, inclusive processes, social justice, and relationship building.

Staff

Develop inclusive staff recruitment policies and procedures that ensure equitable and inclusive processes. Develop a system of evaluating credentials and accessing references or other information that allows for the inclusion of individuals from a diversity of groups or perspectives, and nontraditional or other career paths.

Develop recruitment and onboarding processes that support staff engagement and retention. These processes shall include outreach and mentorship as well as long term succession planning.

Develop training for staff including but not limited to PEAC values and commitments, inclusive processes, social justice, and relationship building.

Develop systems that support staff professional development both during onboarding and on an ongoing basis.

4. Accreditation Review Processes

Composition of Accreditation Reviewer Teams

Review and revise accreditation reviewer team composition policies to support diversity of representation.

Develop a system to evaluate reviewer applicant credentials and competencies that allows for the inclusion of individuals from a diversity of groups and perspectives, as well as nontraditional or other career paths.

Accreditation Review Processes

Review and revise the accreditation review process to embed inclusive processes at all stages. Develop a system to evaluate the effectiveness of the inclusive processes.

Develop a process to identify perspectives that are relevant and missing from the accreditation reviewer team when making decisions. Develop systems to collaborate with community partners, including Indigenous communities, to access those perspectives, skills and experiences absent from the accreditation reviewer team. (e.g. consultation processes). Develop mechanisms to evaluate the authenticity of these collaborations.

Review and revise accreditation site review processes to embed inclusive processes and interactional justice such that there are alternate data collection methods (other than interviews) that are transparent and accountable.

Review and revise accreditation decision-making processes such that they are equitable and inclusive, including evaluation of consistency and continuity of decision-making.

Accreditation Reviewers

Review and revise accreditation reviewer recruitment and onboarding processes to support engagement and retention, including outreach and mentorship. Develop a process for accreditation reviewer succession planning.

Develop training for accreditation reviewers including but not limited to PEAC values and commitments, inclusive processes, social justice, and relationship building, and the application of inclusive processes in the context of an accreditation review site visit (e.g. reviewer team, site visit interviews). Training of accreditation reviewers shall include guidance regarding development of interview questions, how to address challenging dialogues, and how to respond to different questions.

5. Policies and Processes

Review all policies for procedural and distributive justice and make appropriate changes. This shall include identification of policy gaps.

Review and revise policies and procedures to embed relational accountability to Indigenous Peoples and justice-driven and anti-oppressive practices.

Develop a strategy to manage risk to PEAC related to implementation of the PEAC *Social Justice Strategy*.

6. Relational Accountability to Indigenous Peoples and their Communities

Undertake an evaluative consultation process to identify mechanisms by which the organization may engage in relational accountability to Indigenous Peoples and their communities, and develop an action plan addressing truth and reconciliation.

7. Communications Strategy

Develop a communications strategy for inward and outward facing communications that minimizes risk to the organization. This strategy shall consider accessibility (e.g. plain language), transparency and accountability. The strategy shall also consider inclusive French language.

8. Ongoing Evaluation

Develop systems to ensure PEAC is accountable to its *Social Justice Strategy*.

Develop and implement an ongoing iterative evaluation plan to assess effectiveness of implementation of the PEAC *Social Justice Strategy*.