

Addiction Prevention and Treatment Services

Diversity and Inclusion Working Group



The Addiction Prevention and Treatment Services Diversity and Inclusion Working Group was established in 2007. Since that time, the committee has had many different representatives participate. The goal of the committee has been to have all services areas within Addiction Prevention and Treatment Services represented at all time, including front line staff.

Vision

Healthy People, Healthy Communities, through quality, culturally competent service

Mission

To facilitate transformation of Addiction Prevention and Treatment Services into a continually evolving culture of belonging where diversity is embraced and celebrated.

Purpose

To collaboratively develop, implement and evaluate a strategy (aligned with Capital Health's Diversity and Inclusion strategy) that will help us build on our cultural competency as an organization.

Goals

- Provide/offer quality, culturally competent services for our clients, families and our community. **(Quality client care)**
- Assist in creating a culturally competent healthy workplace and diverse and inclusive workforce reflective of our community. **(Healthy workplace)**
- Facilitate building culturally relevant knowledge/research related to harmful involvement based on participatory action research principles. **(Building knowledge/research)**
- Assist in/support the development of a culturally competent system and partnerships. **(Leadership and advocacy)**

Successes

- The distribution of chosen Diversity related posters to all of our services area offices, in order to have consistent and reflective messaging in our sites.
- The opportunity to build a connection with the First Nation Community and the Mi'qmaq Friendship center
- Partnering with the Mental Health Diversity Committee on a shared Training Opportunity, to help enhance our goals and visions.

Values and Guiding Principles

- We believe culture is a broad term used in reference to a wide variety of groups that arise from religious affiliation, age, race, gender, ethnicity, language, sexual orientation, gender identity and expression, socio-economic status and ability.
- We believe when we treat people equally we ignore differences. When we treat people equitably we recognize and respect differences.

- We are committed to fostering a culturally competent workforce and organization to enhance our client service with diverse communities.
- We will engage in collaborative relationships with relevant stakeholders in the planning, implementation and evaluation of initiatives and projects.
- We respect and value the expertise, capacity and self-determination of individuals/communities to address their health needs within their culturally relevant healing practices/customs.