

# CRNA

College of Registered  
Nurses of Alberta

## A Commitment to Equity, Diversity, Inclusion & Accessibility (EDIA) Framework

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*We would like to acknowledge that the CRNA office is within Treaty 6 Territory and we recognize our registrants on Treaty 4, 6, 7, 8 and 10 and Métis Homelands. The CRNA is dedicated to improving Indigenous health and to supporting culturally safe and appropriate care to Indigenous patients and families in Alberta.*

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## Development

*A Commitment to Equity, Diversity, Inclusion and Accessibility (EDIA) Framework* (framework) was developed collaboratively by the College of Registered Nurses of Alberta's (CRNA) staff, Council and regulatory committees. The process involved conducting several individual interviews and organizing focus groups with staff, Council and committee members.

The CRNA modeled the principles and approaches outlined in the framework during its development, including seeking out diverse viewpoints and fostering open and respectful dialogue where all perspectives were valued.

## Purpose

At the CRNA, we are building a future where EDIA guides how we fulfill and deliver our regulatory mandate and operate as an organization. The framework is designed to equip staff, Council and regulatory committees with principles and approaches to put EDIA at the forefront of the work we do and the decisions we make, and to provide equitable opportunities for success.

While the EDIA Framework is grounded in internal organizational accountability, its influence extends meaningfully across all dimensions of our regulatory mandate. It will shape strategic planning, guide decision-making, and inform the delivery of services across all aspects of our work and every regulatory function. As a result, it will enhance how the CRNA engages with and supports registrants, external partners, and the public, strengthening our professional relationships and fostering a more equitable, diverse, inclusive, and accessible regulatory ecosystem.

## The core concepts guiding this framework include:

### **EQUITY**

Equity means a commitment to identifying and addressing barriers to fair access and outcomes—recognizing that each person’s path is unique, and that fairness often requires differentiated support.

### **DIVERSITY**

Diversity means recognizing, celebrating and seeking out differences in background, experience, identity, and perspective that strengthen our organization and health ecosystem.

### **INCLUSION**

Inclusion means creating an environment where staff, Councillors, committee members and registrants, external partners and the public feel welcomed, seen, and heard—grounded in the belief that staff, councillors and committee members – along with our registrants, external partners and the public – have a role in how we execute our mandate to serve and protect the public.

### **ACCESSIBILITY**


Accessibility means ensuring our systems, services, and opportunities are open and navigable for all, with an emphasis on removing physical, cultural, and systemic barriers.





## Commitment Statement

At the CRNA, EDIA is at the core of what we do — guiding how we govern, our operations, our decision making and the overall strategic direction of the organization. As a progressive and leading regulator, we are committed to upholding the principles and approaches outlined in the framework and achieving the outcomes it envisions.



The CRNA's Council and senior leadership are committed to leading by example by following and embedding the framework's principles and approaches across the organization.

**Specifically, we will:**

- Ensure people feel valued and included in the organization.
- Demonstrate and promote respectful and effective communication and engagement internally and externally.
- Seek out and listen to diverse voices, creating spaces where people can participate and contribute equitably and meaningfully.
- Commit to fair and transparent practices.
- Provide clear and confidential mechanisms for staff, Councillors, committee members, registrants, external partners and the public to bring concerns or complaints relevant to EDIA forward, with processes in place to ensure appropriate follow-up and accountability.
- Seek to provide equitable opportunities and create supportive and inclusive spaces.
- Monitor geopolitical developments and our health ecosystem, adjusting our approaches to achieve optimal outcomes.
- Be mindful of biases and proactively address them to ensure fair and inclusive decision making and implementation.
- Share our learnings and successes with the broader regulatory community and across the health care ecosystem.
- Be visible by publicly demonstrating our commitment to the framework and by setting an example for others.
- Ensure the actions we take to implement the framework are clear and achievable.

**The CRNA's Council and Senior Leadership Team are fully committed to the framework. We will work together to uphold the principles and approaches outlined in the framework and to deliver on the outcomes identified within.**

Signed,  
**CRNA Council and Senior Leadership**

# Principles

The following principles are core commitments that guide how the CRNA governs, its operations, decision making and strategic direction. The principles will influence all EDIA-related initiatives and the implementation of the framework. Following these principles will positively impact staff, councillors, and committee members as well as our registrants, external partners and the public..

## **EXECUTIVE COMMITMENT**

Executive sponsors give attention, resources and support needed for the framework to succeed. This includes making the framework a key part of the organization's culture. Their commitment to EDIA demonstrates the dedication they want to foster throughout the organization.

## **ACCOUNTABILITY**

Accountability means holding staff, councillors and committee members accountable to the framework. This also includes being transparent about the framework's progress and opportunities for improvement. Staff, councillors and committee members are responsible for building a culture of trust and ongoing learning.

## **CLARITY**

Making sure staff, councillors, and committee members, registrants, external partners and the public know what the organization wants to achieve with our work and how they can contribute, so that all parties understand their role and can foster effective collaboration toward collective goals.

## **COMMUNICATION**

Encouraging open, respectful and inclusive conversations that help staff, councillors, committee members, registrants, external partners and the public understand different viewpoints.

## **ENGAGEMENT**

Inviting staff, councillors and committee members to be involved in shaping and executing the framework, encouraging a collective responsibility and commitment to this work. This includes creating an environment where equity, diversity, inclusion and accessibility guides what we do.

## **EMPOWERMENT**

Providing opportunities for staff, councillors and committee members to grow, make meaningful contributions to our collective work, and bring their full and authentic selves to work.

# Principles (Cont'd)

## MEASUREMENT

Setting specific, measurable objectives and realistic, time-specific action items to evaluate the effectiveness of different initiatives, make informed decisions and continuously improve the organization.

## SAFETY

Fostering environments where staff, councillors, committee members, registrants, external partners and the public feel secure and respected across all dimensions – including physical, emotional, psychological, social, intellectual, cultural, digital and organizational – so they can fully participate without fear of harm, exclusion or invalidation.

# Outcomes

**Over the coming months and years, we are committed to achieving the following outcomes. Achieving these outcomes will be guided by the principles and approaches outlined in the framework.**

## **Leadership, Internal Engagement & Accountability**

- Leaders are accountable to the principles, approaches and actions of the framework.
- Staff, councillors and committee members (and registrants, external partners and the public) with diverse needs can fully participate, through accessible and responsive accommodation supports.
- Staff, councillors and committee members feel empowered and motivated to engage and participate meaningfully.

## **Culture & Inclusion**

- A culture of safety is embedded across the organization.
- A culture of inclusion and mutual respect is cultivated where differences are valued and celebrated..
- Staff, councillor and committee member champions and peer networks drive culture change by support the implementation of the framework.

## **Equity, Accessibility & Accommodation**

- All staff, councillors and committee members (and prospective staff, councillors and committee members) experience fairness in recruitment, retention and advancement due to more equitable employment/ appointment systems.

- Registrants, external partners and the public will experience more equitable, inclusive and accessible interactions with the College.
- Accessibility is continuously improved, informed by clear and meaningful metrics and feedback..

## **Processes, Systems & Decision-Making**

- Internal disclosure processes are safe, accessible and effective.
- Increased data collection enables the organization to better understand internal organizational and external ecosystem needs, leading to better planning and decision making.
- Diverse internal and external perspectives are increasingly considered in the development of regulatory policies, programs and services.

## **External Engagement & Impact**

- Registrants, external partners and the public will experience more equitable, inclusive and accessible interactions with the College.
- Relationships with registrants, external partners and the public will be strengthened through transparent, inclusive and respectful engagement..
- Increased collaboration and allyship through meaningful external partnerships.

# Approaches

**We have identified a list of approaches (not exhaustive) the CRNA will use to guide the framework's implementation. Depending on the outcome we are trying to achieve we may employ one, or several of the following approaches below:**

- 1. Addressing implicit biases:**  
Examine and reflect on personal biases before taking any subsequent steps.
- 2. Seeking diverse perspectives:**  
Actively gathering and considering a wide range of viewpoints and experiences from diverse people, identities and expertise to enrich decision making and problem solving.
- 3. Creating inclusive environments:**  
Creating inclusive physical and virtual spaces that value and support diverse people.
- 4. Universal design & accessibility:**  
Creating services and environments that are accessible to staff, councillors, committee members, registrants, external partners, and the public in accordance with all protected grounds as defined by the Alberta Human Rights Commission..
- 5. Transparent information sharing:**  
Clearly communicating information in a timely manner to increase dissemination and access to important information.
- 6. Allyship:** Actively seeking out partnerships with external partners, other organizations, committees, networks, etc., to support the outcomes outlined in the framework and contribute to broader positive health system goals and outcomes.
- 7. Respect for Cultural Diversity:**  
Encouraging and celebrating the coexistence of multiple cultural groups within the organization, where each culture retains its identity while contributing to a shared community.
- 8. Human rights:** Upholding the fundamental rights and freedoms of staff, Councillors, committee members, registrants, external partners, and the public who interact with the CRNA, ensuring that all members of the organization and external parties are treated with dignity and respect, regardless of their background or identity.
- 9. Connecting across Cultures:**  
Fostering interactions and relationships between people from different cultural backgrounds in ways that encourage mutual respect, understanding and the sharing of knowledge.

## Approaches (Cont'd)

### 10. **Seeing the Whole Person:**

Recognizing and understanding that people hold multiple identities (e.g., race, gender, sexuality) that intersect in unique ways, affecting their experiences, potential and challenges within the workplace.

### 11. **Merit through an EDIA Lens:**

Acknowledging that opportunities and outcomes can be shaped by systemic factors, historical inequities and societal and cultural differences. It involves recognizing skills, knowledge, experience, and potential in a way that is fair, inclusive, and free from bias or prejudice. This approach challenges narrow or traditional approaches of merit that may reflect privilege rather than ability and emphasizes the importance of valuing diverse forms of contributions and achievement.

12. **Reconciliation:** Reconciliation is a profound and multifaceted process. It involves coming to terms with the events of the past in a manner that overcomes conflict and establishes a respectful and healthy relationship among people moving forward. It is not simply a matter of forgiving and forgetting but rather understanding, acknowledging and addressing the wrongs of the past to pave the way for a harmonious future.

The path to reconciliation is not without its challenges. It requires a willingness to confront uncomfortable truths and to make difficult changes. It demands perseverance and dedication from all involved. It is also essential to recognize and respect the sovereignty of First Nation, Métis and Inuit Peoples. It is their inherent rights and self-determination that are fundamental to the reconciliation process.

## Closing Statement

The CRNA is committed to equity, diversity, inclusion and accessibility to support and empower staff, councillors and committee members and to achieve the outcomes we've committed to. This commitment will positively affect our registrants, our external partners and the public.

For further information on our definitions and action plans, visit **CRNA.com**