



Statement of Commitment to Equity, Diversity and Inclusion (EDI)

As an institution of teaching and healing, the Canadian Memorial Chiropractic College (CMCC) is committed to advancing diversity by providing a welcoming, equitable and inclusive environment for all of our stakeholders, including employees, students, patients, and visitors. As an organization, we endeavor to uphold the following:

- The demonstration of equitable and inclusive treatment of CMCC's stakeholders and elimination of discrimination in all its forms, at all organizational levels and throughout all programs.
- The ability to lead and model diversity and inclusion throughout the organization to build respect, dignity, and fairness.
- Recognition of the past and continuous presence of the many nations that have inhabited the land upon which CMCC and its affiliates operate.
- Recognition of the rights of all individuals and the acceptance of others.
- A commitment to welcoming and respecting the diversity in all employees, students, patients and visitors and creating an environment that is inclusive of all.

CMCC understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring compliance by incorporating this statement into our policies, procedures, training, and best practices, across all levels of the organization. Providing an equitable, diverse, and inclusive environment is a shared responsibility, and we are committed to both individual and organizational efforts in making this a reality.

President:

A handwritten signature in green ink, appearing to read 'D. Wickes', is written over a horizontal line.

David Wickes, DC, MA

Effective Date: September 2, 2021
Restated Date: January 1, 2023