



Speech-Language &
Audiology Canada
Communicating care

Diversity Update: December 2020

Since our last communication in August 2020, SAC has engaged HRx, a reputable third-party Canadian firm that specializes in equity, diversity, inclusion (EDI) and anti-racism, to support us in this journey. Over the coming months, HRx will conduct a comprehensive audit and deliver a data-informed strategy that will provide a roadmap for structural and systemic changes to address inequities and work towards an inclusive environment for all SAC stakeholders.

Specifically, this will include a comprehensive audit of equity, diversity, inclusion and anti-racism at SAC, using qualitative and quantitative measures to evaluate the current state in terms of representation and demographics, sentiment, barriers as well as goals and aspirations from our members and associates.

Through this process, SAC is committed to ensuring our members feel they are seen, heard and understood. We will be seeking input from the membership and welcome your candid and productive feedback to inform our plans for change.

The report and action plan we will produce will be based on results from the Audit and analysis, and will include:

- SAC's defined current and target state using proprietary benchmarking tools
- Key findings, including strengths, barriers, potential vulnerabilities, and opportunities
- Survey Data – employee demographics and feelings of inclusion

HRx will use the information gathered through the audit to develop a multi-year strategy for addressing systemic racism and advancing EDI, including priorities and KPIs for the short term (18 months) as well as long-term strategic targets. We will be sharing back the findings of this engagement, along with a reinforced commitment statement and action plan, with the membership in second quarter of 2021.

We acknowledge that systemic racism is far-reaching, and that creating change requires a continued commitment from SAC. We will continue to report to the membership quarterly as we work to take meaningful actions.