

## **DMSS Equity Statement**

The Dalhousie Medical Students' Society (DMSS) acknowledges that as future physicians, we are in a privileged position to advocate for our community and its members; as such we have a responsibility to show leadership on the issues of equity and social justice. Together we strive to create an environment that welcomes diversity, and promotes inclusion – with full respect for human dignity and individuality.

All endeavors undertaken by the DMSS and its members are done so in a thoughtful manner and are conducted without discrimination based on irrelevant personal characteristics that include, but are not limited to; race or ethnicity, religion or country of origin, colour, sex, sexual orientation, gender identification, age, physical and mental ability, or social class. Any form of discrimination and harassment will not be tolerated. Behaviors, actions, words or events– deliberate or otherwise– that marginalize, discriminate against, or create an unsafe atmosphere for any group or individual go against our principles of equity and will not be tolerated.

It is the collective responsibility of the DMSS and its members to foster an anti-oppressive environment that is inclusive, supportive, and welcomes discussion; in doing so, we establish a culture of mutual respect that facilitates our mission of advocacy and leadership at the local, provincial, national and international level.