

Wellbeing Filter

Developed by Melanie Lewis and Victor Do

- ☐ Is the tone of the policy supportive or intimidating?
- ☐ Does the policy consider and support underrepresented/equity-deserving groups?
- ☐ Has the policy been widely vetted by learners/faculty members and includes EDIIA principles?
- ☐ Does the policy include elements of autonomy, flexibility, trust for learners and/or faculty members?
- ☐ Does the policy consider special circumstances?
- ☐ Does the policy adhere to principles of natural justice/procedural fairness (professionalism complaints)?
- ☐ Does the policy recognize the perils of the hierarchy in medical culture?
- ☐ How does the policy contribute to a health-promoting environment?
- ☐ Does the policy insert a barrier to mental/physical wellbeing?
e.g., requiring a note for medical appointments, multiple disclosures of personal medical information to secure accommodations, and required approved absences for medical appointments.

Language Filter

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Language and Tone Matter!

Remember, this is true not only when reviewing policies, but in all communications with students, Faculty, and colleagues. Connotation and context matter as much as content.



Dear Ms. Jones,

You have failed the MSK final examination. You are directed to contact the UME office to schedule a meeting with the Assistant Dean of Academic Affairs.



Dear Ms. Jones,

Unfortunately, you were not successful in your MSK final examination. We would like to arrange a meeting to discuss how the UME can support you to meet course objectives and arrange an academic mentor.

Core Values to Reflect on:



Value	Meaning in Context
Inclusion	Everyone feels invited, heard, and valued.
Fairness	Rules and practices are consistent and proportionate to needs.
Compassion	Human-centred understanding underpins decisions.
Cultural Safety	Diverse identities and traditions are respected and not marginalized.
Accessibility	Environments and processes are intentionally designed to be usable by all, regardless of ability or circumstance.
Collaboration	Diverse perspectives shape outcomes; no single group dominates.
Empowerment	Policies build individual and collective capacity, not dependency.
Integrity	Commitment to ethical consistency and moral courage in policy actions.

Ethical Principles

Principle	Description	Application to Policy Review
Justice and Equity	Ensure fair treatment and access to opportunities and resources.	Ensure that policies adhere to legal standards and remove systemic barriers (e.g., do not privilege or disadvantage any group).
Respect for Persons and Dignity	Recognize the inherent worth of every person.	Use inclusive language; consider the impacts on dignity and autonomy of those affected.
Beneficence (Do Good)	Promote wellbeing and enhance working conditions.	Ensure policies contribute positively to mental, physical, and social wellbeing.
Non-Maleficence (Do No Harm)	Avoid causing harm through action or omission.	Anticipate potential negative effects (e.g., stress, exclusion, stigma) and mitigate them.
Non-Maleficence (Do No Harm)	Decisions must be open, justifiable, and reviewable.	Include clear rationales, feedback mechanisms, and pathways for redress.
Non-Maleficence (Do No Harm)	Recognize interdependence and shared responsibility.	Engage all faculty groups in co-creation and shared ownership of policies.
Non-Maleficence (Do No Harm)	Consider long-term social, ecological, and economic wellbeing.	Align policy outcomes with environmental and community health goals.

Equity & Social Justice

Anti-Racism Lens

Does this policy dismantle systemic racism?

Does it recognize and address racial inequities in power, access, or outcomes?

Gender Equity Lens

Does it ensure equitable participation, representation, and outcomes across all genders?

LGBTQ2S+ Inclusion Lens

Does it affirm gender and sexual diversity, and ensure safety and belonging for all identities?

Indigenous Relations & Reconciliation Lens

Does it honour Indigenous rights, self-determination, and ways of knowing? Does it advance reconciliation commitments?

Socioeconomic Equity Lens

Does it recognize financial barriers, and ensure inclusion regardless of economic means?

Disability & Accessibility Lens

Does it remove physical, technological, or attitudinal barriers for people with disabilities?

Cultural Safety Lens

Does it promote respect for cultural identity and protect against cultural harm?

Wellbeing & Human-Centeredness

Wellbeing & Mental Health Lens

Does the policy support psychological safety, manageable workloads, and wellbeing?

Kindness & Compassion Lens

Is it grounded in empathy, understanding, and care for others?

Trauma-Informed Lens

Does it recognize trauma and avoid re-traumatization through policy or process?

Dignity & Respect Lens

Does it treat every individual as inherently worthy of respect?

Belonging Lens

Does it foster connection, inclusion, and a sense of being valued within the community?

Inclusion, Accessibility & Participation

Universal Design Lens	Is it accessible to all, regardless of ability or background?
Language & Communication Lens	Is language inclusive, plain, and free from bias?
Participatory & Co-Creation Lens	Were the people affected involved in creating or reviewing this policy?
Student/Staff Voice Lens	Are different groups (e.g., students, staff, faculty) equitably represented in decision-making?

Environmental, Social, & Global Responsibility

Sustainability Lens

Does the policy contribute to ecological health and responsible stewardship?

Climate Justice Lens

Does it consider how climate impacts intersect with social inequities?

Global Citizenship Lens

Does it reflect ethical responsibility to local and global communities?

Intergenerational Justice Lens

Does it safeguard the wellbeing of future generations?

Organizational Culture & Ethics

Equity, Diversity, Inclusion & Accessibility Lens

Does it align with institutional EDIA/B commitments and accessibility standards?

Ethical Governance Lens

Are decision-making processes transparent, fair, and participatory?

Leadership & Accountability Lens

Does it clarify responsibility for equitable implementation?

Learning & Growth Lens

Does it encourage reflection, feedback, and continuous improvement?

Trust & Psychological Safety Lens

Does it build a culture of openness and mutual respect?

Human Values

Kindness Lens

Is the policy written and enacted with care, empathy, and understanding?

Gratitude Lens

Does it recognize contributions and promote appreciation?

Humility Lens

Does it acknowledge learning, imperfection, and openness to change?

Integrity Lens

Are principles consistent with actions and implementation?