

# Doctors Without Borders Canada

## WORKING WITH US

MSF Canada is a people-focused humanitarian organization that is proud to offer a diverse, collaborative and inclusive work environment. We strongly believe this approach enhances our work and we're committed to equity in employment. MSF Canada seeks to attract and engage the best professionals to join our organization and maintain meaningful, productive and lasting work relationships. We embrace diverse motivations and backgrounds of people working together to exhibit their passion in action for MSF's social mission.

MSF Canada acknowledges the existence of systemic racism and oppression and is committed to sustaining and strengthening its anti-racism and anti-oppression (AOAR) efforts. As MSF Canada continues to grow and strive to remove barriers in its offices in Canada and in MSF work environments abroad, we welcome applications from individuals with unique experiences of intersectional oppression based on their social markers such as their ethno-racial identity, age, gender identity, education, socio-economic status or place of origin. We encourage Black, Indigenous, People of Colour, LGBTQIA2S+ people, individuals living with disabilities and any equity-deserving individual to apply.

In line with MSF's December 2021 pledge to reduce our carbon emissions by 50 percent by 2030, we encourage all MSF staff to embrace and embed sustainable and climate-friendly practices into their work. Applying a climate and planetary health lens will help us improve our operational impact. Facing climate change and environmental degradation through our operational activities by focusing on mitigation and adaptation will decrease our dependency on fossil fuels, reduce our ecological footprint and help protect human health. Everyone, at all levels, with all skill sets is needed to address the global threat of the climate crisis.

## ACCESSIBILITY

MSF Canada has an Accessibility Policy that commits to providing or arranging for accessible formats and communication supports for persons with disabilities as follows:

- In a timely manner that considers the person's accessibility needs due to a disability
- At a cost that is no more than the regular cost charged to other persons
- In consultation with the person making the request to determine suitability of an accessible format or communication support

MSF Canada will notify employees and the public about the availability of accommodations for applicants and employees in its recruitment processes. During the recruitment process, when job applicants are individually selected to participate in an assessment or selection process,

they will be notified that accommodations are available upon request. If a selected applicant requests accommodation, MSF Canada will consult with the applicant and provide or arrange for a suitable accommodation, considering the individual's needs. MSF Canada will notify successful applicants of its policies for accommodating employees with disabilities, when making offers of employment to a successful applicant.

#### DEMOGRAPHIC DATA

Responses to questions are completely voluntary and are not associated with individual applications and have no impact, in any way, in hiring decisions. The data collected will be used in aggregate only to help us identify areas of improvement in our recruitment process.

#### DATA PRIVACY AND CONSENT

<https://www.doctorswithoutborders.ca/privacy-notice>