CMA POLICY

EQUITY AND DIVERSITY IN MEDICINE

See also: Professionalism and Ethics, Inclusion, and Diversity in Medicine

A. BACKGROUND

The purpose of this policy is to promote an equitable and inclusive workplace environment for all physicians. It is grounded in the principles of respect for the dignity of all individuals and the importance of diversity and inclusion in medicine. This policy emphasizes the ethical responsibilities of physicians to promote and maintain an inclusive and equitable workplace, and to address systemic barriers that may limit access to medical care or professional opportunities.

In medicine, the principles of equity and diversity are particularly important due to the unique nature of the profession. Physicians play a critical role in shaping health policies and practices that affect the well-being of patients and communities. Therefore, it is essential to ensure that the profession reflects the diversity of the populations it serves.

The policy is also informed by the recognition that diversity in medicine can lead to better health outcomes for patients. A diverse physician workforce is better equipped to address the unique needs of patients from diverse backgrounds.

This policy applies to all levels of medical education, from undergraduate to postgraduate training, as well as to physicians in all specialties and practice settings. It is intended to guide institutions and individuals in creating an inclusive and equitable environment.

This policy is consistent with the Canadian Medical Association's (CMA) Code of Ethics, which emphasizes the importance of respect, justice, and fairness in the delivery of medical care.

The policy is also aligned with international guidelines and standards that promote diversity and inclusion in healthcare, such as the World Health Organization's (WHO) Global Action Plan for Equity in Health Care.

CMA POLICY

EQUITY AND DIVERSITY IN MEDICINE

See also: Professionalism and Ethics, Inclusion, and Diversity in Medicine

B. EXCLUSION

1. Nationality

Exclusion on the basis of nationality is prohibited. Nationality should not be a criterion for employment or advancement in medicine. All physicians, regardless of their nationality, should be treated equally.

2. Religion

Religion is a personal belief and should not be a basis for discrimination in medicine. Physicians should respect the religious beliefs and practices of their patients and colleagues.

3. Disability

Disability should not be a factor in the employment or advancement of physicians. All individuals, regardless of their disability status, should have equal opportunities to practice medicine.

4. Gender

Gender should not influence the employment or advancement of physicians. All individuals, regardless of their gender, should have equal opportunities to practice medicine.

This policy is intended to promote a workplace environment that is free from discrimination and fosters the development of a diverse and inclusive physician workforce.

CMA Policybase - Canadian Medical Association
Standing Committee on Health’s study on violence faced by healthcare workers

https://policybase.cma.ca/link/policy14052

**POLICY TYPE**  Parliamentary submission

**DATE**  2019-05-14

**TOPICS**

Health care and patient safety

- Ethics and medical professionalism
- Health human resources
- Physician practice, compensation, forms

**Documents**

- Joint statement on preventing and resolving ethical conflicts involving health care providers

CMA Policybase - Canadian Medical Association
Joint statement on preventing and resolving ethical conflicts involving health care providers and persons receiving care
https://policybase.cma.ca/link/policy202

POLICY TYPE
Policy document

LAST REVIEWED
2019-03-03

DATE
1998-12-05

TOPICS
Ethics and medical professionalism
Principles concerning physician information
https://policybase.cma.ca/link/policy208

POLICY TYPE  Policy document
LAST REVIEWED  2019-03-03
DATE  2002-06-02
TOPICS  Health information and e-health
Ethics and medical professionalism

Documents

Putting Patients First : Comments on Bill C 6 (Personal Information Protection and Electronic Documents Act) : Submission to the Senate Standing Committee on Social Affairs, Science and Technology
https://policybase.cma.ca/link/policy1979

POLICY TYPE  Parliamentary submission
LAST REVIEWED  2019-03-03
DATE  1999-11-25
TOPICS  Ethics and medical professionalism
Health care and patient safety
Health information and e-health

Documents
“Putting Patients First”

Comments on Bill C-6
(Personal Information Protection and Electronic Documents Act)

Submission to the Senate Standing Committee on Social Affairs, Science and Technology

No. 22 1998
Owen O'Beirne

Executive Summary

The Canadian Medical Association supports the principles outlined in the Personal Information Protection and Electronic Documents Act (Bill C-6). The Act is a balanced approach to the protection of personal information and the promotion of the public interest in the electronic age. The Act will provide clear and consistent rules that apply to the collection, use and disclosure of personal information in the private sector.

The Act will also harmonize the various provincial privacy laws, which will facilitate the free flow of information and commerce across the country. This will be achieved by establishing a set of uniform rules that apply to all organizations, regardless of their location or size.

In addition, the Act will provide Canadians with access to their personal information, the ability to ask for corrections, and the right to refuse in certain circumstances the use of their information for direct marketing purposes.

The Canadian Medical Association believes that the Act will provide a framework that will ensure the protection of personal information and the promotion of the public interest in the electronic age.

The Canadian Medical Association looks forward to working with the Senate Standing Committee on Social Affairs, Science and Technology to ensure that the Act is implemented in a way that is consistent with the principles outlined in the Act.
“Listening to our Patient’s Concerns”

Comments on Bill C-54
(Personal Information Protection and Electronic Document Act)

Submission to the House of Commons
Standing Committee on Industry

March 18, 1999

To: Further Information

From: C. A. L. M. O.

For the purpose of this submission, it is important to note that the issues concerning personal information have become of growing concern. Many Canadians, for example, are concerned about the adequacy of the personal information protection legislation in their own jurisdictions. This submission is intended to provide a broad perspective on the issues and to highlight specific areas of concern.

The Canadian Medical Association (CMA) is committed to the protection of personal information. It believes that the right to privacy is a fundamental human right and that personal information should be handled with care and respect. The CMA supports the principles of privacy and data protection as set out in the Personal Information Protection and Electronic Documents Act (PIPEDA).

The CMA is concerned that the legislation in this area be comprehensive and effective. It is important that the legislation be consistent with the principles of the International Federation of Medical Students’ Associations (IFMSA) Declaration on the Ethical Use of Personal Medical Information.

The CMA also believes that there is a need for better education and awareness about the importance of privacy and data protection. It recommends that the government develop a public education campaign on these issues.

Finally, the CMA recommends that the legislation be reviewed regularly to ensure that it remains effective and relevant. This is important to ensure that the legislation keeps pace with the rapidly changing technology and the evolving needs of the public.

CMA Policybase - Canadian Medical Association
Caring in a Crisis: The Ethical Obligations of Physicians and Society During a Pandemic

https://policybase.cma.ca/link/policy9109

POLICY TYPE Policy document
LAST REVIEWED 2019-03-03
DATE 2008-02-23
TOPICS Ethics and medical professionalism, Population health, health equity, public health

Documents
The evolving professional relationship between Canadian physicians and our health care system: Where do we stand?

https://policybase.cma.ca/link/policy10389

POLICY TYPE  Policy document
LAST REVIEWED  2019-03-03
DATE  2012-05-26
TOPICS  Ethics and medical professionalism

Documents
CMA’s formal submission to the Federal External Panel on assisted dying
https://policybase.cma.ca/link/policy11750

POLICY TYPE  Parliamentary submission
LAST REVIEWED  2019-03-03
DATE  2015-10-19
TOPICS  Ethics and medical professionalism

Documents

[Image of the page]

October 19, 2015

[Address]

Dear [Name of the Federal External Panel]

On behalf of the Canadian Medical Association (CMA), I appreciate the opportunity to provide comments on behalf of the Federal External Panel on legislation to permit the development of laws regarding assisted dying.

The CMA is a national, voluntary, learned society whose members serve in various capacities at the federal, provincial and territorial levels of Canada. We represent the interests of almost 60,000 physicians through the CMA and the provincial and territorial medical associations.

The CMA supports the principle of self-determination for all Canadians. However, we are concerned about the potential for assisted dying legislation to conflict with the principles of medical ethics and the professional obligations of physicians.

We recommend that the following principles be incorporated into any legislation on assisted dying:

1. Respect for the autonomy of the individual
2. Confidentiality and patient confidentiality
3. Quality of life
4. Access to palliative care
5. Protection of vulnerable populations

We encourage the Federal External Panel to consider these principles in its deliberations.

Sincerely,

[Signature]

[Name]

[Title]
Statement to the Canadian panel on violence against women Ottawa - September, 1992

https://policybase.cma.ca/link/policy11956

POLICY TYPE
Parliamentary submission

LAST REVIEWED
2019-03-03

DATE
1992-09-15

TOPICS
Health care and patient safety
Ethics and medical professionalism

Documents
Supporting the enactment of Bill C-14, Medical Assistance in Dying
https://policybase.cma.ca/link/policy13693

POLICY TYPE
Parliamentary submission

LAST REVIEWED
2019-03-03

DATE
2016-05-02

TOPICS
Ethics and medical professionalism

Documents

CMA Submission: Supporting the enactment of Bill C-14, Medical Assistance in Dying

Submission to the House of Commons Standing Committee on Justice and Human Rights.

May 2, 2016