Equity and diversity in medicine

https://policybase.cma.ca/link/policy14127

POLICY TYPE  Policy document
DATE  2019-12-07
TOPICS  Ethics and medical professionalism

Documents
CMA STATEMENT ON
EQUITY AND DIVERSITY IN MEDICINE

What is equity?
For the purposes of this policy, equity means removing barriers and obstacles to achieving positive health outcomes and eliminating and preventing health inequities. It is achieved through policies, programs and practices that support and promote health equity and are designed to improve the health and well-being of all communities and individuals.

Why are we here?
A diverse and inclusive health care workforce plays a crucial role in ensuring that patients and communities have access to quality health care services. The health care workforce must be reflective of the diversity found in the communities it serves. This diversity includes but is not limited to race, ethnicity, gender, sexual orientation, age, ability, and cultural background. A diverse and inclusive health care workforce can lead to better patient outcomes, stronger patient-physician relationships, and improved overall health outcomes.

GUIDING PRINCIPLES

Respect for persons
The principle of respect for persons means that medical professionals should view their patients as individuals with unique values and beliefs, and that they should be treated with dignity and respect.

Empowerment
Empowerment means that medical professionals should support their patients in making informed decisions about their health care and should provide them with the necessary information and support to do so.

Equity
Equity means that medical professionals should strive to ensure that all patients have equal access to high-quality health care, regardless of social, economic, or other characteristics.

Excellence
Excellence means that medical professionals should strive to provide the highest quality care possible, taking into account the specific needs and circumstances of each patient.

The CMA is committed to upholding these principles in all its policies and actions.