Equity and diversity in medicine
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CMA STATEMENT ON EQUITY AND DIVERSITY IN MEDICINE

Background

The Canadian Medical Association (CMA) is committed to ensuring that all members of our profession have equal opportunities to contribute to the health and welfare of society. This commitment is grounded in our values of equity, diversity, and inclusion, which are reflected in our policies and actions.

Goal

The goal of this statement is to guide the profession in understanding the importance of equity, diversity, and inclusion in medicine, and to provide recommendations for addressing and promoting these values in our work.

Why it matters

As members of a profession, we have a responsibility to ensure that all patients have access to high-quality care, regardless of their background or circumstances. This includes providing care that is respectful, culturally sensitive, and free from discrimination.

We believe that equity, diversity, and inclusion are essential to the mission of the CMA, and that we have a role to play in promoting these values in medicine. By working together, we can create a more inclusive and equitable profession that is better able to serve all members of our society.

GUIDING PRINCIPLES

1. Respect for persons
   - The principle of respect for persons, as enshrined in the fundamental principles of medical ethics, requires that all members of our profession have equal opportunities to contribute to the health and welfare of society.

2. Empowerment
   - Empowerment is the process of giving people control over their lives, enabling them to make decisions that affect their health and well-being.

3. Equity
   - Equity is the principle of providing equal opportunities to all, regardless of their background or circumstances.

4. Diversity
   - Diversity refers to the variety of different characteristics that make up a group of people.

5. Inclusion
   - Inclusion is the practice of ensuring that all members of a group are included in the decision-making process and are treated with respect and dignity.

Conclusion

We encourage all members of the CMA to work together to promote equity, diversity, and inclusion in medicine. By embracing these values, we can create a profession that is more responsive to the needs of all members of our society.

The CMA is committed to ongoing efforts to promote equity, diversity, and inclusion in medicine, and to ensuring that all members of our profession have equal opportunities to contribute to the health and welfare of society.