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

What is it?
The Canadian Medical Association (CMA) policy on equity and diversity aims to address systemic racism and inequity in the medical profession and healthcare system. This policy is intended to promote a more inclusive environment where all individuals can access healthcare services without facing barriers to care. It seeks to promote equity and diversity in medical education, training, and practice, ensuring that all members of the medical community are provided with equal opportunities and access to services.

Why matters?
Addressing equity and diversity in medicine is crucial for ensuring that the healthcare system is accessible and equitable for all Canadians. It is essential to recognize and address the systemic barriers that exist within the medical profession, such as bias, discrimination, and lack of representation. By promoting diversity and inclusion, the CMA aims to create a more welcoming and supportive environment for all members of the medical community, including patients, healthcare providers, and students.

GUIDING PRINCIPLES

In support of this policy, the CMA has developed guiding principles to guide its actions and initiatives. These principles are designed to ensure that all initiatives and programs align with the goals of promoting equity and diversity in medicine.

- Respect for persons: All members of the medical community are entitled to be treated with respect and dignity, regardless of their race, ethnicity, gender, sexual orientation, or any other characteristic.
- Empowerment: Efforts should be made to empower individuals and communities to take control of their health and well-being, and to participate fully in the healthcare system.
- Equity: The healthcare system should be designed to ensure that all individuals have equal access to quality healthcare services, regardless of their social or economic status.
- Dignity: All members of the medical community should be treated with respect and dignity, and their privacy and confidentiality should be protected.
- Inclusion: Efforts should be made to include diverse perspectives and voices in all aspects of medical education, training, and practice.