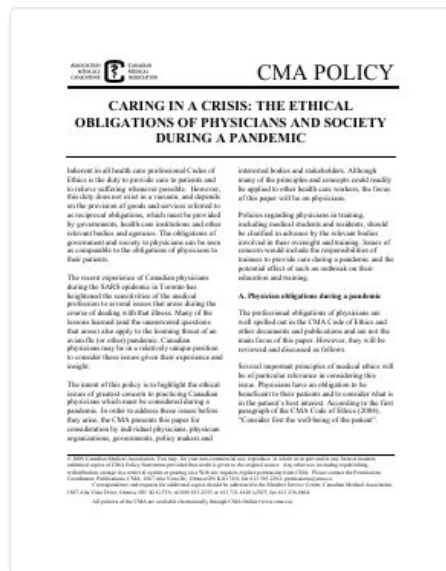


Caring in a Crisis: The Ethical Obligations of Physicians and Society During a Pandemic

<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



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



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

EQUITY AND DIVERSITY IN MEDICINE

See also [Background to CMA Policy on Equity and Diversity in Medicine](#)

A. RATIONALE

The objective of this policy is to provide guidance to physicians and institutions by identifying a set of guiding principles and commitments to promote equity and diversity in medicine (as defined in the Guiding Principles section), the address equity and diversity in medicine to improve circumstances and opportunities for all physicians and learners as part of our efforts to create a safe, inclusive, and health-promoting culture and practice of medicine, and in recognition that individual protection from bias and discrimination is a fundamental right of all Canadians.

To achieve this, we must reduce inequities, bias, and discrimination in learning and practice environments. By embracing the principles of equity and diversity, we can systematically address root causes and reduce structural barriers faced by those who have been excluded from participation in the medical profession or deprived of fair opportunity once practicing medicine because of their ethnicity, gender, ability, or other group-identifying characteristics. This requires that we all work towards fundamental shifts in power structures and power dynamics that perpetuate systemic and structural inequities, systemic discrimination, and systemic racism.

The principles of equity and diversity, and the corresponding duty to commit to anti-racism efforts, are grounded in the fundamental commitment of the medical profession to respect for persons. This commitment recognizes that everyone has equal and inherent worth, has the right to be valued and respected, and to be treated with dignity. When we address equity and diversity, we are opening the conversation to include the voices and knowledge of those who have historically been under-represented and/or marginalized. It is a process of empowerment—where a patient can engage with and take action on issues they define as important. Empowerment involves a meaningful shift in experience that fosters belonging in the profession and drives on community support.

As part of equity and diversity frameworks, inclusion is often articulated to refer to strategies used to increase an individual's ability to contribute fully and effectively to organizational structures and processes. Inclusion strategies are specific organizational practices or programs focused on encouraging the involvement and participation of individuals from diverse backgrounds to integrate and value their perspectives in

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EQUITY AND DIVERSITY IN MEDICINE

See also [CMA Policy on Equity and Diversity in Medicine](#)

RATIONALE

DEFINING EQUITY AND DIVERSITY

Equity means the treatment of people that recognizes and accommodates their differences by ensuring that every individual is provided with what they need to thrive, which may differ from the needs of others. It is a state in which all members of society have similar chances to become socially active, politically influential, and economically productive through the absence of avoidable or remediable differences among groups of people (based on race, ethnicity, economically, demographically, or geographically). Equity in medicine is achieved when every person has the opportunity, with their own identity, culture, and characteristics, to create and sustain a career as, or receive care from, a medical professional without discrimination or any other cultural or characteristic-related negative bias or barrier.

Diversity describes those differences between people as manifested in their interactions with others in practice, learning, and social contexts. Diversity includes those identifiable and non-identifiable characteristics which are constrained—and sometimes chosen—by individuals, groups, and societies to identify themselves (e.g., age, culture, religion, language, gender, sexuality, health, socio-economic, and family status, geography) in different contexts. These characteristics may describe individuals in relation to others in those contexts. While identity offers perspectives and approaches, it does not mean that these will be the same for all people who share specific characteristics.

As part of equity and diversity frameworks, inclusion is often articulated to refer to strategies used to increase an individual's ability to contribute fully and effectively to organizational structures and processes. Inclusion strategies are specific organizational practices or programs focused on encouraging the involvement and participation of individuals from diverse backgrounds to integrate and value their perspectives in decision-making processes. Robust processes for inclusion are a vehicle to achieving equity and diversity. Thus, the process of inclusion can be understood to be positioned at the heart of the overarching principle of equity and diversity.

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CMA STATEMENT ON EQUITY AND DIVERSITY IN MEDICINE

What it is

The objective of this policy is to provide guidance to physicians and institutions by identifying a set of guiding principles and commitments to promote equity and diversity in medicine. We address equity and diversity in medicine to improve circumstances and opportunities for all physicians and learners as part of our efforts to create a safe, collaborative and respectful culture and practice of medicine.

Why it matters

All Canadians have a fundamental right to individual protection from discrimination and bias. By embracing equity and diversity, we can systematically address the root causes that lead to structural inequities and reduce discrimination and bias faced by both those who want to enter the medical profession and those practicing medicine. Promoting equity and diversity fosters a just profession and learning culture that cultivates the diverse perspectives within it, reflects the communities physicians serve, and promotes professional excellence and social accountability, as means to better serve patients. Evidence indicates that where more equity and diversity in medicine is achieved, physicians experience greater career satisfaction, health and wellness, and a sense of solidarity with the profession. Consequently, patients experience improved care and a more responsive and adaptable health care system. A clear set of principles and commitments demonstrates that we hold ourselves accountable to recognizing and challenging behaviours, practices, and conditions that hinder equity and diversity and to promoting those that achieve their goals.

This Statement is based on the [CMA Policy on Equity and Diversity in Medicine and Background Document](#). It is consistent with the [CMA Code of Ethics and Professionalism](#) and the [CMA Charter of Shared Values](#) and serves to be in the spirit of the recommendations relevant to health made in the report of the [Truth and Reconciliation Commission of Canada](#).

GUIDING PRINCIPLES



Respect for persons

The principles of equity and diversity are grounded in the fundamental commitment of the medical profession to respect for persons. Respect for persons means that everyone has equal and inherent worth, has the right to be valued and respected, and to be treated with dignity.



Empowerment

When we address equity and diversity, we are opening the conversation to include the voices and knowledge of those who have historically been under-represented and/or marginalized. It is a process of empowerment—where a patient can engage with and take action on issues they define as important. Empowerment involves a meaningful shift in experience that fosters belonging in the profession.



Solidarity

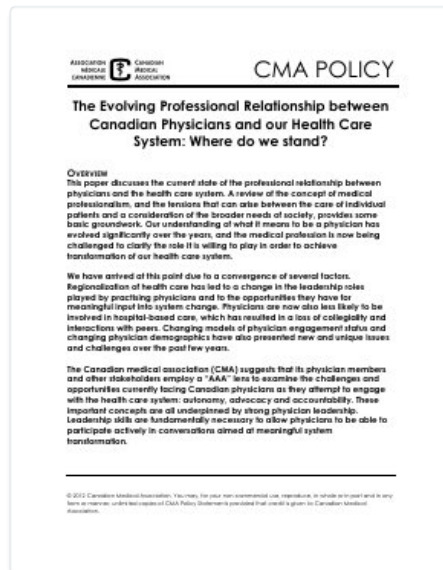
Solidarity means standing alongside others by recognizing our commonality, shared vulnerabilities and goals, and interdependence. It is enacted through collective action and aims to show solidarity within the profession means making a personal commitment to recognizing others as equals, valuing respectful, open, and transparent dialogue and relationships and role modelling this behaviour.

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



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

Documents



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

<https://policybase.cma.ca/link/policy1980>

POLICY TYPE	Parliamentary submission
LAST REVIEWED	2019-03-03
DATE	1999-03-18
TOPICS	Health care and patient safety Health information and e-health Ethics and medical professionalism

Documents

“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

Ottawa, Ontario

For further information, contact
CMA’s Public Affairs Directorate: 1 800 267-9703

Leadership in Prevention • Health for Canadians
Stratégie pour l'évitement des maladies • Santé pour le Canadien

“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

Executive Summary

Over the last year, CMA has become increasingly concerned that debate on the issues concerning health information have been framed in terms of access to information with an attendant concern of privacy and confidentiality. This one-sided approach comes at a time of expansion in our capacity to collect, store, merge, transfer and access information, coupled with trends both in the health care sector and generally related to the use of information. To address these concerns and to ensure that privacy and confidentiality in the medical context are valued, protected and preserved, CMA developed and adopted a Health Information Privacy Code. This Code should form the basis of all legislation governing the collection, use and disclosure of health information.

Health information is special by its nature. Rules relating to health information must be developed in recognition of its special nature. Ensuring protection of privacy and confidentiality of the patient must remain a priority over other considerations. Bill C-54 fails to do this. Bill C-54 is written from the perspective of encouraging commerce. It appears to have access to information as its dominant value. CMA considers the world of health care to be very different from that of commerce and consequently requiring distinct rules.

Health information use must, in all but exceptional and justifiable circumstances, occur only under the strict control of the patient. The patient must be able to exercise control through voluntary, informed consent. Bill C-54 permits the collection, use and disclosure of information without knowledge or consent on grounds such as expediency, necessity, public good, research, offence investigation, historic importance and artistic purpose. The evident lack of protection accorded health information based on such grounds, is unacceptable. The absence of protection undermines the integrity of the patient-physician relationship and has the potential to erode the trust patients have in their physicians - a trust that is essential to patients' willingness to provide the complete information needed to provide them with care. Moreover, distinctions must be made between a patient's right to know what use or reuse happens to health information and the right to consent to such use.

Not all purposes for the collection and use of health information are equal. Collection and use beyond the therapeutic context should be subjected to rigorous scrutiny before they are permitted to occur. Bill C-54 fails to make such a distinction and treats all purposes that could be identified for information collection or use as equal. Moreover,

Organ and tissue donation and transplantation

<https://policybase.cma.ca/link/policy14126>

POLICY TYPE	Policy document
DATE	2019-12-07
REPLACES	Organ and tissue donation and transplantation (update 2015)
TOPICS	Ethics and medical professionalism Health care and patient safety

Documents

The cover page features the CMA logo at the top left, followed by the text 'CMA POLICY' in a large, bold font. Below this, the title 'ORGAN AND TISSUE DONATION AND TRANSPLANTATION' is centered. A link to the background document is provided. The 'RATIONALE' section discusses the rapidly changing area of medical science and practice, the need for renewed consideration of ethical issues, and the overarching principle that guides CTD in public trust. The 'Scope' section identifies foundational principles to address challenges surrounding deceased and living donation.

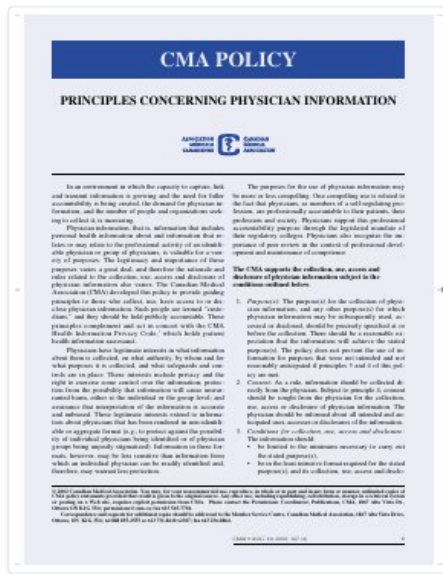
The cover page features the CMA logo at the top left, followed by the text 'BACKGROUND TO CMA POLICY' in a large, bold font. Below this, the title 'ORGAN AND TISSUE DONATION AND TRANSPLANTATION' is centered. A link to the main policy document is provided. The 'Context' section discusses organ donation wait lists, the increasing viability of organ transplantation, and the need for a strategic plan to improve organ and tissue donation and transplantation in Canada.

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**

Nov. 25 1999
Ottawa, Ontario

For further information, contact
CMA's Public Affairs Directorate: 1 800 287-8700

Leadership for Physicians - *Modèle for Canadians*
Leadership pour des médecins - *Modèle pour les Canadiens*

"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**

Nov. 25 1999

Executive Summary

CMA commends the federal government for taking this important first step that begins the debate on privacy and the protection of personal information. The issues are complex and the stakes are high. CMA welcomes the opportunity to provide comments on Bill C-6, and hopes that its input will strengthen the Bill by ensuring that patient privacy and the confidentiality of medical records are adequately protected.

CMA's chief concern with Bill C-6 is the inadequacy of its provisions to protect the right of privacy of patients and the confidentiality of their health information. The right of privacy encompasses both the right to keep information about oneself to oneself if so wished and to exercise control over what subsequently happens to information so critical to trust for the purposes of receiving health care. In recent years, this right and the ability of physicians to guarantee meaningful confidentiality, have become increasingly threatened.

Computerization of health information facilitates easy transfer, duplication, linkage and consolidation of health information. Copied in electronic form, patient information is potentially more useful for the purposes of providing care. However, this captured, if also becomes much more valuable and technically accessible to various third parties - private and public, governmental and commercial - wishing to use the information for other purposes unrelated to providing direct care. An additional concern is that the demand for health information, referred to by some commentators as "data lust", is growing, partly as a consequence of "information hungry" policy trends such as population health. There is also a disturbing tendency toward "function creep", whereby information collected for one purpose is used for another, often without consent or even knowledge of the individual concerned and without public knowledge or scrutiny.

Furthermore, litigation concerning health information technology tends to be dominated by those who seek access to this information for secondary purposes. From this perspective, privacy may appear less as a fundamental right than as a hindrance or even roadblock. As we move further into the information age there is some danger that we will become so spell-bound by the promise of information centralization and database linkages that we lose sight

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

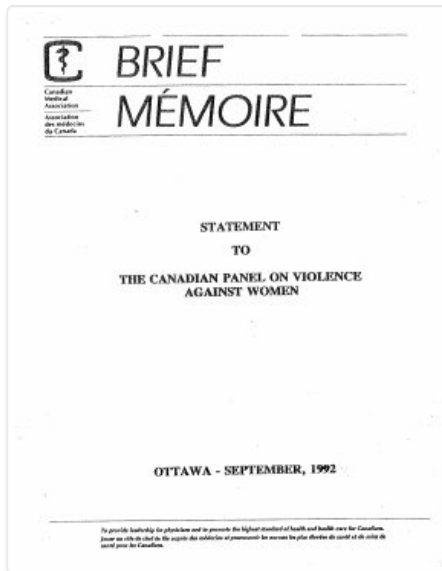


Statement to the Canadian panel on violence against women Ottawa - September, 1992

<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

