



## CCCF Equity, Diversity and Inclusion Policy

**Version Date: Final; August 2022**

### **I. Position Statement**

The Critical Care Canada Forum is committed to creating an environment that is equitable, diverse, and inclusive where all attendees, media, speakers, volunteers, organizers, venue staff, collaborating Organizations, and exhibitors (herein referred to as stakeholders) are treated with respect and dignity.

For the purposes of this statement, diversity refers to race, sex, gender, ethnicity, nationality, religion, sexual identity, familial status, age, disability and socio-economic status. The CCCF celebrates the rich diversity of the Canadian landscape, and we are proud of the world-renowned diversity of Toronto, where the annual Forum takes place. We will not tolerate discrimination, biases, harassment, or bullying of any kind.

For the purposes of this statement, inclusion is valuing, respecting, and encouraging the full participation of each individual in the activities and leadership of the CCCF.

For the purposes of this statement, equity is a process that ensures all people have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial, and socio-economic inequities.

Regardless of race, socio-economic status, age, disability, religion, sexual orientation, nationality, sex, gender, or marital status, the CCCF celebrates the richness of our community. The CCCF Board of Directors are guided by these principles and expect that these values will be reflected in all our endeavors and our commitment to equity, diversity, and inclusion extends to all stakeholders, as described above.

### **II. Actions to Support our Position**

The following actions demonstrate our commitment to this Position:

#### **A. To ensure broad awareness we will:**

- Attempt to ensure balanced representation among the Speakers and Organizing Committee
- Post this policy on the CCCF website, and include links to the website in promotional and collateral material

- Mention/highlight this policy (in brief) in the opening announcements of the conference
- Print the text of the Position Statement on a poster and display it by the registration desk for in-person events
- Include the EDI Policy as a stipulation in all stakeholder agreements

***B. To evaluate our adherence to this Position we will:***

- Monitor the level of diversity of the Planning Committee(s) as well as the Speakers for the annual Critical Care Forum
- Use gender neutral terms and avoid language that is intentionally or unintentionally pejorative to any individual or group
- Track and review, at minimum, the metrics related to sex and gender
- Consider opportunities to structure statistical method(s) to analyse and review additional metrics, such as those related to visible minority and Indigenous involvement
- Track and review our efforts to generate opportunities to increase access to the CCCF for colleagues challenged by financial, political or socio-economic obstacles

The reviews will take place at the post-event debriefing meeting to guide plans to improve or enhance equity, diversity, and inclusion for future conferences.

Analysis of the data, and/ or statistics associated with the review will be posted on the CCCF website.