



CANADIAN UROLOGICAL ASSOCIATION

2023

**CUA Equity, Diversity, Inclusion
and Accessibility (EDIA) Policy**

(3rd Edition)

Confirmed by the general membership
at the 2023 Annual General Meeting.

POLICY BOOK: APPENDIX C

CUA Equity, Diversity, Inclusion and Accessibility (EDIA) Policy

Terms of Reference

Respecting Our Members

Recent events within Canada and throughout the world have shone the spotlight on persistent gender, racial, social and cultural inequalities. National medical organizations are not exempt from perceived or real concerns about a lack of diversity or institutional biases. As an organization with a mandate to represent all of its members, the CUA has a duty to ensure a culture of respect, inclusion and fairness is demonstrated in all activities. This policy has been developed to ensure the CUA remains accountable to the members it serves.

Policy Aims

- The intent of this policy is to provide guidance to CUA members and staff to ensure that equity, diversity, inclusion and accessibility (EDIA) are explicitly addressed and practiced in the governance, educational and corporate activities of the CUA
- The policy is established as a mechanism to promote equity and inclusion and to reduce structural bias, intolerance, and discrimination. The policy's directives apply to all members and staff working on behalf of the CUA
- The policy aims to ensure that CUA's processes are transparent and yield measurable outcomes, profiling the diversity and inclusivity of the medical profession in Canada and the patient population we serve
- The Association will be considerate of gender, ethnicity, religion, language, sexual orientation, age, cognitive or physical ability/disability, economic status, political affiliation and other unique characteristics of its' members
- This policy will not be employed to promote specific quotas, but will instead be used as guide to ensure that members representing all constituencies within our organization have the opportunity to participate in CUA activities that best align with their strengths, without compromising merit.

Ensuring Equity, Diversity, Inclusion and Accessibility are Imbedded in Our Organization's Culture

- The CUA will appoint a member of the Board to serve in the capacity of Equity, Diversity Inclusion and Accessibility Officer whose responsibility will be as follows:
 - To report to the Board on an annual basis any ongoing or planned EDIA initiatives
 - To review metrics identified by the Board as relevant to the CUA's mission and to document adherence to this policy
- CUA will aim to use gender neutral terms when possible

- The CUA will utilize its membership database to collect and confidentially store voluntarily supplied demographic information on members. In this way, the CUA can be sure appropriate metrics and goals are reviewed and achieved
- All CUA Corporate Office staff, CUA Board Members and Annual meeting Scientific and Local Arrangements Chairs will be required to complete an on-line learning module on EDIA awareness at the beginning of their appointment
- The CUA will include educational topics in its CME offerings to highlight issues related to EDIA principles
- For Annual Meeting and virtual educational events, the CUA will strive to include representation from all membership constituencies on the planning committees
- CME events will strive when appropriate to:
 - Promote junior faculty involvement
 - Foster female involvement that reflects the growing number of female urologists training and practicing in Canada
 - Encourage and involve visible minorities
- When co-hosting or managing an event with another association/society/institution, CUA will reserve the right to refuse participation or endorsement in events that do not align with the details outlined in this policy
- The CUA will make an effort through formal and informal means to promote mentorship among all membership groups
- To ensure awareness, the CUA's Diversity, EDIA Policy will be posted on the CUA website and periodically displayed in seasonal Newsletters

Policy Review

This policy will be reviewed annually by the Board as part of the Secretary's Report to ensure the intent and application of the document remain appropriate. Revisions to the content will be presented to the membership at the Annual General Meeting as part of the Secretary's Report. The policy will be added as an appendix to the Policy Book.