

CSACI Statement on Equity, Diversity and Inclusion

Background:

This statement has been drafted by the CSACI Board to articulate its commitment to equity, diversity and inclusion (EDI) as core values of the organization. An organization that can embrace and promote diversity within, is a strong and responsive organization that can best meet the societal needs it fulfills and the vision and mission it pursues.

Discrimination is the act of unfairly treating and making unjustified distinctions between human beings on the basis of their actual or perceived membership in certain groups or social categories.⁽¹⁾⁽²⁾ to which they are perceived to belong.⁽³⁾ It involves restricting members of one group from opportunities or privileges that are available to members of another group.⁽⁴⁾ People may be discriminated on the basis of race, gender identity, age, religion, sexual orientation, physical ability, class, socioeconomic status, as well as other categories and their intersectionalities.⁽⁵⁾

The CSACI stands firm in actively discouraging discrimination in all forms. Actively discouraging discrimination requires recognition that systemic discrimination does exist and has led to “practices or attitudes that have, whether by design or impact, limit an individual's or a group's right to opportunities because of attributed rather than actual characteristics.”⁽⁶⁾

In order to eradicate discrimination, it falls upon each of us to educate ourselves about systemic discrimination and societal privileges to move toward equitable and inclusionary treatment for ALL.

Statement

This statement is a reflection of the philosophy of the CSACI that promotes a culture of engagement and participation in all aspects of the organization, upholds the principles of fairness, dignity, and respect, and supports the disruption of discrimination, harassment or racism.

The CSACI commits to the philosophy outlined in this statement by:

- **Welcoming, promoting and respecting** a culture of EDI among all members, both individually and collectively, across race, gender identity, age, religion, sexual orientation, physical ability, class, socioeconomic status, as well as other categories and their intersectionalities.
- **Promoting and encouraging** diversity among its leadership, to achieve a balanced and equitable representation of its broad membership.
- **Creating safe and supportive spaces** to discuss concerns about discriminatory actions and behaviours, as well as to learn about discrimination and discuss appropriate language, including the evolution of related language.
- **Embracing** the strength and positive influence that diversity and inclusion bring to the development of its policy, programs, education and research.

- **Striving for and contributing to** values of social justice, responsibility and inclusion in all activities, including relationships with stakeholders, collaborative projects and partnerships.

The CSACI strongly encourages all full and associate members at all levels to complete at least one activity per calendar year from either the list of Cultural Safety Training Resources ⁽⁷⁾ or those supported by the Government of Canada.

The CSACI Board endorses this statement and holds its members accountable for the provisions within it.

References:

1. "Discrimination: What it is, and how to cope". *American Psychological Association*. October 31, 2019. Retrieved October 13, 2020. *Discrimination is the unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age or sexual orientation.*
2. ^ "discrimination, definition". *Cambridge Dictionaries Online*. Cambridge University. Retrieved March 29, 2013.
3. "What drives discrimination and how do we stop it?". *www.amnesty.org*. *Amnesty International*. Retrieved October 13, 2020. *Discrimination occurs when a person is unable to enjoy his or her human rights or other legal rights on an equal basis with others because of an unjustified distinction made in policy, law or treatment.*
4. Introduction to sociology. 7th ed. New York: *W. W. Norton & Company* Inc, 2009. p. 334
5. Canadian Human Rights Commission. 2021-11-17. Available online at <https://www.chrc-ccdp.gc.ca/en/about-human-rights/what-discrimination>
6. [Canadian National Railway Co. v. Canada (Canadian Human Rights Commission), [1987] 1 S.C.R. 1114 at p. 1138].
7. Cultural Safety Training Resources List, compiled by the CSACI Working Group, August 2021.
8. Government of Canada. Building a foundation for change: Canada's anti-racism strategy 2019-2022. Available online at <https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html> on 20210723
9. Canadian Orthopedic Association Position Statement on Diversity and Inclusion September 2018. Available online at <https://coa-aco.org/wp-content/uploads/2017/01/COA-Position-Statement-on-Diversity-and-Inclusion-ENG-2018Sept.pdf> on 20210723.
10. Canadian Cardiovascular Society Statement of Principles on Diversity, Equity & Inclusion June 15, 2019. Available online at <https://ccs.ca/app/uploads/2020/12/CCS-Equity-Diversity-Inclusion-Policy-Approved-Updated-June-18-2019.pdf> on 20210723
11. United Nations. More than meets the eye. Let's fight racism. Available online at <https://www.un.org/en/letsfightracism/> on 20210723.
12. World Health Organization. Joint United Nations statement on ending discrimination in health care settings. Available online at <https://www.who.int/news/item/27-06-2017-joint-united-nations-statement-on-ending-discrimination-in-health-care-settings> on 20210723.