



The Canadian Federation of Medical Students (CFMS), Equity, Diversity and Inclusivity Task Force Recommendations

Recommendations are formatted as such:
Recommendation (*deadline*).

The CFMS Equity, Diversity and Inclusivity Task Force recommend the following of the CFMS:

Leadership

1. Recruit, select and retain leaders who reflect the diversity of Canada. (*Ongoing*)
 - a. Re-examine hiring processes for leadership positions and elections to assess bias (*before Spring Nom Com*)
 - b. Examine best practices for equitable election processes
 - c. Collect data on demographics of CFMS leadership to facilitate accountability and improvement over the years
 - i. If data reveals that diversity is lacking, the Board may commit to establishing strategies to address this lack of diversity, including, but not limited to targeted promotion of CFMS leadership opportunities to underrepresented medical students
 - ii. Accountability: CFMS Board
 - d. Diversify CFMS position application pool by enhancing our recruitment strategies to reach out to the priority underrepresented groups (*September 2021*)
 - i. Can be accomplished by collaborating with student groups advocating for underrepresented minorities and the EDI Roundtable
 - ii. Accountability: CFMS Board and EDI Committee
2. Develop requirements for those who participate in all aspects of human resources decision-making (e.g., hiring, performance management), to regularly improve their EDI competencies through professional development and/or learning opportunities
 - a. Implicit bias recognition training
 - b. *Plan should be presented at SGM (Mid April)*
 - c. Accountability: CFMS Board and EDI Committee

Addressing discrimination, harassment and bullying

1. Improve and maintain an environment throughout all aspects of the CFMS community of mutual respect and understanding, free of discrimination (*Ongoing*)
 - a. Accountability: All members
2. Incorporate measures of student experience in the annual CFMS survey (*January 2021*)
 - a. Accountability: Education portfolio



3. Widely advertise and promote an accessible reporting process for incidents of discrimination, harassment, and bullying which may be made available to the general assembly (*September 2021*)
 - a. Student Affairs to review existing policy on disciplinary measures for staff and students and collaborate with EDI on possible changes to ensure equity (*September 2021*)
4. Academic freedom and freedom of thought, belief, opinion and expression carries with it the expectation that all Members of the CFMS Community will conduct themselves in a responsible manner so as not to cause, condone or participate in the Discrimination of another person or group of persons. (*Ongoing*)
 - a. Accountability: CFMS Board, EDI Committee

Diversity

1. Support socially accountable/diversity-related learner Interest Groups and organizations (e.g. BMSAC, CQMSA, etc.). This involves the Board.
 - a. Regular EDI roundtables (*Quarterly*)
 - b. Consultations for decisions affecting minority groups (*Ongoing*)
 - c. Advertise and promote initiatives conducted by said special interest groups (i.e. a page on the CFMS website and inclusion in CFMS communiques) (*SGM*)
 - d. Accountability: EDI Committee and Communications portfolio
2. Establish needs-based bursaries to support the attendance of low-income students at CFMS events and conferences (*Winter Board Meeting*)
 - a. Accountability: CFMS Board
3. Develop a clear consultation policy to ensure marginalized groups are included in decisions that affect them for CFMS and AFMC-wide decisions (*September 2021*)
 - a. Accountability: CFMS Board and EDI Committee
4. Establish permanent CFMS EDI Committee (*SGM 2021*)
 - a. Audit CFMS activities for EDI
 - b. Spearhead EDI initiatives
 - c. Act as EDI watchdog for CFMS activities
 - d. Advocate on behalf of marginalized students at national CFMS and AFMC meetings
 - e. Accountability: CFMS Board
5. Develop clear anti-racism policies and an anti-racism subcommittee under the EDI Committee (*SGM 2021*)
 - a. Accountability: CFMS Board and EDI Committee

Accountability/Internal monitoring



1. Mandate AOP/anti-racist practice training for Board members and committee members (*SGM 2021*)
 - a. Focus on implicit bias recognition and retention of diverse student leaders
 - b. Accountability: EDI Committee and CFMS Board
2. Incorporate a disaggregated demographic data collection process into the annual survey to review membership and leadership demographics (*February 2021*)
 - a. Publish this data annually
 - b. Accountability: Education portfolio, Global Health, and CFMS Board
3. Increase awareness of reporting procedures to and from the task force (which will transition to the EDI Committee) (*Ongoing*)
 - a. Accountability: CFMS Board and General Assembly
4. Review CFMS priority areas on a continuous basis to ensure they reflect the changing membership and sociopolitical climate (*Ongoing*)
 - a. Explain this further/be more specific (e.g. alterations to the Schulich strategic plan to reflect changing regional demographics)
 - b. Accountability: CFMS Board and EDI Committee

Wellness

1. Ensure annual general meetings promote wellness of attending members by: (*SGM 2021*)
 - a. Establish accommodation policies for members who can't make it to general meetings due to personal reasons
 - b. Ensure adequate downtime between mandatory CFMS events (e.g., between nighttime activities and morning activities) to allow for adequate sleep and rest time for members
 - c. These rules of engagement for General Meetings are recommended from the perspective of inclusivity
 - d. Accountability: CFMS Board
2. Establish a mechanism for executives/committee members to step back from responsibilities, if needed, without having the work of the CFMS compromised (*September 2021*)
 - a. Accountability: CFMS Board
3. Make safe spaces an ongoing initiative (*September 2021*)
 - a. Similar to the virtual safe space hosted in May 2020 (Covid-focused), establish an ongoing safe space for members to discuss issues around personal or peer health and wellness
 - b. Accountability: Student Affairs (EDI Task Force can collaborate with Student Affairs to establish this)
4. Support parental policies in Canadian undergraduate medical education (*September 2021*)



- a. Engage in conversation with appropriate stakeholders (e.g. parents in medical school, UGMEs) to determine current challenges
- b. Publish collected data
- c. Advocate for increased access to facilities and resources (e.g. breastfeeding rooms), increased transparency to parental leave policies, and better culture surrounding parenting in medicine from an inclusivity lens
- d. Accountability: CFMS Student Affairs

Social accountability

1. Support outreach programs and initiatives with communities, schools, diverse community organizations and individuals in order to create maintain and enhance:
 - a) Pipeline programs encouraging interest in the study of medicine as a career option for those from URM groups; and
 - b) Social accountability measures - those programs and initiatives that include:
 - i) educating learners about broader determinants of health and conveying social responsibility as a core value for future practitioners;
 - ii) providing opportunities for volunteering, co-curricular and community service learning that supports classroom learning and builds capacity for community;
 - iii) conducting research in areas identified with and directly impacted by the community.
 - c) Accountability: CFMS Underrepresented in Medicine Committee

Accessibility

1. Ensure CFMS online communications meet enhanced standards for accessibility (*January 2021*)
 - a. Review & implementation of guidelines for accessible online communication
 - b. Accountability: Director of Communication, Communication Portfolio
2. Develop or add to existing CFMS Accessibility Policy to ensure CFMS meetings and events are accessible and inclusive to students with all abilities
 - a. Pro-actively reduce barriers for students with disabilities by providing translation services when requested, sign language when requested, using microphones at all events, snapping instead of clapping, and providing closed captioning (*by SGM 2021*)
 - b. Accountability: Student Affairs
3. Review processes for individuals to access the accommodations they require and are entitled to by law for CFMS events (*by SGM 2021*)
 - a. Ensure transparency and update as necessary
 - b. Accountability: CFMS Board



Learners

- Support socially accountable/diversity related learner Special Interest Groups
- Innovate and deliver curriculum that addresses and supports learner competency in cultural safety including cultural awareness, sensitivity, responsiveness and humility. We aim to train life-long learners who:
 - Respond appropriately and effectively to people of diverse backgrounds and identities
 - Demonstrate attitudes and skills which enable effective cross-cultural interactions and support of patients and their health
 - Demonstrate cultural humility through understanding culture; self-reflecting on own assumptions and practices; and recognizing power imbalances
 - Demonstrate flexible, non-judgmental practice which takes into account a patient-view of their health needs
 - Demonstrate a person-centered approach to interactions based on attitudes of respectful curiosity & empathy
 - Demonstrate respect for all who are or may appear to be different or have different perspectives from their own
 - Engage in lifelong reflection on practice based in self-awareness of own perspectives and behaviors and how they impact others

Summary of themes through these recommendations:

- Leadership
 - Internal recruitment
- Addressing discrimination, harassment and bullying
 - Maintain and improve an environment throughout all aspects of the CFMS community of mutual respect and understanding, free of discrimination
 - Reporting mechanisms



- Academic freedom and freedom of thought, belief, opinion and expression carries with it the expectation that all Members of the CFMS Community will conduct themselves in a responsible manner so as not to cause, condone or participate in the Discrimination of another person or group of persons.
- Diversity
 - Recruit, select and retain leaders who reflect the diversity of Canada.
 - Needs-based bursaries for CFMS meetings and events
 - Needs-based bursaries to support academic endeavours
 - Consultation with underrepresented groups for decisions that affect them
- Accountability/self-monitoring
 - Demographic data collection and publishing (e.g., in annual survey)
 - AOP/anti-racist practice training for Board members and committee members
 - Reporting procedures
 - Review priority areas/focus
- Wellness
 - Provide accommodations for members who can't make it to meetings for personal reasons
 - Safe space
 - Mandatory downtime at conferences to ensure adequate sleep for members
 - Having a mechanism for executives/committee members to step back from responsibilities if needed without having the work of the CFMS compromised
 - Advocate for better maternity/parental leave policies and breastfeeding policies
- Community outreach
 - Mentorship programs for URM (e.g., between residents and students) - e.g., for CaRMS
 - Support mentorship programs for high school/undergraduate students
 - How can we make sure these programs are equitable
- Social accountability
 - Advocate on behalf of marginalized medical students
- Accessibility
 - Make meetings more accessible