



EQUITY, DIVERSITY, DECOLONIZATION AND INCLUSION COMMITTEE

Terms of Reference

Purpose:

This is a standing committee of the CCCS. It serves to ensure that diversity is explicitly integrated in the governance of the CCCS, as well as in our participation in other events that the CCCS may cohost, or for which the CCCS nominates a representative (e.g., representative at meetings held by other networks/organizations or international meetings/conferences).

In addition, this committee aims to ensure that our processes are transparent, visible, and yield measurable outcomes.

Rationale:

Diversity and inclusion in workplaces have been shown to enhance innovation, collaboration, productivity, and safety. In recent years a diversity gap in the field of critical care medicine has been noted and the CCCS is well positioned as our Canadian national professional society to set an example and lead Canadian critical care medicine practitioners to enhance equity, diversity and inclusion through policy and advocacy.

Functions:

To promote and highlight the diversity (gender, ethnicity, religion, language, sexual orientation or other unique characteristics) of our organization, community, and work (e.g., clinical practice guidelines, conference speakers/chairs, meetings, steering/organizing committees) on local, national, and international levels to (i) ensure representativeness, (ii) provide role models, and (iii) foster a sense of community based on inclusivity.

To provide education and educational resources to society members and collaborators regarding opportunities to integrate social justice and anti-oppression skills and structures into their work.

This committee will work to implement the CCCS Diversity Policy, including the following principles and specific objectives:

Principles

- CCCS committees should be balanced by age, gender, ethnicity, language, geography, and discipline to reflect our society and our community.
- Speaker diversity and the composition of our organizing committees should reflect the diversity of our delegates and our critical care community.

Deliverables

- The CCCS EDDI committee will establish 1-year, 2-year and 5-year plans for committee deliverables
- Deliverables will be updated annually

Accountability:

The Equity, Diversity and Inclusion Committee is a sub-committee of the CCCS Board of Directors. The Chair of the committee reports the activities and recommendations of the committee to the CCCS Board of Directors at the board meetings.

Membership:

This committee consists of a chair and at least 4 other members. A critical care resident member position will be available to appropriate candidates.

Voting:

In general, consensus will be sought. If required, voting may occur. The majority will carry the vote. In the case of a tie, the Chair will break the tie.

Communication:

Communication between committee members will occur electronically, by video-/teleconference or in person on an as needed basis, to review specific projects. Minutes of the meetings will be provided by the Chair and reviewed by the CCCS Board of Directors. Quorum will be 50%.