

## Update from the Equity, Diversity and Inclusion Task Force

By Nicole Johnson, MD, FRCPC

Over the past year, the Equity, Diversity and Inclusion (EDI) Task Force of the Canadian Rheumatology Association (CRA) has been working to establish collaborative relationships with the various CRA committees to help embed diversity within CRA projects.

Early progress from the Task Force was featured in the Fall 2021 edition of the *Canadian Rheumatology Association Journal (CRAJ)*. We have collaborated with the Human Resources Committee regarding the workforce survey with respect to data around diversity and look forward to the final publication.

Through dialogue with the Communications Committee, we have helped to highlight and plan for diversity topics. You can listen to the previously recorded *Around the Rheum* podcast on Indigenous Health by Dr. Cheryl Barnabe that highlights issues around health inequities. In collaboration with the CRA Board, the Task Force was able to recommend a training session from an external presenter, Dr. Tanya de Mello, on unconscious bias to the CRA's Directors and Committee Chairs.

The Task Force is pleased to see the Annual Scientific Meeting theme being centered around equity, diversity and inclusion: "Towards Equity: Rheum for Everyone." Members of our Task Force will lead engaging workshops at the Annual Meeting. We look forward to enhancing the knowledge of



the participants and to shared learning around the diversity topics of Allyship and Cultural Competency in the Care of non-binary patients.

We continue to work on incorporating feedback from the Joint Count survey on Diversity, Equity and Inclusion (the summary of which was published in the Fall 2021 issue of the *CRAJ*) and the annual needs assessment data to inform next steps for developing strategic goals for the CRA specific to diversity and inclusion. A future goal is the development of organizational values relevant to diversity and inclusion. We also hope

to partner with external diversity professional(s) to work in collaboration with the Task Force to help guide the CRA further on our inclusive journey. We are also still looking for additional members to join our Task Force, so please reach out if you would like to join our team. You can reach out to Kevin Baijnauth at [kbaijnauth@rheum.ca](mailto:kbaijnauth@rheum.ca) if interested.

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