

Addressing the Tension: A Conversation on Diversity in Cardiovascular Medicine

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MODERATOR

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Equity and Diversity in 2020

Considerations for the CCS

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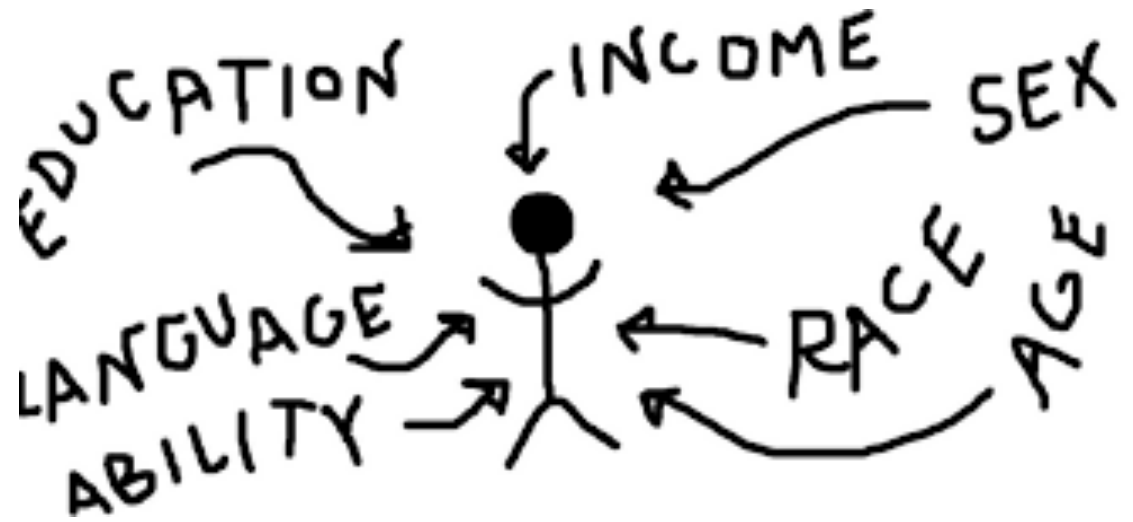


Lucki acknowledges systemic racism in RCMP

Two days after admitting that she struggled with 'five or six' definitions of systemic racism, RCMP Commissioner Brenda Lucki has acknowledged that Canada's national police service is grappling with a long history of racial discrimination.



**“PRIVILEGE IS WHEN
YOU THINK SOMETHING
IS NOT A PROBLEM
BECAUSE IT’S NOT A
PROBLEM TO YOU
PERSONALLY.”**



What is racism?

Not an event but a structure.

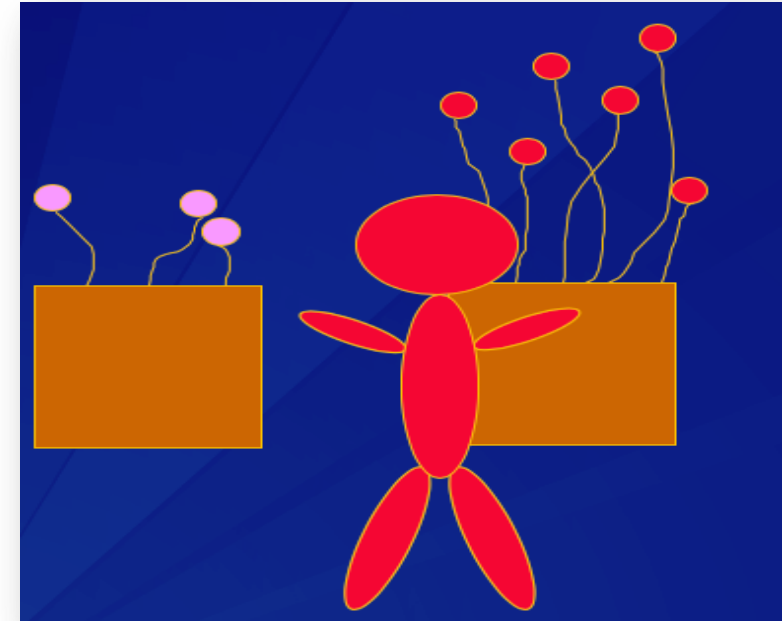
A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

1. Unfairly disadvantages some individuals and communities
2. Unfairly advantages other individuals and communities
3. Saps the strength of the whole society through the waste of human resources



Levels of Racism

- Institutionalized/Structural
- Personally-mediated
- Internalized



| <u>Structures</u> | <u>Policies</u> | <u>Practices and Norms</u> | <u>Values</u> |
|--|------------------|----------------------------|---------------|
| Who, what, when, and where? of decision making | The written how? | The <i>unwritten</i> how? | The why? |

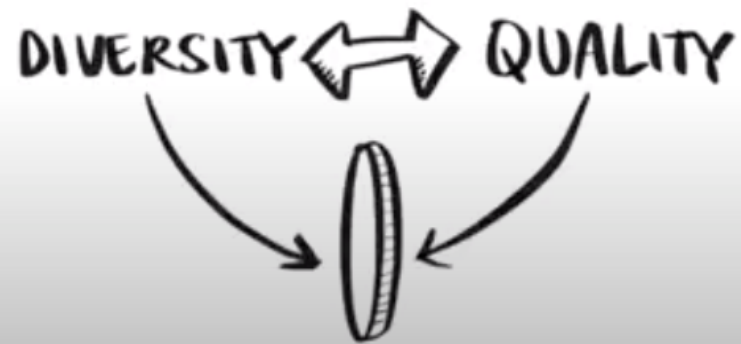


Key Terms

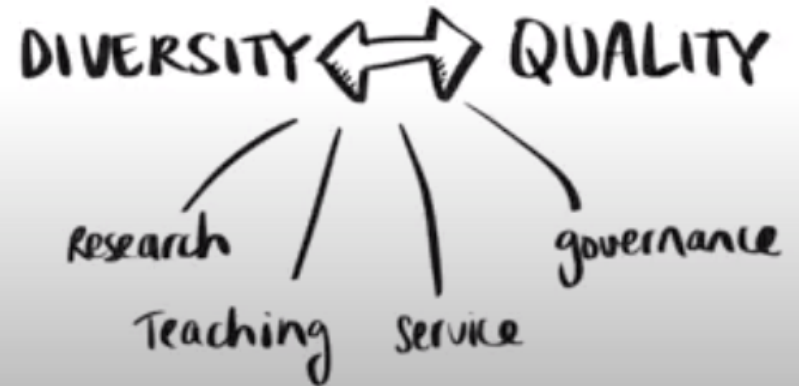
- **Equity:** Refers to the principle of fairness. Equity may be considered both an approach and a process
- **Diversity:** refers to differences among people with respect to age, class, ethnicity, gender, sexual orientation, spiritual practice
- **Inclusion:** “Making it all work” inclusion is a sense of belonging and dignity
- **Inclusive excellence:** is a concept that recognizes the integral relationship between diversity and quality in research, teaching, service, and governance.



INCLUSIVE EXCELLENCE:



INCLUSIVE EXCELLENCE:



Suggested References:

- Jones CP. Levels of Racism: A Theoretic Framework and a Gardener's Tale. *Am J Public Health* 2000;90(8):1212-1215
- CMA: <https://policybase.cma.ca/en/permalink/policy14127>
- Canadian Public Health Association 2018 statement on Racism and Health: <https://www.cpha.ca/racism-and-public-health>
- DeAngelo, R. White Fragility; 2018
- https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en.



CCS Statement of Principles on Diversity, Equity & Inclusion



Canadian Cardiovascular Society
Leadership. Knowledge. Community.

Société canadienne de cardiologie
Communauté. Connaissances. Leadership.

CCS Statement of Principles on Diversity, Equity & Inclusion

Background

The Canadian Cardiovascular Society guiding principles on diversity, equity and inclusion articulate core values and inform and guide Society governance and operations.

A Society whose leadership represents the diversity of its broad membership and the Canadian people we serve is more capable of understanding, responding to, and effectively serving an increasingly diverse population of members.

An inclusive Society is deliberate in encouraging members across its diverse membership to rise to leadership, engage in the Society's activities, and influence change. Mechanisms such as policies are established to promote equity and inclusion.

A Society enriched by the innovation and creativity of a diverse and inclusive membership can contribute to a more vibrant profession. This contributes to conditions in health care settings where patients may benefit from the contribution of all knowledgeable and talented members, independent of age, gender, sexual orientation, or cultural heritage.

Guiding Principles

The success of the CCS Mission depends on people who provide a diversity of background, experience, ideas and perspectives as members and leaders.

The CCS is committed to inclusive membership and leadership that welcomes, respects and values the diversity of members across genders, generations, geographies, cultural heritages, and sexual orientation, and supports members to actively engage in their profession to achieve their full potential.

The CCS upholds the values of diversity, equity and inclusion to provide barrier-free professional growth and development opportunities, programs and services to meet the needs of its diverse membership.

The CCS is equally committed to a cultivating membership and leadership that reflects the characteristics and diversity of the medical profession in Canada and the patient populations our members serve. CCS will help foster a culturally competent and culturally safe cardiovascular workforce that is equipped to serve the diverse patient population in Canada.



Moderated Panel Discussion

Lived experience as a cardiovascular specialist in Canada and a member of a minority population



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