



CAS and ACUDA Joint Statement on Diversity and Inclusion

The Canadian Anesthesiologists' Society (CAS) and the Association of Canadian University Departments of Anesthesia (ACUDA) recognizes and values diversity in our members and staff, our learners, our patients, and the society in which we work. Diversity as a source of strength can only be fully realized through equitable and inclusive involvement of all.

Diversity has many aspects including sex and gender identity; sexual orientation; race, colour, ethnicity, or national origin; marital or family status; age; religion; culture; disability, both mental and physical; and socioeconomic status.

We hold that every person has the right to be accepted and treated with respect and dignity.

The CAS and ACUDA will:

- Promote acceptance and inclusion of all individuals through equitable opportunity for participation and leadership, especially those from groups that have historically experienced employment and workplace discrimination: women, visible minorities, and those identifying as LGBTQ+. The CAS and ACUDA will pursue programs and policies to improve participation of underrepresented and marginalized groups.
- Encourage all anesthesiologists to build working environments based on respect and free of discrimination and harassment. An atmosphere of collegiality, dignity, and respect will apply in all CAS and ACUDA activities.
- Seek to reflect the diversity of Canada and in our leadership and committees.
- Provide CAS and ACUDA member services equitably to our diverse membership.
- Work to promote equitable access to anesthesia care in Canada.

The CAS expects that all Board and committee members, staff, members, and volunteers will model, promote, and comply with these principles.

ACUDA expects that all its members will model, promote, and comply with these principles and will ensure there is sufficient education provided in anesthesia residency training programs on the principles of diversity and inclusion in professional practice.