



EQUITY, DIVERSITY AND INCLUSIVITY COMMITTEE (EDIC) Terms of Reference

Purpose

To support PARA's commitment to inclusivity, including actively working in the areas of anti-racism, diversity and the promotion of equity.

Objectives

1. Evaluate and enhance PARA's inclusivity, diversity and equity in its operations
2. Advocate for and support safer working environments for resident physicians through:
 - Enhancing resident physician personal skills in a safe and inclusive manner
 - Building supportive environments in PARA programming
 - Identifying and sharing community supports
 - Advocating for policy change and compliance
3. Advance inclusivity and equity as a key consideration in organizational decision-making by PARA

Membership

- Past President (Co-chair)
- Additional Co-chair, as selected each year from within the committee
- Assembly delegates
- General members
- PARA staff liaison

Reporting Relationship

- Accountable to the Executive Board
- Quarterly report to the Assembly

Term

- Annual

Meetings

- Videoconferences as necessary to advance the work of the committee
- First meeting should be held within one month of the first Assembly meeting

Resources

- Budget set and approved annually (prepared by staff/approved by Executive Board)
- Decisions/initiatives requiring additional funding outside of the approved budget require approval of the Executive Board