



Canadian Academy of Health Sciences  
Académie canadienne des sciences de la santé

## **Task Force to Act on Inequity, Discrimination, and Exclusion in Health Care**

### *Terms of Reference*

#### **Mandate**

Over 6 months (January-June, 2022), gather information and develop strategies to facilitate CAHS actions both within the Academy and all sectors of health care related to all forms of inequity, exclusion, and discrimination, including structural, organizational, and interpersonal racism.

#### **Membership**

- Chair – be selected by the Board
- President (ex-officio)
- Chief Executive Officer (ex-officio)
- Two-Four CAHS Fellows selected based on expertise and interest. Other individuals who are not Fellows may be recruited to provide required expertise.

#### **Responsibilities**

- Inventory successful initiatives and best and promising practices undertaken by other organizations, including Academies, universities, government and other agencies;
- Consult with fellows by soliciting feedback on draft report findings and recommendations;
- Consult with all other CAHS committees regarding their potential roles in fostering equity, diversity and inclusion (EDI);
- Develop recommendations including a plan of action with specific and measurable objectives and timelines where feasible;
- Prepare a plan for establishing oversight including Terms of Reference for a standing committee of the Board which will oversee progress on the Task Force recommendations and formally review by 2024.

#### **Objectives**

- Establish an implementation strategy, define its objectives, and report to the CAHS Board by June 2022;
- Establish a communications strategy, define objective and goals, keep it updated, oversee its initial implementation and report.



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### **Outcomes**

- Increased CAHS transparency and influence with respect to EDI:
  - i) Utilize expertise of CAHS Fellows to provide national leadership across all sectors of health care to meaningfully address EDI issues;
  - ii) Ensure EDI is integrated in all operational and decision-making aspects of CAHS activities;
  - iii) Ensure sustainability of influence and impact with respect to EDI-related evolution;
- Opportunities to increase CAHS' contribution to EDI efforts within the Canadian health care system and related academic institutions.

### **Resources Required**

- Administrative support to the committee will be provided by CAHS management;
- A research associate working under the direction of the Task Force to collect information and coordinate the writing of the final report.

### **Meeting schedule**

The committee will meet monthly or at the call of the Chair.