



Canadian Association  
for Global Health  
Association canadienne  
pour la santé mondiale

## Policy on Equity, Diversity and Inclusion

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The Values of the Canadian Association for Global Health (CAGH-ACSM) represent the foundation on which the organization is formed, and let others know what the organization is, and why it has been created. Our values drive how the organization will pursue its purposes.<sup>1</sup>

The organization affirms its commitment to the principles of equity<sup>2</sup>, diversity<sup>3</sup>, human dignity<sup>4</sup>, meaningful inclusion<sup>5</sup> and to a plurality of voices for a shared vision, respectful of dialogue across sectors (academia, civil society, practice) and across disciplines and countries with whom we partner. CAGH-ACSM seeks to reflect and achieve equity, diversity and inclusion in its policies, practices and activities; in its working and programming environment in Canada; and through its collaboration with partners abroad. We value and respect the dignity and contributions of all and commit to employing inclusive practices anchored to cultural safety and to actively opposing discrimination, including systemic racism, in all its forms.<sup>6</sup>

CAGH-ACSM has adopted the CCGHR **equity**-centered framework (fairness) to guide global health research and all those who work in global health. These principles (authentic partnering, inclusion, shared benefits, commitment to the future, responsiveness to causes of inequities, and humility) encourage those in global health to adopt more ethical and equitable forms of global health research and practice. The Organization also seeks to contribute to improving health equity across generations by addressing the complex, often avoidable links to the social determinants of health that exacerbate many global inequities.

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<sup>1</sup> CAGH-ACSM Mandate Document January 2021

<sup>2</sup> *Equity*: taking the range of human attributes and qualities into account and providing each individual with what they need to be successful. (Un of Saskatchewan <https://policies.usask.ca/policies/equity/equity-diversity-inclusion.php#AuthorizationandApproval>)

<sup>3</sup> *Diversity*: the range of human differences, including diverse talents, perspectives, backgrounds, worldviews, ways of knowing, skills, and abilities. (Un of Saskatchewan )

<sup>4</sup> *Human Dignity*: right to be safe, valued, respected, and treated ethically. (Un of Saskatchewan)

<sup>5</sup> *Inclusion*: ongoing practice of embracing equity, diversity, and mutual respect and taking action to create a supportive and welcoming environment. (Un of Saskatchewan)

<sup>6</sup> CIHR Strategic Plan: Values: Respect for People

CAGH-ACSM seeks to achieve **Diversity** (representation) in many different ways, for instance in reflecting the diversity of the populations it serves in its governance structure, including geographical representation<sup>7</sup>; in having bilingualism as a criterion or a strong asset to qualify as a potential Board member and in striving to have bilingual leadership.

CAGH-ACSM seeks to demonstrate meaningful **Inclusion** (valued participation) in all its activities, in deliberately taking into account perspectives from members of disadvantaged or underrepresented groups and involving them as equal partners to improve health and health equity in Canada and globally.

The organization acknowledges that the Government of Canada<sup>8</sup> has prioritized equity designated groups to include women, members of visible minorities and persons with disabilities<sup>9</sup> who may remain at an increased risk of being excluded and marginalized.<sup>10</sup>

To achieve this, the ED, staff, directors and members aim, wherever possible, to:

- work collaboratively with organizations that adhere to Equity, Diversity and Inclusion.
- work with the Government of Canada, its partners, and other relevant international and regional organizations and civil society to promote inclusive and accessible international cooperation, particularly inclusive and accessible international development health programs, projects and initiatives.
- liaise with the many diversity and inclusion networks across Canada and in LMICs.
- support change management and monitor our ongoing progress on these priorities and commitments.<sup>11</sup>
- seek LMIC representation on and participation in CAGH-ACSM's board and committees. This engagement will be explicit in the Organization's strategic and operational plan, and will entail dedicated scholarship, effective national partnerships, and funding to enable participation.

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<sup>7</sup> CAGH-ACSM seeks an active engagement of LMIC members in governance functions, priority setting, and interventions facilitation reflected in programs and governance models, fee structures and the principles guiding CAGH-ACSM.

<sup>8</sup> Centre for Diversity and Inclusion - <https://www.canada.ca/en/treasury-board-secretariat/corporate/organization/centre-diversity-inclusion.html>

<sup>9</sup> Canadian Centre for Disability Studies. Understanding the Intersectional Forms of Discrimination Impacting Persons with Disabilities. 2018.

<sup>10</sup> Indigenous peoples are also prioritized nationally by the Government of Canada, but may prefer to participate in a separate policy dialogue on EDI pertaining to global health.

<sup>11</sup> Centre for Diversity and Inclusion - <https://www.canada.ca/en/treasury-board-secretariat/corporate/organization/centre-diversity-inclusion.html>

