



CARO Equity, Diversity, Inclusivity, and Indigenous Care Committee (EDIIC) Terms of Reference

Mandate:

The Equity, Diversity, Inclusivity, and Indigenous Care Committee (EDIIC) is a standing committee of the Canadian Association of Radiation Oncology (CARO). This committee's mission is to nurture a supportive environment and culture within the Canadian Radiation Oncology community and the field of radiation oncology in Canada where we champion diversity, inclusion, equity, and Indigenous care as defined below:

- **Equity**

Equity refers to achieving parity in policy, process, and outcomes for historically and/or currently underrepresented and/or marginalized people and groups while accounting for diversity. It considers power, access, opportunities, treatment, impacts, and outcomes.

- **Diversity**

Differences in the lived experiences and perspectives of people that may include race, ethnicity, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, gender identity or expression, sexual orientation, age, class, and/or socio-economic situations.

- **Inclusivity**

Inclusion is an active, intentional, and continuous process to address inequities and build a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all.

Approved: May 6, 2022

"Trauma and violence-informed approaches are policies and practices that recognize the connections between violence, trauma, negative health outcomes and behaviours." which comes from a Health Canada webpage which was established standards.

<https://www.canada.ca/en/public-health/services/publications/health-risks-safety/trauma-violence-informed-approaches-policy-practice.html>

<https://digitalscholarship.unlv.edu/cgi/viewcontent.cgi?article=1353&context=jhdrp>



- **Indigenous Care**

Refers to cancer care delivered to First Nations, Inuit, and Métis patients and families as well as participations of these communities in areas of policy, teaching, planning and delivery of the care.

Objectives:

- Foster a safe and inclusive working environment in cancer centres and radiation oncology training programs across Canada via needs assessments, diversity training, and promoting the integration of equity, diversity, inclusion, and Indigenous care education initiatives.
- Promote gender equality and equity within the Canadian radiation oncology community and support mentorship of women in their training or at various levels in their careers.
- In collaboration with key external partners, develop and contribute to professional standards to foster health equity-oriented cancer care, including optimizing access to care and enabling trauma- and violence-informed and culturally safe care.
- Cultivate and perform scholarly activities related to equity, diversity, inclusivity, and Indigenous care (EDIIC) relevant to the field of radiation oncology or the Canadian radiation oncology community.

Membership:

This committee will consist of CARO members who are in good standing and is open to all interested trainees and faculty.

Term of Office:

The term of the Committee members is three (3) years and all members are eligible to renew their membership once. The term of the Chair will be three (3) years and is renewable once.

Reporting Relationships:

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The Committee will report activities to the CARO Board annually. By invitation, the Committee may be requested to present a report of committee initiatives to CARO members at large at the Annual General Meeting.

Liaisons:

This Committee may liaise with other CARO committees, whenever appropriate, and has the option to liaise or partner with Indigenous leaders and other Canadian or International stakeholders championing equity, diversity, inclusion, and Indigenous care from constituent universities, professional societies, or organizations.

Meetings:

The Committee will meet at the call of the Chair, at least twice per year, and conduct email correspondences, teleconferences, video conferences, and/or in-person meetings at the discretion of the Chair. Meeting quorum shall be a majority of the members then in office.

Financial Arrangements:

No Committee member shall be remunerated for being or acting as a committee member or Chair. CARO will provide support towards committee meetings held at the CARO Annual Scientific Meeting or to CARO representatives travelling on approved business that is not otherwise supported.

By-Laws:

The Committee is governed by the CARO bylaws.

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