

## Equity Diversity and Inclusion Resources

These resources are meant to help equip speakers with tools to identify opportunities and challenges in thinking about diversity, equity, and inclusion as it relates to your presentation.

### ACKNOWLEDGEMENTS

- Land acknowledgement
  - This will be conducted at the beginning of the conference by the CRA president; you are welcome to repeat if you wish to start your session with a personalized grounding. You could consider an acknowledgement from your own region or from Québec City. Québec City example:  
*We [I] would like to begin by acknowledging that the land on which we gather is the traditional and unceded territory of the Huron-Wendat people.*  
(Source: [Québec City land acknowledgement](#))
- Resources:
  - [Personalizing your land acknowledgment](#)

### PREFERRED PRONOUNS

- If you are comfortable, consider providing your preferred pronouns in your introduction
  - [NPR: A Guide to Gender Identity Terms](#)

### INCLUSIVE PHOTOS

- Intentional use of pictures that are diverse and authentic
  - [Throughline Group: A New Way to Select Better PPT Photos](#)
- Resources for searchable inclusive stock photos:
  - [Unsplash](#) and [Pexels](#)

### BIAS-FREE LANGUAGE

- Intentional use of words and descriptors that welcome diversity of all people and their identities
- Being conscious of inclusion and diversity, for example:
  - Using racial or ethnic identifiers in describing patients inaccurately represents these as biological rather than social constructs
  - If there is a reason to include race or ethnicity, these should be self-identified and in the social history rather than in the HPI or one-liner
  - In case presentations, avoid using 'he' to represent all genders ('they' is preferred)
- Resources:
  - [APA Style Guide](#) and [AMA Manual of Style](#)

### ACCESSIBILITY

- Make your presentation as accessible as possible, for example:
  - If you are using audio/video, use captions
  - If you are giving participants material, make it accessible
  - If you are incorporating an activity, make it accessible
- Resources:
  - [WAI: Accessible Material](#) and [Accessibility Services Canada Resources](#)