

## 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.

### LAND ACKNOWLEDGEMENT

- A land acknowledgement will be conducted at the beginning of the conference by the CRA president; you are welcome to start your session with similar land acknowledgement or a personalized grounding (you could consider an acknowledgement from your own region or from Calgary).
- Calgary TELUS Convention Centre land acknowledgement ([click here](#) for additional information)  
*We [I] would like to begin by acknowledging that the land on which we gather is located in Calgary's downtown core on Treaty 7 lands, inhabited by the Blackfoot people since time immemorial and other Indigenous nations such as the Stoney Nakoda Nation, the Tsuut'ina, and the Métis people of Alberta Region 3. As such and in the spirit of Truth and Reconciliation, our organization has begun the journey of the true history of the lands in which we work and live through meaningful dialogue with elders, knowledge keepers, and Indigenous and Métis peoples in the area.*
- Resources:
  - [Guide to Acknowledging First Peoples & Traditional Territory](#)
  - [Personalizing your land acknowledgment](#)

### PREFERRED PRONOUNS

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

### INCLUSIVE PHOTOS

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

### BIAS-FREE LANGUAGE

- Incorporate words and descriptors that welcome diversity of all people and their identities
- Examples of ways to be conscious of inclusion and diversity:
  - Not using racial or ethnic identifiers in describing patients (this 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, ensure it accessible for all participants
- Resources:
  - [WAI: Accessible Material](#) and [Accessibility Services Canada Resources](#)