

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 program 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 Halifax).
- **Halifax Convention Centre land acknowledgement**
We [I] would like to begin by acknowledging that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the "Treaties of Peace and Friendship" which Mi'kmaq Wəlastəkwiyik (Maliseet), and Passamaquoddy Peoples first signed with the British Crown in 1726. The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Wəlastəkwiyik (Maliseet) title and established the rules for what was to be an ongoing relationship between nations.
- **Virtual land acknowledgement** (for virtual programs)
While we [I] meet today on a virtual platform, we [I] ask everyone to take a moment to acknowledge the importance of the traditional lands they are located on. The Canadian Rheumatology Association reaffirms its' commitment and responsibility in improving relationships between nations and to increasing our understanding of Indigenous peoples and their cultures.
Thus, from coast to coast to coast, please acknowledge the ancestral and unceded territories of Inuit, Métis, and First Nations people and the significance of these lands to their well-being and continuity, and our privilege of residing, working, and playing at these places.
- 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](#)