



## **Diversity and Inclusion**

*Approved by the COA Board of Directors on June 11, 2025*

## **COA Position Statement Diversity and Inclusion**

### **Vision**

The Canadian Orthopaedic Association (COA) welcomes and encourages diversity throughout its membership, research, education, service and community engagement, both individually and collectively among members. We recognize the strength in diversity and promote a culture of equity, where all individuals are given access to the same opportunities.

### **Statement**

The COA Diversity and Inclusion Statement applies to all members and staff of the COA. It is informed by principles of social justice and responsibility, equity and inclusivity. The statement fully embraces the Association's values of excellence, collaboration, engagement, and respect through diversity and inclusion.

The COA will:

- Promote an inclusive community within the membership of the COA and Canadian orthopaedic community in which diversity is valued, and all members feel included and respected. Diversity includes but is not limited to: sex, gender identity, sexual orientation, ethnicity, age, geography, religion, and socio-economic status.
- Promote diversity by specifically improving opportunities for participation and leadership for all, but especially for designated groups who have traditionally experienced societal and workplace discrimination; women, visible minorities, and people with visible and nonvisible disabilities.
- Continue to foster programs and policies to develop and support underrepresented groups within the orthopaedic community. Encourage equitable recruitment and retention practices to ensure diversity among orthopaedic surgeons in Canada. Uphold principles of social justice through the full participation of diverse people in all aspects of the COA.
- Recognize that all individuals have the right to respect and acceptance without bias.
- Develop and communicate policies, as well as promote values that discourage intolerance and discrimination.
- Encourage a commitment from all orthopaedic surgeons to develop, foster, promote, and maintain a work environment that values and respects diversity. All interactions with colleagues, staff, patients, and families are free from discrimination or harassment, and reflect the values of fairness, dignity, and respect.