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My novice understanding is that equity (sometimes used interchangeably with equality) is the concept that everyone in an organization has the same barrier-free access to resources and opportunities. Diversity is about respecting and valuing members' differences. Diversity is the “*what*,” i.e., the makeup of the organization (gender, race, ethnicity, age, language, sexual orientation, etc.). Inclusion involves a culture of actively inviting the contribution and participation of all members; it is the “*how*” we arrive at diversity.

Following some heavy spade work by your Secretary, Hassan Razvi, the CUA recently embarked on a process to establish a policy on equity, diversity, and inclusion (EDI).

We are not the first Canadian medical association to do so; in fact, no fewer than six organizations already have a formal EDI policy, with several more in the works. Our intent for this new CUA policy is to insure that EDI are explicitly addressed in the governance and in the educational and corporate activities of the CUA. For example, only 15% of all CUA members are female, making us vulnerable to criticism for a lack of gender diversity related to CME speakers and leadership representation. An EDI policy will help ensure transparency in order to *include* the most capable CUA members with representation from all of our *diverse* constituents without promoting a quota system.

An EDI working group has been assembled; our first virtual meeting took place November 30, 2020 and a draft policy was presented to the CUA executive at the January 2020 winter board meeting. Going forward, all CUA corporate staff, CUA board members, scientific and local organizing chairs will be required to complete an online EDI learning module at the beginning of their appointments. Next steps include posting the finalized EDI policy on the CUA website with links in our newsletters and conference meeting materials as the process evolves. The goal is to track EDI metrics over time to be of reference during future deliberations and for dissemination to the membership on an annual basis.

As an anglophone, middle-aged, White male, this article may be putting me in the crossfire of a contentious process. However, it is necessary in order to ensure the CUA is not susceptible to real or perceived systemic institutional biases. Our members would expect nothing less of their organization.