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The CUA exists to
promote the highest
standard of urologic
care for Canadians and
to advance the art and
science of urology.

Reflections on equity, diversity, inclusivity, and accessibility in Canadian urology

As we reflect over the last few years, the imperative for medical associations to address issues of equity, diversity, inclusivity, and accessibility (EDIA) remains as vital as ever. As the global landscape continues to evolve, so do the complexities of healthcare delivery and patient/colleague interactions. Recognizing and valuing the diversity of healthcare professionals, patients, and communities is not only a moral obligation but also a strategic necessity.

Addressing EDIA within medical organizations is a multifaceted endeavor that requires a nuanced understanding of the intricate challenges involved. These complexities stem from the intersection of cultural backgrounds, socioeconomic factors, historical biases, and systemic inequalities that influence both healthcare professionals and our patients. Balancing the navigation of these intricacies with meritocratic principles, addressing unconscious biases in medical decision-making, providing culturally sensitive care, and promoting career advancement opportunities for underrepresented groups are just a few of the intricate issues that demand thoughtful consideration. The process of integrating EDIA requires ongoing education, self-reflection, policy reforms, and an open dialogue to bridge gaps and drive meaningful change within medical organizations. The Canadian Urological Association (CUA) remains dedicated to this process for the betterment of Canadian urologists and our patients.

The CUA is deeply committed to advancing these principles in our community. In alignment with our commitment to improve education of urologists, the CUA annual meeting has dedicated educational forums to EDIA-related topics for the past few years. Notably, this year's focus was on "Urological care of the LGBTQ2+ population," which resulted in enlightening and frank discussions between the diverse panel members and the audience. Furthermore, the CUA has begun tracking speaker invites as a measure of accountability for promoting diversity and to identify barriers that may hinder participation at our national

meeting. Progress is further exemplified by the inauguration of the CUASF EDIA grants, presented to two deserving recipients at the CUA annual meeting this year. In addition, under the leadership of Dr. Monica Farcas, the CUA-affiliated Women in Urology Group has made significant strides in formalizing their work, culminating in the recent election of its first Board of Directors. The CUA firmly believes we can promote opportunities for all individuals that best align with their strengths, without compromising merit.

These efforts extend beyond the annual meeting, as each CUA committee now boasts an EDIA lead to ensure adherence to our EDIA policy in decision-making processes. Patient care is paramount, and we strive to create safe spaces through initiatives like the envisioned CUA pride poster and a potential patient information pamphlet on trans-health. Research into gender disparity within the CUA and Quebec Urological Association, as well as a forthcoming editorial on the history of CUA presidents, seek to illuminate our past and guide us toward an equitable future.

Our commitment to education remains steadfast, with ongoing virtual workshops, self-study opportunities, and informative webinars. Notably, the impactful presentation by Dr. Gaynor Watson-Creed on "Racism in medicine" garnered significant participation, and we are excited to delve deeper into "Providing urological care for Indigenous Canadians" in our upcoming webinars. Education is also integral at the grassroots level, as EDIA concepts were integrated into the curriculum of our national Basic Science Course for junior residents.

It is important to understand that this EDIA focus does not simply represent a box that needs checking. Though in their early stages, these initiatives underline our dedication to a more inclusive and equitable future for Canadian urology.

Through concerted efforts and unwavering commitment, the CUA is determined to drive positive change and inspire a diverse and unified urological community — a community that provides outstanding urological care for ALL Canadians.