



Inclusivity and Diversity Working Group (IDWG)

TERMS OF REFERENCE

(Updated: August 2021)

Purpose

To support PARA's commitment to inclusivity including actively working in the areas of anti-racism, diversity and the promotion of equity.

Goals

1. Identify and action opportunities to improve PARA's support of inclusivity, diversity and anti-racism in its operations
2. Identify ways to advocate for and support safer working environments for resident physicians through:
 - a. Enhancing resident physician personal skills in a safe and inclusive manner
 - b. Building supportive environments in PARA programming
 - c. Identifying and sharing community supports
 - d. Advocating for policy change and compliance
3. To advance inclusivity and equity as a key consideration in organizational decision-making by PARA

Core Activities

To be completed in consultation with the working group members; currently in development, based on results of needs assessment

Membership

Executive Board Member (Chair)

Assembly Delegates

General Members

Tara Madden, PARA Staff Liaison

Robin Raworth, PARA Staff Liaison

Reporting Relationship

The working group is accountable to the PARA Executive Board for all recommendations and decisions. Any decisions which change the structure, function or core activities of the IDWG require approval by the Executive Board.

Decisions or initiatives that require additional funding outside of the approved budget will require the approval of the Executive Board.

Term

Although not a standing committee of the Association, the work of the IDWG is expected to span multiple years. Each term is annual; members of the IDWG are encouraged to serve multiple terms where possible.

Meetings

The IDWG will be meet via video/teleconference as necessary to advance the work of the working group. The first meeting should be held within one month of the first Assembly meeting.