You must be the change you wish to see in the world – Consider joining the CAEP Board

The need to address racism and promote diversity has been top of mind of late–on the news, in social media and in boardrooms across the country. This is not a new discussion at CAEP–our Board of Directors focused on diversity and inclusiveness when it met last October for a strategic planning session in which our mission, vision and values were reviewed and debated at length. Inclusivity was felt to be a critical value and it was decided that, going forward, diversity would be an overarching value that permeated all that we do.

At our June Board meeting, the Board discussed how important it will be to move beyond the words in our recent Statement against Racism and demonstrate meaningful action. To that end, a small group of the CAEP Board will work to put together a plan for action and report back to the full Board in the Fall.

In late 2016, our Board of Directors had only 2 women and the focus was to achieve a better gender balance. Now, we have 6 women on the Board and hopefully even more in the future. Gender balance was just a first step and the CAEP Board is committed to continuing to diversify its Directors. We are also cognizant of the need to have a Board with a diverse set of skills, one that has broad regional representation and understands the needs of rural and remote, urban and tertiary emergency physicians. We are a microcosm of the vast country in which we live and share its aspirations and challenges.

As a result of the pandemic, CAEP’s 2020 Annual General Meeting has been deferred to the fall, but we have taken this delay as an opportunity to take some small immediately steps on the path to greater diversity. The CAEP Board has decided to re-open our Board of Directors’ nominations slate (with the exception of the incoming President nominee) and re-issue a call for applications for the 3 vacant Director positions.

As alluded to earlier, the Nominating Committee has always considered geographic representation (as per our By-laws) as well as rural versus urban, gender, and differing certification. The CAEP Executive of the Board has now requested that the Nominating Committee expand their diversity criteria to reflect emergency physicians and our patients more fully. Diversity criteria will now also include, but not be limited to:

- Race and ethnicity
- Culture
- Age
- Sexual orientation/identity

Directors of the CAEP Board are expected to:
Believe in and be an active advocate and ambassador for the values, mission and vision of CAEP.
· Work with fellow board members to fulfill the obligations of board membership.
· Regularly attend board and committee meetings.
· Prepare for these meetings by reviewing materials and bringing the materials to meetings.
· Keep informed about the organization, its issues, and its connection to the community.
· If applicable, help support the charitable contributions operation of the organization (e.g., donations and/or fundraising).
· As appropriate, use personal and professional contacts and expertise to benefit the organization.
· Be available to serve as a committee chair or member.
· Work in partnership with and respect the authority of the organization’s leadership staff.
· Agree to step down from board position if unable to fulfill these expectations.

We encourage those who have not considered wanting to join the CAEP Board previously to do so now. Or, if you know of someone who would be an excellent candidate, please nominate them. Help make CAEP more inclusive, diverse and reflective of our EM community and patients!

Please send all submissions to Lynn Garrow @ lgarrow@caep.ca by July 28th and include a letter which details why you wish to be considered for a Board Director position as well as your C.V.

CAEP BOARD OF DIRECTORS