

Equity, Diversity, Inclusion, and Accessibility Interim Report

Prepared by: Dr. Ritika Goel, member of the Anti-Racism Expert Working Group.
Modified from the interim report prepared by Dr. Kannin Osei-Tutu and Dr. Paula Cashin as
Co-chairs of the Anti-Racism Expert Working and
Strategic Advisors, Equity, Diversity, Inclusion and Accessibility

CanMEDS 2025 affords us the opportunity to think critically and propose a vision for the practice of medicine which is rooted in social justice, anti-racism, anti-oppression, and cultural safety, promoting a broader cultural shift which is necessary for the profession. As a profession and a health system, we participate daily in the perpetuation of structural violence upon those most marginalized amongst us, particularly those who are racialized, and live at the intersections of marginalization because of our race, ethnicity, religion, sex, gender identity, social class, ability, immigration status and more.

A new model of CanMEDS would seek to centre values such as anti-oppression, anti-racism, and social justice, rather than medical expertise. It would prioritize bidirectional relationships with patients, providers, communities, the land, the health system, and society at large rather than the individual physician as a gatekeeper of professionalized knowledge. With this new model, we can reflect a stance of humility over hubris, and demonstrate how we as physicians must be constantly seeking to learn, explore, critically reflect, and grow.

Existing competencies can be re-organized and modified under a new model which would also feature the teaching of critical reflection and self-reflexivity, as well as understanding of equity and advocacy, so as to allow physicians to more effectively engage in community-led social change. Such a model of CanMEDS would allow medical schools to appropriately embed and infuse lenses of social justice, anti-oppression, advocacy and equity throughout their teaching, and thereby teach future physicians how to incorporate such thinking into all of their clinical, teaching and research work.

The Anti-Racism Expert Working Group has formed a consensus definition of anti-racism to guide the work of CanMEDS Renewal 2025.

“Anti-racism is an explicit stance, a process and a systematic method of analysis requiring a proactive course of action for individuals, institutions, and societies to undertake. Anti-racism sheds light on the structures of racism rooted in the justification of colonization, slavery, and white supremacy, with manifestations at the individual, interpersonal and systemic levels. Anti-racism actively seeks to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances and change the structures that sustain inequities. Anti-racism is deeply rooted in anti-oppression, which analyzes the world through the lens of power, including the historical and ongoing structures of racism, white supremacy, settler colonialism, heteropatriarchy, capitalism, ableism, classism, sexism, homophobia, transphobia and more. Anti-racism and anti-oppression call for action on the manifestations of oppression based on race, ethnicity, religion, sex, gender identity, sexual orientation, socioeconomic status, immigration status and more. Anti-