The Equity in Medicine Community of Interest (COI) is intended to be a safe space for the medical profession to discuss issues and experiences related to equity, inclusion and diversity. In order to ensure the community remains respectful and productive, participants are required to adhere to this code of conduct when interacting with their peers and the community. You are responsible for your participation and content you post, and you are responsible for reviewing the code of conduct before participating.

We encourage the following:

- Honest and open dialogue: This COI is intended to be used for helpful exchange between participants. Please be yourself and be sincere in your interactions.
- A supportive and collaborative spirit: It is the responsibility of every participant to create a safe space to share stories and support one another.
- Sticking to the topic at hand: We’re working hard to meet our objectives. Please keep the conversation on target or move it to another venue.
- Respectful discourse: While we are all here for the same overall purpose, we come from different perspectives. Our objectives and approaches might be different. Be open to diverse perspectives and remain respectful when they differ from your own.

The following content and activities are prohibited in the Equity in Medicine Community of Interest:

- Intimidation or harassment;
- Comments that are discriminatory, hateful, defamatory, offensive, abusive, illegal or suggestive of a criminal act;
- Comments that violate privacy or confidentiality of others;
- Content that is promotional or of a commercial interest;
- Spam e.g., repetitive or spamming threads;
- Sacrificing collegiality because of differing opinions;
- Sharing of another’s personal information — including that of patients, providers and peers; or
- Providing medical advice.

Should a community participant violate this code of conduct, they may be contacted by the COI co-sponsors to adjust their conduct.

Participants acting contrary to this code of conduct may have their account temporarily or permanently suspended without notice, at the discretion of the COI co-sponsors.

Sharing Confidential/Anonymous Information:

This COI allows members to share their personal stories and experiences confidentially or anonymously with the community. These stories are shared through a feedback form managed by the CMA. Members can retract their story at any point in time by emailing CMA staff at yourvoice@cma.ca. Stories may be used for an evaluation or summary report regarding this community of interest. In this, all identities will
be anonymous. This will be done by changing names and disguising any details of stories which may reveal identities of participants or the identities of people spoken about.

Stories shared confidentially:
As per the community’s Code of Conduct, it is prohibited to make comments that violate the privacy or confidentiality of others, as well as to share another member’s personal information. As such, members who choose to share their stories with identifying information (name, location, etc.) are to have their privacy respected; their identity and their story must not be shared in verbal or written form outside of the engagement platform.

Stories shared anonymously:
Participants can share their story anonymously, without providing their name or identifying information. Names, email addresses and locations will not be shared on the community without the express consent of the participant. Participant stories will be posted anonymously on the community engagement platform by CMA staff under an administration account.

If you have questions on how your story or information may be submitted or used, please contact yourvoice@cma.ca.