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Quick Tips

Guide for Meeting Equity, Diversity, and Inclusion (EDI) Criteria in Mainpro+® Certification

June 2025



Why it matters

The Mainpro+ certification standards require continuing professional development (CPD) providers to demonstrate meaningful integration of equity, diversity, and inclusion (EDI) principles. This ensures all learners—including those from systemically excluded or underrepresented groups/communities—are considered and respected in the planning, delivery, and evaluation of learning activities.

Understand the requirements

Under the CFPC Mainpro+ certification standards, providers must:

- Identify and mitigate bias in content and delivery
- Incorporate EDI principles in needs assessments, planning, and facilitation
- Include diverse perspectives (e.g., race, gender, ability, geography, etc.) in content and presenters where possible
- Collect demographic feedback to assess inclusivity and reach

Refer to the [Mainpro+ Certification Application Questions](#) pertaining to:

- Needs assessment
- Learning objectives and content
- Instructional methods
- Planning committee composition
- Program evaluation

Quick tips to meet EDI criteria

Start with inclusive needs assessments

Include input from a diverse range of practitioners, including those in rural/remote or underserved areas. Ask: Whose voices are missing? Consider perspectives based on race, gender identity, ability, practice type, and location.

Diversify your planning committee

Aim for representation across multiple dimensions of diversity (e.g., gender, Indigenous identity, disability). Include patient partners or community voices where appropriate. Document this in your application.

Use inclusive learning objectives and language

Frame objectives using neutral, accessible, and inclusive language. Avoid assumptions about learners' knowledge, values, or patient populations.

Select content that reflects EDI values

Address how the topic impacts diverse populations, particularly those facing health inequities. Integrate data and case studies relevant to systemically excluded groups/communities. Identify how cultural safety or structural bias may affect clinical decision making.

Design inclusive learning formats

Offer multiple modes of participation (e.g., virtual access, asynchronous options, closed captioning). Consider group-based learning to foster diverse dialogue. Train facilitators to recognize and address bias or microaggressions.

Choose speakers with diverse lived and professional experience

Invite speakers who can authentically reflect the populations served. If the speaker pool lacks diversity, consider mentorship or partnerships to support inclusion.

Build EDI into evaluation

Use evaluation questions to assess inclusivity of content and environment. Ask learners if they felt the session reflected diverse perspectives and addressed bias or equity. Analyze demographic feedback to identify gaps in reach or accessibility.



Examples of good EDI practices

Area	Good practice example
Needs assessment	Included perspectives from rural, 2SLGBTQ+, and Indigenous physicians.
Scientific Planning Committee	Comprised of members from different regions, practice settings, and lived experiences.
Content	Included discussion of how the topic may affect populations differently based on social and structural factors (e.g., income, race, gender, ability).
Format	Offered flexible participation options and accessibility features (e.g., closed captioning, language options, asynchronous access).
Evaluation	Included questions on whether the session was respectful, inclusive, and free from bias.

Final checklist for EDI compliance

☐ Needs assessment involved diverse input.
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☐ Planning committee includes diverse members.
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☐ Content includes underrepresented populations.
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☐ Faculty reflect diversity of profession or population.
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☐ Delivery format is accessible and inclusive.
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☐ Evaluation includes questions on EDI and demographic data.

Remember: EDI is a mindset. The more intentional and reflective your planning process, the more inclusive and impactful your learning activities will be.

For full guidance, visit the [Mainpro+ certification standards](#) and review the Application Base Questions (PDF).