THE UNIVERSITY OF BRITISH COLUMBIA
Continuing Professional Development
Faculty of Medicine

Diversity, Equity, and Inclusion (DEI) Considerations for CPD Activities

Planning & Needs Assessment

- Identify gaps in knowledge/performance with attention to underserved or marginalized populations
- Ensure the needs assessment includes diverse perspectives
- Consider health equity and social determinants of health in topic selection

Scientific Planning Committee (SPC) Composition

- Include members representing diverse backgrounds (e.g., gender, race, ethnicity, sexual orientation, ability)
- Ensure representation from the target audience
- Include individuals with lived and living experience relevant to the topic

Learning Objectives

- Ensure learning objectives reflect inclusive language and address health disparities
- Invite input from diverse interest holders during learning objective development
- Include goals that promote cultural safety, anti-racism, and bias mitigation

Content Development

- Use plain, respectful, and inclusive language throughout materials
- Avoid stereotypes and biased representations in case studies, examples and images
- Include content that reflects diverse patient populations and clinical contexts
- Offer alternative formats or accommodations for accessibility (e.g., captioning, visual aids, screen reader compatibility)
- Ensure artificial Intelligence (AI) developed content is human-reviewed

Speaker Selection

- Prioritize diverse representation among speakers and facilitators
- Ensure speakers are trained in EDI principles and cultural humility
- Ensure equitable remuneration for all speakers and facilitators

Delivery Format

- Choose venues and formats that are physically and psychologically safe for all participants
- Consider accessibility requirements when selecting a venue
- Consider hybrid or asynchronous options to support participation across geographic and ability barriers

Evaluation & Feedback

- Include questions assessing EDI impact and inclusivity of the learning experience
- Disaggregate feedback data to identify gaps in engagement or satisfaction across demographics
- Use feedback to improve EDI integration in future activities iteratively