

## **Best Abstract on Equity Diversity and Inclusion in Rheumatology**

### **Purpose:**

The Award has been established to recognize outstanding contributions in advancing the principles of equity, diversity, and inclusion within rheumatological research. An oral or poster presentation at the CRA Annual Scientific Meeting (ASM) is eligible for consideration for the award. The research should enhance knowledge or advance the care for equity deserving groups (including but not limited to women, visible/racialized minorities, Indigenous peoples, persons with disabilities, and LGBTQ2SAI+). The work should describe the impact on fostering equity, on embracing diversity of the rheumatology patient population or workforce and/or promoting inclusivity in the rheumatology community through research, leadership, clinical activity, or medical education. This award aims to inspire rheumatology professionals to champion these values of equity, diversity and inclusion. The recipient of this prestigious award will receive recognition from the Canadian Rheumatology Association at the Annual Scientific Meeting.

### **Terms of Reference:**

1. The first author must be a CRA Member in good standing or trainee (undergraduate student, medical student, rheumatology resident, post-graduate resident).
2. The award consists of a \$1000 cheque and a certificate.
3. The award shall be presented annually at the ASM.

### **Accountability:**

1. Author(s) on submission of abstract will be provided with the option to indicate if the abstract is to be considered for the Equity Diversity and Inclusion CRA award.
2. The oral or poster presentations selected for presentation at the ASM meeting by the Annual Scientific Committee and flagged for the EDI CRA Award will be provided to the CRA EDI Task Force Chair.
3. The EDI Task Force team will adjudicate the designated pool of abstracts based on the defined rubric for assessing Equity diversity and inclusion abstracts will be used for adjudication (See appendix)



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4. The winner of the abstract will be provided to the administrative support for the Annual Scientific Meeting ahead of the meeting.
5. The winner of the EDI Abstract will be announced at the annual meeting along with other awardees.
6. The recipient will acknowledge the award in subsequent publications related to the winning abstract.

## Appendix

### Rubric

#### 1. Relevance to Equity, Diversity and Inclusion (5 points)

- Research question addresses the impact of the research on diverse populations
- Demonstrates a clear understanding of equity issues in rheumatology
- Considers the inclusion of underrepresented groups in the study
- Incorporated measures to enhance participation from diverse backgrounds for example across gender identity, gender expression, ethnicity, socio-economic backgrounds, geography, or immigration status
- If the study population is focused on specific equity deserving group(s) including but not limited to women, visible/racialized minorities, Indigenous peoples, persons with disabilities, and/or LGBTQ2SAI+), the rationale for the targeted population is adequately explained.

#### 2. Inclusive Study Design/ Representation in Sample/Study Population (5 Points)

- Research team includes rheumatology patients or patient advocates.
- Describes methods that ensures inclusivity in participant recruitment
- Acknowledges potential biases and outline strategies to mitigate them
- Demonstrates active engagement or partnerships with diverse communities affected by rheumatology conditions or rheumatology knowledge users such as patient advisory groups, patient advocacy groups or organizations
- Addresses intersectionality of the study subjects in description of study and/or in the analysis of data.

### 3. Cultural Humility (5 points)

- Displays cultural humility in the approach to the research and accounts for intersectionality of the research team
- Describes efforts to ensure sensitivity to cultural nuances in study design and implementation for example follows principles such as “The First Nations principles of ownership, control, access, and possession – more commonly known as OCAP”, the “Engagement Governance, Access and Protection (EGAP)” for Black communities and or “Sex and Gender Based Analysis (CIHR)”
- Addresses potential cultural biases in the interpretation of results
- Ensures that the diversity in the study population(s) is adequately addressed and discussed in results and/or data analysis
- Applies structural competency lens thus addresses systemic factors affecting rheumatology experiences of patients, providers, or educators.

### 4. Impact and Implications for Equity (5 points)

- Discusses how the findings contribute to advancing equity in rheumatology
- Demonstrates knowledge translation/mobilization back to the community of the research study population
- Considers the potential impact of the research on healthcare inequities, healthcare policies/practices, and/or inclusive medical education
- Outlines recommendations for future research to further address equity, diversity and inclusion
- Provides mentorship to early career rheumatology scholars from communities under-represented in rheumatology.