

Critical Care Society of Southern Africa Diversity Policy (June 2024)



Purpose

The Critical Care Society of Southern Africa (CCSSA) is committed to embracing the diversity of its membership and the communities it serve. The Society upholds inclusion and equity within the organization, our profession, and the care provided to critically ill patients. It is acknowledged that it is within our best interests to promote diversity and to eliminate discrimination in our activities as we fulfil CCSSA's vision and mission.

Diversity is multifaceted and including, but is not limited to, gender, race, ethnicity, age, language and culture, country of origin, etc. The CCSSA will focus on gender, race, professional discipline, years of experience, and geographical location with the objective of reflecting the diversity of the Southern African critical care community in all our undertakings. This policy is to explicitly address how the processes to address diversity will be transparent, visible, and measurable.

Processes

i. Assessment of diversity

The CCSSA will collect information on the diversity profile of membership on a biennial basis. Relevant aspects will include but not be limited to gender, race, professional discipline, geographic location and trainees.

11. Committees

Council committee membership and leadership will be balanced as much as possible for professional discipline, gender, race and geographical location. Similarly adhoc or sub-committees will also be balanced as much as possible gender, race, geographical location, discipline and experience.

iii. CCSSA hosted and co-hosted congresses, updates or symposia

1. Planning committees for all congresses and conferences hosted or co-hosted by CCSSA shall be balanced for gender, race, professional discipline, and experience
2. Invited speakers, panelists, and moderators should reflect the diversity of the CCSSA
3. Explicit goals may be adopted to achieve diversity of speakers, panellists and moderators
4. CCSSA may decline to participate in co-hosted events that do not reflect adequate diversity in the program.

iv. Appointments, presentations, or participation on behalf of the CCSSA

1. Invited participation in events or projects on behalf of the CCSSA will be evaluated to ensure that they reflect the diversity and values of the organization;
2. Individuals will be nominated for these opportunities to ensure balance across gender, race, experience, professional discipline and geographical representation
3. The CCSSA may decline to participate in such events or projects if there is inadequate diversity.

v. Conferences or events requesting endorsement or support by the CCSSA

1. Conferences and events that request support or endorsement by the CCSSA will be evaluated as much as possible for diversity of speakers, panelists, and moderators;
2. Additional information regarding diversity in the program may be requested by the CCSSA prior to consideration of support or endorsement
3. The CCSSA may decline to endorse or support such events or projects if there is inadequate diversity.

vi. Gender-neutral terms

For all CCSSA activities gender neutral terms (e.g. Chair, President) will be used, including for communications and documents.

vii. Policy awareness

1. The diversity policy will be publicly posted on the CCSSA webpage
2. The diversity policy will be provided to new members
3. The diversity policy will be provided to organizations or entities who wish to co- host an event with the CCSSA.

Accountability and Reporting

1. The CCSSA will record speaker, panellist, moderator and delegate diversity metrics of interest at hosted and co-hosted events;
2. The CCSSA secretariat will compile and report diversity data on hosted and co-hosted events and activities every 2 years to ensure that goals are achieved
3. The Branch reports will include diversity data to the CCSSSA Council every year - for review and to recommend actions needed to improve compliance with goals.
4. The Congress report will include diversity data to the CCSSSA Council every year - for review and to recommend actions needed to improve compliance with goals.
5. Monitoring tools are outlined below for gender and race diversity at congresses/meetings. Similar tools can be used for geographical location, professional discipline, etc.

Table 1: Invited to Meeting (congress,update,symposium,webinar): Medical Doctors

Meeting:																
	Total invited	Men Invited	Women invited	Other/prefer not to say	Race					Geographic Location (Branches vs Province)						
					B	C	I	W	Other	Egoli	Jac	KZN	WC	EC	FS	NW/Limp/NC/Mpumalanga
Organizing Committee																
Plenary Speaker																
Speaker																
Chair/moderator																

Table 2: Invited to Meeting (congress,update,symposium,webinar): Nurses

Meeting:																
	Total invited	Men Invited	Women invited	Other/prefer not to say	Race					Geographic Location (Branches vs Province)						
					B	C	I	W	Other	Egoli	Jac	KZN	WC	EC	FS	NW/Limp/NC/Mpumalanga
Organizing Committee																
Plenary Speaker																
Speaker																
Chair/moderator																

Table 3: Invited to Meeting (congress,update,symposium,webinar): Allied Health Professionals

Meeting:																
	Total invited	Men Invited	Women invited	Other/prefer not to say	Race					Geographic Location (Branches vs Province)						
					B	C	I	W	Other	Egoli	Jac	KZN	WC	EC	FS	NW/Limp/NC/Mpumalanga
Organizing Committee																
Plenary Speaker																
Speaker																
Chair/moderator																

Table 4: Final Count at Meeting (congress,update,symposium,webinar):Medical Doctors

Meeting:																
	Total	Men	Women	Other/prefer not to say	Race					Geographic Location (Branches vs Province)						
					B	C	I	W	Other	Egoli	Jac	KZN	WC	EC	FS	NW/Limp/NC/Mpumalanga
Organizing Committee																
Plenary Speaker																
Speaker																
Chair/moderator																

Table 5: Final Count at Meeting (congress,update,symposium,webinar):Nurses

Meeting:																
	Total	Men	Women	Other/prefer not to say	Race					Geographic Location (Branches vs Province)						
					B	C	I	W	Other	Egoli	Jac	KZN	WC	EC	FS	NW/Limp/NC/Mpumalanga
Organizing Committee																
Plenary Speaker																
Speaker																
Chair/moderator																

Table 6 : Final Count at Meeting (congress,update,symposium,webinar):Allied Health Professionals

Meeting:															
	Total	Men	Women	Other/prefer not to say	Race					Geographic Location (Branches vs Province)					
					B	C	I	W	Other	Egoli	Jac	KZN	WC	EC	FS
Organizing Committee															
Plenary Speaker															
Speaker															
Chair/moderator															