



# Canadian Critical Care Society

THE VOICE OF CRITICAL CARE

20 Crown Steel Dr. Unit 6  
Markham, ON L3R 9X9  
Phone: 905-415-3917

Website:

[www.canadiancriticalcare.org](http://www.canadiancriticalcare.org)

PRESIDENT  
*Bojan Paunovic*

An Open Letter from the Canadian Critical Care Society to the organizing committee of the International Symposium of Intensive Care and Emergency Medicine

SECRETARY  
*James Downar*

TREASURER  
*Karen Burns*

Dear Colleagues,

PAST PRESIDENT  
*Alison Fox-Robichaud*

The announcement of the virtual eISICEM meeting on social media was met with serious concerns amongst our society's board for the lack of diversity and inclusion. The images of 5 "round table" sessions featuring exclusively white men highlights a persistent issue that we strongly suggest is no longer in keeping with current standards.

DIRECTORS

*Babar Haroon*

In addition to the visible lack of diversity on the round tables, we also found that only 10% of the listed faculty are women physicians. Members of our society have published evidence demonstrating that this has not appreciably changed over the past decade (Mehta et al CCM 2018). In addition, there is a significant lack of representation from other critical care health professionals (eg. pharmacists, nurses, physiotherapists, etc), and speakers of colour. With the proactive changes that many other societies and meetings have taken, ISICEM now stands out as being insensitive to these important diversity issues.

*Frederick D'Aragon*

*Bram Rochweg*

*Claudia dos Santos*

*Srinivas Murthy*

*Catherine Farrell*

The decision of some Canadian speakers to withdraw from this meeting is based on a commitment of our society to diversity and inclusion as core values. A link to our policy can be found [here](#). Until there is a definitive and transparent action by your organizing committee to correct these inequities by the next meeting, our members will have to consider their ongoing participation. We suggest that this begins with equity within the organizing committee, and extends to all sessions, including session chairs.

*Jason Waechter*

There is clear evidence from both health care and other fields that diversity and inclusivity is better for all. We know that our international critical care community is rich with women, culturally diverse intensivists and other health professionals, who are outstanding academics, researchers and clinicians. Broad and varied views, including engaging speakers of colour, will enhance the global wellbeing of those requiring intensive care, and inspire future generations to continue reshaping our field into one of which we **all** can be proud.



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