

Director Equity, Diversity, Inclusivity and Accessibility (EDIA), Department of Surgery, Calgary Zone

The Department of Surgery, Alberta Health Services–Calgary Zone and the University of Calgary invite applications for the position of Director Equity, Diversity, Inclusivity and Accessibility (EDIA) in Calgary, Alberta. This leadership position is open to surgeons based primarily in Calgary. The ideal candidate will have demonstrated an interest in surgical leadership and will have a respected profile in the physician community. They will have effective communication skills and a track record of engaging their team members. They will have demonstrated success in areas of clinical practice and either education, research, quality improvement or leadership.

The Director Equity, Diversity, Inclusivity and Accessibility (EDIA), Department of Surgery, Calgary Zone plays an important role in supporting the mission of the Department of Surgery.

Duties and responsibilities include:

1. Represent the Department of Surgery on any committees, or any initiatives, organized by Alberta Health Services or the Cumming School of Medicine, with respect to EDIA.
2. Advise the Department Head of Surgery and the Department of Surgery Executive Committee on policy updates from Alberta Health Services and the Cumming School of Medicine regarding EDIA.
3. Help the department executive with strategy and planning on EDIA.
4. Liaise with AHS, CSM and other organizations on behalf of the Department of Surgery to bring training and educational events on EDIA to surgeon members.
5. Participate/lead EDIA continuing medical education events to enhance awareness and performance on EDIA topics. Promote EDIA in the Department of Surgery through education and coaching initiatives.
6. Program development on EDIA in the Department of Surgery. Develop strategies and policies to improve EDIA among the membership at both the individual and system level.

7. Implementation of the best practices of equity, diversity and inclusivity and Accessibility (EDIA) in the Department of Surgery
8. Act as first point of contact for surgeons who have EDIA concerns in the department and to help address these issues.
9. Promote education and bring awareness of EDIA in the workplace to all surgeons and residents members.
10. Ensure that EDIA principles are followed in all surgeon promotions, either in the clinical stream or in the GFT stream.
11. Develop metrics and evaluate the impact of implemented strategies and policies on EDIA

FTE:

0.2 FTE Medical Affair Honoraria

Term:

December 1, 2025 – November 30, 2028.

For questions regarding this leadership position, please contact Dr. Natalie Yanchar, current Director of Professionalism and Physician Wellness or Dr. Artan Reso, Deputy Department Head:

Natalie.yanchar@ahs.ca

Artan.reso@ahs.ca

Applications:

Please send your letter of intent, curriculum vitae and names of three referees to Artan Reso at artan.reso@ahs.ca