



Transforming Cardiovascular Workplaces Equity, Diversity & Culture at the Heart of CSANZ

Presented by: Erina Korohina on
behalf of the CSANZ Equity, Diversity
& Culture Committee



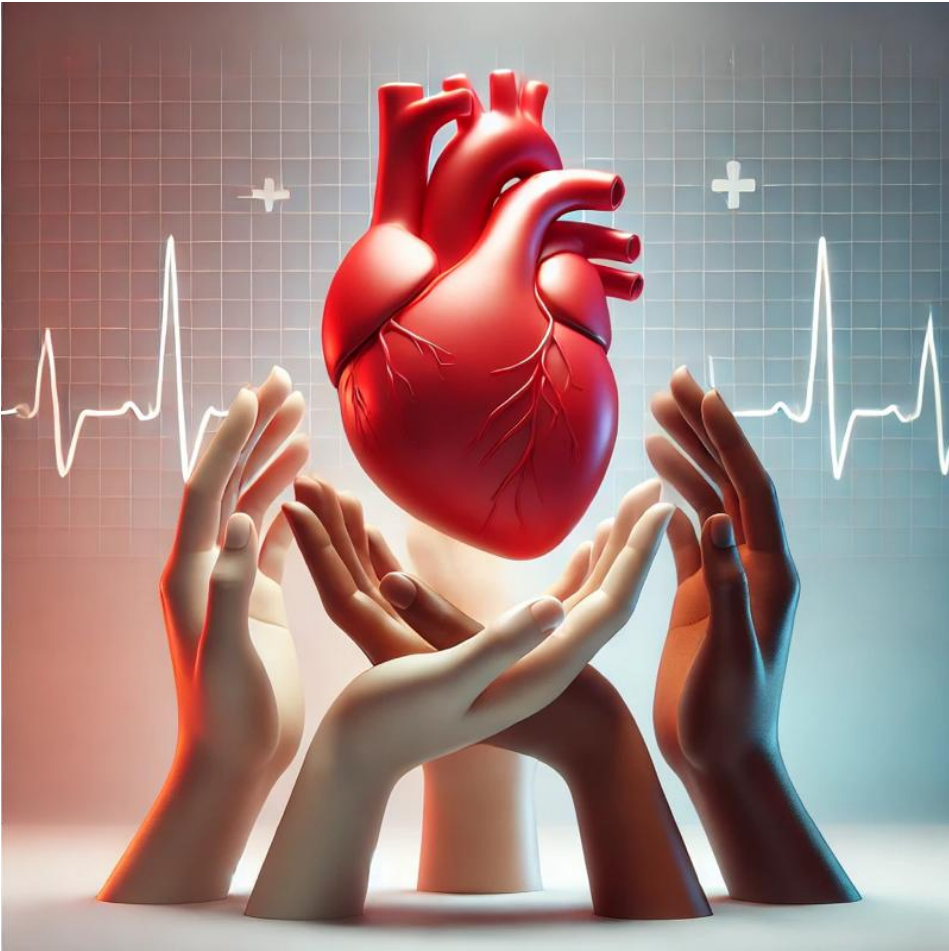
**CSANZ New Zealand
Annual Scientific Meeting**

Energy Events Centre,
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Transforming Cardiovascular Workplaces

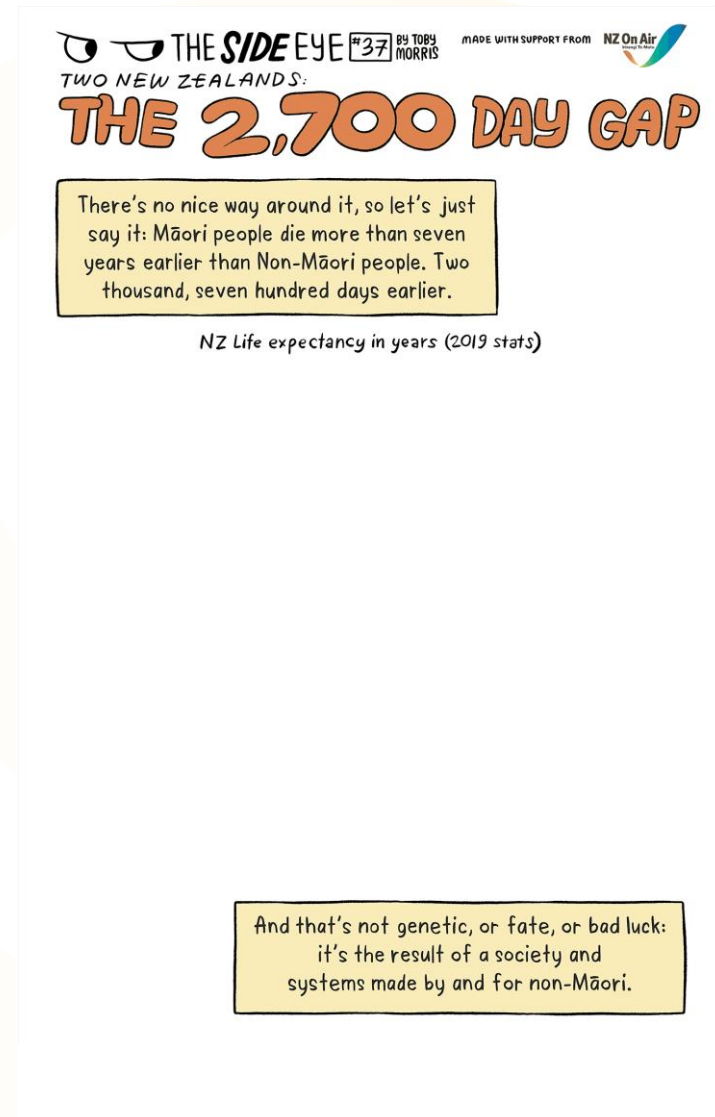
Equity, Diversity & Inclusion at the Heart of CSANZ



Prof Jenny Deague (Co-Chair)
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Dr Joshua Agnew
Dr Jason Harmer
Dr Kiran Sarathy
Ms Daman Kaur
Erina Korohina
Dr Wong Yee
Dr Joanne Eng-Frost
Assoc Prof Sally Inglis

Why Equity Diversity & Culture in Cardiology matters

- Persistent inequities in cardiovascular outcomes for Indigenous and marginalised communities¹
- Underrepresentation of women, rural clinicians, LGBTQIA+, and minority ethnic groups in leadership
- Intersectionality shapes experiences and outcomes²
- Equity is both a justice issue and a clinical imperative



Foundations – Terms of Reference⁴

- Grounded in Te Tiriti, The Uluru Statement from the Heart UNDRIP, and a values-based definition of equity
- Recognises that different people need different things — equity ≠ equality
- Commitments to cultural safety, representation, inclusion



Code of Conduct – Embedding Equity, Diversity & Culture⁵

CSANZ PROMOTES



 Learn more

Scope of Work – Strategy in Action

- External Equity, Diversity and Culture experts engaged to develop a CSANZ strategy
- Focus on needs assessment, stakeholder engagement, and implementation plan
- Aligns with CSANZ education, governance, and leadership pathways

Laying the Foundations – Early Shifts & Intentions

- Commitment to increasing speaker and panel diversity at CSANZ Annual Scientific Meetings
- The EDC Committee's own recruitment processes now encourage EOIs from underrepresented groups
- The Code of Conduct embeds expectations around cultural safety, anti-discrimination, and Indigenous rights
- Strategic planning is underway, including a needs assessment and stakeholder engagement to inform a long-term equity strategy



References

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2. Grosfoguel, R., Oso, L., & Christou, A. (2014). 'Racism', intersectionality and migration studies: Framing some theoretical reflections. *Identities*, 22(6), 635–652. <https://doi.org/10.1080/1070289X.2014.950974>
3. Cardiac Society of Australia and New Zealand. (2025, April 11). Equity, Diversity and Culture Committee: Terms of reference (Version 1.7). [Unpublished internal document].
4. Morris, T. (2021, May 19). The Side Eye's Two New Zealands: The 2,700 Day Gap. The Spinoff. <https://thespinoff.co.nz/the-best-of/19-05-2021/the-side-eyes-two-new-zealands-the-2700-day-gap>
5. Cardiac Society of Australia and New Zealand. (2024, August 3). Code of Conduct (Version 03/08/2024). CSANZ. <https://csanz.edu.au/common/Uploaded%20files/CSANZ/030824%20CSANZ%20Code%20of%20Conduct%20For%20members.pdf>

Ngā mihi

Our CSANZ EDC Committee

