

Equity, Diversity and Inclusion

2022



CPSO

Introduction

In 2020, CPSO began bringing equity, diversity and inclusion (EDI) issues in healthcare to the forefront through our communications with the profession and our staff. In 2021, we took it even further and made a more deliberate and conscious effort to apply a thoughtful equity lens to our core work as a regulator. This initial progress was detailed in our [2021 end-of-year report](#), and we are pleased to present our work in 2022 that centred around the themes of 2SLGBTQIA+ health and anti-Black racism.

With continued support from CPSO's Council, senior leadership team and staff, Dr. Saroo Sharda and Fiona Hill guided the College's work to achieve continued progress this year. CPSO is proud to be a leader in this space.

We engaged our staff, Council and committee members in a variety of learning opportunities, including exceptional training through [Rainbow Health Ontario](#) and other thought-provoking training opportunities that you can read about in this report.

We spoke to a number of leaders about

equity issues in healthcare through our [“In Dialogue” podcast](#) and [Dialogue magazine](#), and our staff were able to engage in intimate conversations with EDI leaders in our monthly Lunch and (Un)Learn sessions.

We look forward to continuing to make EDI a priority and the coming year (2023) will see us building on past themes, and exploring and examining access to health care for people living with disability and unhoused populations. The ableism — social prejudice against people with disabilities — that exists in our healthcare system is significant as are the barriers to quality healthcare for those who experience homelessness or are precariously housed.

This report outlines the substantive cross-organizational work and stakeholder collaboration that occurred between November 2021 — November 2022.

We thank you for reading and welcome any feedback, suggestions and/or questions you may have, which you can send to edi@cpso.on.ca.



“‘Cultural Humility’ is a really important concept and one which is central, along with the concepts of anti-oppression and colonialism, in how we approach equity work. Personally, I prefer the term cultural humility to cultural competence, as we cannot ever be competent in another person’s experience. Culture is not just about race, or sexuality, or gender expression, it is much more complex, nuanced and individual, and if we can approach that complexity with humility and curiosity, and be aware of our biases towards cultures that are dissimilar to our own, then I think we are taking steps in the right direction.”

— Dr. Saroo Sharda, CPSO EDI Lead



“Over the last few years at CPSO, we have been examining how our organization can better fulfill our mandate by bringing an EDI lens to our core regulatory work. As an organization, we are committed to ensuring EDI is reflected in our policies, processes, and our engagement with physicians and the public.”

– Dr. Nancy Whitmore, CPSO Registrar and CEO

“Through policy, CPSO has made it clear that it condemns all forms of structural racism against religious, racialized and minority groups. Respect and courtesy is a fundamental expectation of physicians in the workplace, the learning environment and, more recently, the digital space. The College is committed to supporting physicians in creating an environment free of racism and other forms of discrimination, where people feel safe when receiving and accessing health care, and where providers feel safe and respected providing health care.”

— Dr. Janet van Vlymen, CPSO President



CPSO's EDI Focus Areas

2021

Anti-Indigenous Racism



Implicit Bias



2022

Anti-Black Racism



2SLGBTQIA+ Health



2023

Ableism



Unhoused



Human Rights in the Provision of Health Services

As reported in the [2021 EDI Report](#), we sought feedback from equity-seeking groups on our *Professional Obligations and Human Rights* policy, which was up for review. The feedback we received from a diverse range of stakeholders helped inform the draft (and newly named) [Human Rights in the Provision of Health Services](#) policy.

A very important addition to the draft policy was clarifying how physicians can create and foster a safe, inclusive, and accessible environment, in which the rights, autonomy, dignity and diversity of all patients are respected, and patients' needs are met. The draft policy expects physicians will create and foster this environment by taking reasonable steps to incorporate cultural humility, cultural safety, anti-racism, and anti-oppression into their practices.

We wanted to ensure these concepts were included in this draft policy because we know from research that patients from racialized or marginalized groups are more likely to have difficulties accessing care and experience poorer health outcomes. Creating a safe, inclusive, and accessible environment for patients will help improve the patient's experience, the quality of the physician-patient relationship, the care provided, and health outcomes. It is also consistent with our organization's commitment to bring EDI to our policies.

It is important to note this draft policy is not intended to create extra burden on physicians, but rather reinforce the need for physicians to consider their position, and the power differentials that often exist in the physician-patient relationship, as well as structural barriers to care that tend to be greater for marginalized groups. The policy is expected to be finalized by the end of 2023.



Cultural Humility



Cultural Safety



Anti-Racism



Anti-
Oppression

"The ugly truth is that systemic biases exist even when people are dying. We have many studies now highlighting disparities in palliative care for racialized communities. But expansion of palliative care specialists and palliative care beds alone is not a solution. We need a major upgrade in our content and delivery if we are going to be accessible to diverse populations.

The initial step in this process is to name structural racism as a root cause of health inequities experienced by ethnic and racialized communities. Naming it upfront unburdens the responsibility of patients and families to navigate the worst time of their lives alone. Naming it allows us to show up differently — to be proactive rather than silent in our response."

— Dr. Ramona Mahtani

*Council Award Winner
Dr. Ramona Mahtani*



Physician Engagement / Messages from the Registrar




9
MESSAGES
X
42,000
MEMBERS

CPSO regularly communicates with the profession to share updates on our EDI initiatives. Some highlights include feature articles in [eDialogue](#), interviews with leading health experts, and messages from the Registrar/CEO to the profession about various topics, including the impacts of anti-Indigenous racism and discrimination on the health outcomes of Indigenous Peoples, creating welcoming spaces in health care for 2SLGBTQIA+ patients, treating unhoused populations with care and dignity, ableism and disability bias in medicine, allyship with minoritized groups, and other timely messages on current issues impacting the profession and the public of Ontario.

These messages from Dr. Nancy Whitmore consistently receive an open rate of more than 60 percent (the industry standard is 25 percent).

Messages included guidance and information to:

- Help physicians navigate complex health system challenges
- Recognize and acknowledge their own biases in treating their diverse patient populations; show solidarity with both their patients and physician colleagues belonging to equity-seeking groups
- Address their own mental health and wellness during these challenging times, and continue to provide quality patient care.

A portrait of Toba Balogun, a young man with short dark hair, smiling. He is wearing a dark blue suit jacket, a white dress shirt, and a blue patterned tie. The background is a light-colored stone wall.

Toba Balogun,
student at University
of Toronto Temerty's
School of Medicine

“Something that really sticks out when I see really good allies are people that have a willingness to learn and have a willingness to listen. So, of course, we’re not going to understand how someone that’s disabled is feeling, or someone that’s queer is feeling, but we all have to have that willingness to understand what that person is going through. I think it really stems from realizing what our biases are going into these conversations.”

Toba Balogun, student at University of Toronto Temerty's School of Medicine

Education and Training

COUNCIL/COMMITTEE TRAINING

97%

were very satisfied
with Rainbow
Health Ontario's
presentation

Mandatory Council and committee education on equity and anti-discrimination continued throughout 2022 with four related sessions. The first two were conducted by [Rainbow Health Ontario](#) (RHO) on providing safe, inclusive care to 2SLGBTQIA+ communities. The series' initial session encompassed interactive training modules, while the second session was synchronous training.

Our other training sessions focused on addressing anti-Black racism in health care regulation, facilitated by Dr. Natasha Johnson, Associate Chair Equity, Diversity, Inclusion, Dept. of Paediatrics, McMaster University.

CPSO recently updated its selection process for prospective committee members to ascertain their commitment to and training in equity and cultural humility.



Speaker

NATASHA JOHNSON

Associate Chair Equity, Diversity,
Inclusion, Dept. of Paediatrics,
McMaster University



RHO Training session

“ While I have found all of the governance training/meetings to be truly excellent, I especially liked the set-up of doing the training modules in advance so that we could have a more discussion-based session during the meeting. ”

COMMITTEE CHAIR AND VICE-CHAIR TRAINING

Our EDI Lead, Dr. Saroo Sharda, alongside [Facilitation First](#) expert Michael Goldman, delivered Committee Chair and Vice-Chair training on how to facilitate and lead brave EDI conversations in our work. This training session focused on the impacts of micro-aggressions and discrimination on health care, and how to apply an EDI lens to behaviour management.

“ Superb presentation today. I was really impressed. I certainly learned a lot and it will definitely change the way I practice. Thanks for all your effort in this area. ”



OPSDT TRAINING

OPSDT adjudicators underwent equity training this year with Grace Vaccarelli from [Ethical Associates](#) on applying EDI principles in adjudication, including the duty of tribunals to accommodate, being attentive to diversity in the hearing room and recognizing their own implicit bias as adjudicators.



CPSO @cpso
Excellent [#CPSOEDI](#) training session with Chairs & Vice-Chairs yesterday, discussing the impacts of micro-aggressions & discrimination on health care. Thanks to Dr. [@SarooSharda_MD](#) for facilitating such great discussions with the participants. [#EDI](#) [#ONHealth](#)

“ Thank you for a very informative presentation and for challenging us to reflect on our own bias and complexity in systemic racism. ”

“ Thank you for making me more aware of the biases I hold and for strategies on how to unlearn, understand, reflect and eventually take action. ”

INVESTIGATIONS & RESOLUTIONS DEPARTMENT STAFF TRAINING



Speaker

DR. JAMES MAKOKIS

Drs. James Makokis and Jean Langley, and a team of Elders presented the College of Physicians and Surgeons of Alberta's approach to managing complaints from Indigenous patients. Dr. Makokis is a national and internationally recognized leader and author in the areas of Indigenous and transgender health. Recently named to "The Medical Post's 2021 Power List," he believes power should be shared, especially with those who have been disempowered. His philosophy of leadership is based on Nehiyô iyintiw wiyasiwewina (Cree Natural Laws), including kisewatisiwin (kindness), kwayask itatisiwin (honesty), sohkeyitamowin (strength/determination), and pahkwenamatowin (sharing), as taught to him by his Elders.

Dr James Makokis (nehiyô), MD, M.H.Sc, CCFP @DrMakokis

Thanks for inviting @jel5k and our community knowledge holders Leo and Priscilla to come and share how we can create a safe, inclusive, and restorative process for Indigenous patients in the complaints process with medical regulators. It can be done, it needs to be done.

PEER ASSESSOR TRAINING



Speaker

DR. JAVEED SUKHERA

Our newly hired peer assessors participated in a training session on bias in assessment with Drs. Saroo Sharda and Javeed Sukhera. Dr. Sukhera is an internationally recognized health professions education researcher and thought leader. His research program explores novel approaches to addressing stigma and bias among health professionals, and he has also been involved in advocacy and cross-sectoral work in education, and community services. Using case studies, they were encouraged to think about peer assessment from an equity perspective.

SENIOR LEADERSHIP TRAINING

The Chief Coroner of Ontario, Dr. Dirk Huyer, presented to CPSO's Senior Leadership Team on building a culturally safe mortality investigation system. A key priority for the Office of the Chief Coroner and Ontario's Forensic Pathology Service has been to provide high quality services that are responsive to Ontario's diverse needs, both culturally and geographically. This includes a commitment to engaging with Indigenous leadership and community members.



Speaker

DR. DIRK HUYER

Building a Culturally Safe Mortality Investigation System

STAFF EDUCATION AND TRAINING

CPSO's EDI Lead continued to engage with key College departments to share information on our EDI activities, seek feedback and answer questions.

100%
**of staff said they would
attend future Lunch and
(Un)Learn sessions**

The “**EDI Lunch and (Un)Learn Series**” was started to provide staff with the opportunity to ask questions, and learn and unlearn biases in safe, judgement-free zones. Over the course of the year, internal staff and external guests held six sessions focusing on addressing questions relating to different EDI-related themes.



June 14, 2022

DR. BLAIR BIGHAM

Theme: Pride — 2SLGBTQIA+ community, microaggressions in the workplace and health care, and communicating with empathy and humility

September 19, 2022

DR. CHASE MCMURREN

Theme: Indigenous Health — inclusivity and cultural humility



October, 2022

DR. CARYS MASSARELLA

Theme: Trans Health

“These sessions are a wonderful way to get to know key healthcare leaders and experts. It's great to hear fresh perspectives on critical issues that affect our communities and our work.”

Internal Engagement in EDI

It is essential for our EDI values to be embedded in the internal culture of the organization. To embody this, CPSO hosted a series of internal campaigns and events to recognize important observances, including Black History Month, International Women's Day, Pride, and National Day for Truth and Reconciliation.

Engagement with staff is critical in this journey of collaborative learning and unlearning to address systemic barriers to health care.

Thamesha Tharmarajah, EDI Summer Student

CPSO recruited a summer student to work closely with our EDI Lead and support our work. She played an integral role in assisting with a variety of our EDI initiatives.



"I am incredibly grateful and humbled to have had the opportunity to improve my understanding and awareness of EDI through discussions with several inspiring people during my time at the CPSO. With this thought-provoking introduction to EDI, I hope to embed these initiatives to advocate and have meaningful interactions with marginalized communities."



EDI Corner

"EDI Corner" is a regular series on our staff intranet. Many articles this year were posted in conjunction with the holidays and observances mentioned in this section.

- ➔ International Women's Day — #BreakTheBias (March)
- ➔ Gender Diversity and Health Care (March)
- ➔ Celebrating Ramadan (April)
- ➔ CPSO Staff Share What Pride Month Means to Them (June)
- ➔ The College Improves Its Ability to Engage the Public in Multiple Languages (June)
- ➔ Your Recommendations for Marking the National Day for Truth and Reconciliation (September)
- ➔ Facing — and Facing Down — Microaggressions (September)

BLACK HISTORY MONTH

Our Black History Month (BHM) campaign took place throughout February. It was important to acknowledge Black History Month is both a celebration and an observance: a celebration of all that Black communities and health system leaders accomplished in the face of marginalization and systemic oppression, and an observance of how anti-Black racism has driven, and continues to drive, that marginalization.

Part of our BHM coverage highlighted some outstanding Black physicians who contributed to the profession. Through short video clips, we highlighted the experiences of key Black health system leaders and experts, who spoke about their journeys in medicine. We also highlighted the importance of addressing anti-Black racism in healthcare, which can directly and indirectly have negative effects on the health outcomes of Black patients.

Dr. Onye Nnorom @OnyeActiveMD

Thank you @cpso_ca for amplifying our voices on the racism that Black patients & trainees experience in Canada! @AKLofters @DrLisaRobinson @seanwharton @kwame_mckenzie @bmsacanada @uoftmedicine @thebpao @BlackHealthCAN @TAIBU_CHC @CMA_Docs @UofT_dlsph @JRJCHAIR @OntariosDoctors



Check out our [Black History Month video](#)

INTERNATIONAL WOMEN'S DAY

March 8, 2022 marked International Women's Day (IWD), and we took the opportunity to address gender inequity and think about how we can #BreakTheBias in medicine. Many staff and Council members sent photos of themselves striking the #BreakTheBias pose, and shared how they are helping address gender inequality.

- Hosted Herstory IWD Trivia, with prizes from local, women-run businesses.
- Shared a reading list about gender bias.
- Hosted women leaders in health care, Drs. Mamta Gautam and Janet van Vlymen, on our "In Dialogue" podcast.
- Interviewed several inspiring women physicians and leaders, who demonstrated how they #BreakTheBias every day both professionally and personally. We shared their insights and advice on overcoming systemic barriers and tackling burnout through video clips and images.



Check out our [International Women's Day video](#)

PRIDE

2SLGBTQIA+ patients face discrimination and are denied access to quality, affirming care on a daily basis, which is why we made 2SLGBTQIA+ a major area of focus for 2022. We explored how creating inclusive spaces for all patients, irrespective of their sexual orientation, preferences, gender expression or identity, can help improve the health outcomes of communities and patient populations. We've only begun embarking upon this work at the College – and there is still much work we need to do.

Through short videos on social media, sharing excellent resources by [Rainbow Health Ontario](#) and

other health organizations, and our “In Dialogue” podcast episode with Dr. Alex Abramovich, Ph.D., we highlighted the simple ways in which health-care providers can create welcoming spaces for 2SLGBTQIA+ patients. Our Lunch and (Un)Learn with Dr. Blair Biggam additionally focused on themes of inclusivity, and communicating with empathy and cultural humility.

Internally, we asked staff, “What does Pride mean to you?” and/or “Why do you celebrate Pride Month?” and encouraged everyone to share photos of themselves wearing their Pride pin.



The decision to change our social media logos in recognition of Pride month was not one we undertook lightly. We sought advice from Rainbow Health Ontario and others in the 2SLGBTQIA+ community to ensure our work is in true solidarity with those with lived experience. We were pleased to receive the support of Rainbow Health to change our logo in recognition of Pride Month. We were pleased to receive the support of Rainbow Health to change our logo in recognition of Pride Month. They acknowledged that our work is action-oriented and demonstrates allyship.

“Hearing directly from the 2SLGBTQIA+ community members was most informative.”

Rainbow Health Ontario's 2SLGBTQIA+ Foundations Course was offered to 400+ staff.

“I can see in your online presence that there is an effort to celebrate and be loudly in solidarity with 2SLGBTQIA+ communities beyond just the month of June, e.g., your post about International Day against Homophobia, Transphobia & Biphobia, which is great! It will be important to continue doing that all year round especially in July when the mainstream attention inevitably moves on.”

– Juan-Sebastián Ortiz, Training & Education Specialist - 2SLGBTQ Health, Rainbow Health Ontario



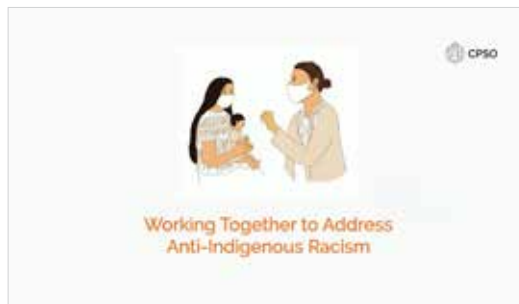
All staff and Council members received a Pride Pin that features the Progress Pride Flag, which has a greater emphasis on inclusion. Pins were purchased from a local business, [urBasics](#), run by a Toronto trans woman and her mom, an ally of the trans community, to respond to the need for a Canadian store with gear for gender expression and affirmation.

HONOURING INDIGENOUS HISTORY

Indigenous History Month

We continue to learn about the impact of colonization, and the horrific and painful impacts of residential schools that still severely affect the health and well-being of Indigenous Peoples across the country. As the provincial regulator, we recognize the importance of addressing systemic racism and historical and ongoing discrimination against Indigenous Peoples, as it directly impacts access to safe, quality, culturally appropriate health care for Indigenous patients and leads to poor health outcomes. The majority of CPSO staff completed the [San'yas Indigenous Cultural Safety Online Training program](#) in 2021, and are extremely engaged in the discussions and learning opportunities happening at the College.

We featured Indigenous History Month and Indigenous Peoples Day through social media videos, and sharing key resources and educational tools by our health system stakeholders and Indigenous Health experts like, Dr. Chase Everett McMurren.



Check out our [National Indigenous History Month video](#)



National Day for Truth and Reconciliation

For the second year in a row, CPSO offered September 30th as a holiday for staff, giving them an opportunity to bolster their knowledge and expand their thinking to help in the fight against anti-Indigenous racism. Our staff intranet post, titled, "How Will You Mark This Year's National Day for Truth and Reconciliation?", was one of our top-viewed intranet posts in September and featured 30+ recommendations from staff, ranging from books, films, podcasts, documentaries, scholarly research, and webinars by Indigenous creators. We additionally offered a draw for five copies of the award-winning novel *Five Little Indians* by Michelle Good, which were purchased from the Indigenous-owned independent bookstore, [GoodMinds.com](#).



Collaboration, Engagement and Partnerships

CPSO continues to collaborate and engage with system partners.

CPSO's EDI Lead Dr. Saroo Sharda continued her role with the [Federation of Medical Regulatory Authorities of Canada's](#) (FMRAC) anti-discrimination working group. CPSO attended FMRAC's annual conference, where Dr. Sharda gave a presentation titled, "How to Embed Anti-Racism into Medical Regulatory Work." She also delivered a Master Class Workshop on "Anti-Racism in Regulation" at the [Canadian Network of Agencies for Regulation's](#) annual conference.

CPSO's Registrar/CEO Dr. Nancy Whitmore was welcomed as the new President of FMRAC at its Annual General Meeting and Conference in June 2022.



"Really good at facilitating and providing a safe environment."

"Excellent session. Powerful, shocking, motivating."

"Eye opening, authentic content."

"That talk alone was worth the whole cost of the conference."

CPSO has been frequently called upon by other regulators and healthcare organizations to present on EDI in medicine and CPSO's EDI work. 2022 presentations included speaking about anti-racism in healthcare regulation to the below organizations:

- ➔ Northern Ontario School of Medicine
- ➔ McMaster University
- ➔ Queens University Department of Anesthesiology
- ➔ Max Rady College of Medicine, University of Manitoba
- ➔ Halton Healthcare
- ➔ Southlake Regional Health Centre
- ➔ College of Physicians and Surgeons of Saskatchewan and Saskatchewan Medical Association
- ➔ Toronto Western Hospital Department of Family Medicine
- ➔ Health Profession Regulators of Ontario Communicators Day

eDIALOGUE magazine

CPSO continues to engage with online audiences through eDialogue and the #CPSOEDI hashtag. This is an important space to bring awareness and highlight EDI-related issues that may affect providers, patients, and communities.



Issue 4
(December, 2021)

- [Examining the Root Causes of Ableism](#)
- [What do Disability Biases Look Like in Practice?](#)



Issue 1
(March, 2022)

- [How welcoming is your practice? / Creating an Inclusive Space](#)
- [Higher rates of comorbidities found in trans patients. study](#)
- [Bias and Female Surgeons](#)



Issue 2
(June, 2022)

- [Being a True Ally](#)
- [Building Capacity for Gender-Affirming Care](#)
- [CPSO's Commitment to Learning, Unlearning](#)



Issue 3
(September, 2022)

- [Unhoused](#)
- [A Dark History. A Persistent Fear](#)

10,173

The total number of reads for EDI-related articles

eDialogue Web Stat

(Nov. 2021 to Oct. 31, 2022)

75,327

TOTAL SITE TRAFFIC FOR PERIOD

— a 20% increase year over year

"In Dialogue" Podcast



CPSO's new podcast series, "[In Dialogue](#)," welcomes health system experts to speak about issues related to medical regulation, the delivery of quality care, physician wellness, and initiatives to address bias and discrimination in health care. This has been a way to highlight the recurring theme of 2SLGBTQIA+ and anti-Black racism in 2022, and address other important monthly themes, such as treating marginalized populations and Indigenous health. We look forward to continuing to engage with our online audiences through this new platform.



Episode 1:

PHYSICIAN HEALTH AND WELLNESS



Dr. Mamta Gautam

Psychiatrist, International
Expert on Physician Health



Episode 3:

DIVERSITY IN MEDICAL EDUCATION



Toba Balogun

Medical Student at the
University of Toronto



Episode 4:

2SLGBTQIA+ HEALTH & INCLUSIVITY



Dr. Alex Abramovich, Ph.D.

Independent Scientist, Institute for
Mental Health Policy Research
Campbell Family Mental Health
Research Institute, CAMH



Episode 6:

INDIGENOUS HEALTH



Dr. Chase Everett McMurren

Indigenous Health Theme
Lead for University of
Toronto's MD Program



Episode 7:

TREATING MARGINALIZED POPULATIONS



Dr. Ritika Goel

Temerty Faculty of Medicine
Social Justice, Anti-Oppression
and Advocacy Theme Lead,
University of Toronto

66,918

THE TOTAL NUMBER OF MINUTES SPENT LISTENING
TO EDI-THEMED EPISODES OF "IN DIALOGUE"



"In Dialogue" Highlights

GCIndigenous @GCIndigenous
Racism. Prejudice. Bias. Stereotypes. They can, and do, kill. Systemic racism in health care needs to stop. Read more from the College of Physicians and Surgeons of Ontario. [#IndigenousHealth @cpso_ca](#)

Blair Bigham @BlairBigham
Wonderful speaking with the amazing [@SarooSharda_MD](#) and [@cpso_ca](#) colleagues about diversity and 2SLGBTQIA+ advocacy in medicine. Achieving [#EDI](#) and addressing micro aggressions is hard work but conversations like this help us move forward! Thanks for the invite.

Roxanne Kirsh @roxannekirsch
Thanks [@cpso_ca](#) for giving voice to the importance of allyship as we all learn and unlearn together to build a more inclusive medical culture [@IndraNarang @TGarnettEDI @schws0 @LennoxHuang](#)

Javeed Sukhera MD PhD @javeedsukhera
Dr Gautam [@PEAKMD](#) is an inspiring thought leader on burnout, bias, and physician health. This new podcast series should be on everyone's list. [#InDialogue @cpso_ca @SarooSharda_MD @PEAKMD](#)

Kat Butler @heykatbutler
It was a privilege to be one of several trans researchers and clinicians interviewed for this! Here's the takeaway for clinicians: trans people will be your patients no matter what kind of medicine you practice, treat them with respect. [#MedEd #aTransHealth #TransMedTwitter](#)

Temerty Medicine @uoftmedicine
In a new episode of [@cpso_ca](#) In Dialogue podcast, [#TemertyMed](#) Prof. [@RitikaGoelTO](#) talks to [@SarooSharda_MD](#) about treating marginalized populations, diversifying voices at the decision-making level, engaging in allyship and broadly applying the equity lens

Dr. Nina Ahuja @ninaahujamd
A very insightful article about allyship - bad vs good, the importance of empathy and balanced perspectives, cultural safety and the courage to make change. "Being a True Ally" via [@cpso_ca](#) <https://dialogue.cpso.on.ca/2022/06/being-a-true-ally/> [#medtwitter #MedStudentTwitter #MedEd](#)

Chase Everett McMurren (he&him) @chaseverMD
It was such a delight to speak with [@SarooSharda_MD](#) for this [@cpso_ca](#) podcast. I'm honoured! I appreciate all the energy & behind-the-scenes care & skill that went into producing this. Kinanâskomitin Saroo & the whole team.

Alex Abramovich @IAlexAbramovich
Thank you [@SarooSharda_MD](#) & [@cpso_ca](#) for inviting me to speak with you about creating 2SLGBTQ+ inclusive & affirming health care environments -- which is life-saving for many. Thank you for prioritizing these important discussions. <https://dialogue.cpso.on.ca/2022/06/in-dialogue-episode-4-dr-alex-abramovich-phd/> [@CAMHnews @CAMHResearch](#)

EDI Webpage

EDI webpage

(Dec. 2021 to Nov. 2022)

1,674

PAGEVIEWS

19%
increase
year over
year



WE ADDED A **GLOSSARY** OF KEY
EDI TERMS AND CONCEPTS!

Implicit Bias
Microaggressions Cultural Safety
Anti-Oppression Allyship
Marginalization
Stereotypes Discrimination

Check out our [EDI webpage](#)

Moving Forward...

It has been a year full of significant progress in our EDI efforts at the College. We are grateful for the unwavering support of our Council and Senior Leadership team, and the generosity of our collaborators with lived experience who have offered their guidance on equitable and culturally safe practices. In the coming year, our primary themes will be on ableism and unhoused populations. In addition to these two main focus areas, some of our additional priorities for 2023 include:

- **Offering Quality Improvement webinars that feature EDI experts to encourage physicians to apply an EDI approach to QI**
- **Revamping our new member orientation modules to include current and relevant content on anti-racism and anti-oppression**
- **Incorporating an EDI lens to the new Physician Practice Guide via a stakeholder summit with diverse physicians and organizations**
- **Identifying and collating existing cultural safety, anti-racism and anti-oppression training, and strongly encouraging physicians to engage with this education**

We remain committed to ensuring our processes and regulatory activities serve the needs of all Ontarians, including those who have been historically marginalized within the healthcare system. We look forward to continuing on our EDI journey in the year ahead.

 **2022 #CPSOEDI HIGHLIGHTS**

www.cpsso.on.ca/EDI

Feedback or questions?
E-mail: EDI@cpsso.on.ca