Black Physicians’
Association of Alberta
(BPAA)

Dr. Kannin Osei-Tutu
President’s Report
February 11, 2022
• Inaugural Meeting on January 18, 2021 (MLK Day)

• 5 main principles/priorities were identified and form the philosophical and strategic pillars of the organization
The Founding Vision

• In less than one year BPAA has risen from relative obscurity to provincial and national prominence.

• Founding pillars:
  • Mentorship
  • Leadership Development
  • Advocacy
  • Wellness
  • Research/Education
Alberta Health Services (5 Zones)

57 Black Physicians in Calgary

29 Black Physicians in Edmonton

not including medical students, residents, IMGs
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<thead>
<tr>
<th>National Level</th>
<th>Provincial Level</th>
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<tr>
<td>• Contribution to Black Physician of Canada mentorship program</td>
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<td>• Mentors</td>
<td>• Community of support (July 2021)</td>
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<td>• Mentorship workshop - Facilitator (Nicole)</td>
<td>• Collaboration involving U of C and U of A (RBC, AHS, AMA)</td>
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<td>• Calls to Action from the BMSA</td>
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<td>• Black Men In White Coats (Feb 2021)</td>
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Mentorship

• Local Level
  • U of C lead (Mentor the Mentor Program for U of C and U of A students)
  • Goal: a Black mentor for every Black mentee who wants one
  • Support/recognition of the mentor’s involvement; avoid ‘minority tax’
  • Mentorship modules Faculty Development
    • https://cumming.ucalgary.ca/office/ofdp/faculty-resources/educator-resources/facdev-tv/mentorship-medicine
  • Next Step – Evaluation of process

Drop in sessions
  Held 3 meetings
  Pre-clerkship and Clerkship students
  15-20 attended per night

Longitudinal Program
  Matched first year students
  17 matched and 4 to be matched with the extension to 2nd year students
Leadership

• Provincial Level
  • We successfully advocated for Black physician representation at the CPSA table
  • We successfully advocated for a special edition of the *Messenger* which focused on racism and discrimination
  • We now Chair the CPSA Anti-Racism Anti-Discrimination Action Committee
  • We have called for the development of a Standard of Practice explicitly addressing Racism
  • We denounced the CPSA ruling which found a White Grand Prairie Surgeon guilty of professional misconduct but NOT guilty of racism when he hung a noose on the door of an operating room target a Black surgical assistant.
Leadership

• National Level
  • Dr. Osei-Tutu Chairs the National Accreditation Working Group to Address Anti-Black Racism. The working group seeks to use the levers of accreditation to set new standards with explicit language, policy, and practices to address anti-Black racism in PGME across all 17 faculties of medicine.
  • Some initial recommendations include:
    1. A requirement that institutions have a stand-alone anti-Black racism policy
    2. Mandatory anti-Black racism training for PGME Deans, PDs, faculty etc
    3. Safe and effective reporting mechanism for Black residents
Leadership Development

• Preliminary discussions underway with CPSA about a focused leadership program for Black Physicians.

• At the local institutional level more Black Physician engagement is required across the province

• Black international medical graduates have expressed a particular need

• One of our Board of Directors now has a leadership role with the Alberta International Medical Graduate Program (AIMG)

• Developing the next generation Black Physician leaders is a BPAA priority
Anti-Black Racism

U of C has hired 3 Black Faculty to address curriculum at the PGME level
- Supported by funding
- 2 years (renewable)
- Supported by an Anti-Racism Task Force

U of A has hired a Black Health Theme Lead
- Supported with formal FTE and funding from Undergraduate Medical Education
- Term: 3 years (renewable)
- Supported by Black Working Group as well as Anti-Racism Task Force

Admissions pathways at U of C and U of A
- BAAP File reviewers and interviewers,

Undergraduate Medical School Admissions Committee
- U of C Admissions Committee – 1 Black Faculty Member (3 year term)
- U of A Admissions Committee – 2 Black Faculty Members (Black Health Lead and Black Scholar)
Safe Learning Environment  
Operating Standard at the PGME  
- Racism, discrimination, harassment, bullying  
- Admissions module for PGME programs for Carms

Anti racism policy U of C
Calls for a university wide anti-racism policy at U of C remain unanswered  
Reporting system not directly linked to Office of Equity, Diversity and Inclusion main Campus

Anti racism Policies U of A
Ratification of Anti-racism Policy  
Racial Reporting infrastructure in progress, community consultation  
2nd Faculty of Medicine in Canada with such clear stand against Racism

Other University-wide Strategies
Coordinated strategy across faculties of medicine, law, arts should be considered  
U of C- Planning for Black Caucus
Other Activities

• National & Provincial
  • Covid-19 vaccine hesitancy (Alberta is part of the national conversation)
  • Black Opportunity Fund
  • Opinion Editorials

• Local
  • Members have sat on multiple panels this past month
  • Leadership (recognized need for greater Black Faculty involvement)
  • Mentorship
  • Wellness (Black mental health)
Next Steps for the BPAA

1. Incorporation
2. Governance Training
3. Website Design
4. Funding
5. Continue to grow as a team (Directors and Advisors)
6. AGM in March 2022
“The BPAA is ready to lead the next generation of talented Black Physicians. We look forward to partnering with our sister and brother organizations across the nation, and our allies, in service and promotion of racial equity, justice and opportunity for all”