

PORTFOLIO LEAD – RACE, ETHNICITY & CULTURE HEALTH EQUITY & STRUCTURAL COMPETENCY

APPOINTED BY:

Associate Dean, Undergraduate Medical Education (UME) Program

TERM FOR:

Two (2) year, renewable

REPORTS TO:

Assistant Dean, Pre-clerkship (UME) with accountabilities to the Director of Health Equity and Structural Competency.

TIME COMMITMENT:

0.05 FTE

QUALIFICATIONS/EXPERIENCE REQUIRED:

The successful candidate should fulfil the following criteria:

- Must have a MD Degree
- A specific background and interest in education with respect to race, ethnicity and culture
- Experience in curricular development related to health equity and structural competency
- Knowledge and experience with of the Cumming School of Medicine, Undergraduate Medical Education Program

DECRPTION OF THE POSITION:

The Race, Ethnicity & Culture Portfolio Lead for Health Equity & Structural Competency (HE-SC) will work in collaboration with the RIME Directors, Pre-clerkship Educators and other leads of the HE-SC Committee to develop and continuously improve the RIME curriculum, with a focus on race, ethnicity and culture including topic areas of anti-racism with a specific focus on anti-Black racism, and caring for newcomers and refugees. The position will work directly with the Director of Health Equity & Structural Competency to ensure education coordinates with the overall health equity curriculum.

RESPONSIBILITIES:

- Review and improve the curricular content of developing awareness of race, ethnicity and culture issues, including basic knowledge of social and structural inequities to ensure patients are presented in a way that is inclusive, reflective of social and structural contexts that shape experiences of health and illness, and outcomes.
- Integrate race, ethnicity and culture content throughout different components of the curriculum (eg. Clinical Skills) to cultivate trauma-informed practices.
- Promote spiral learning by integrating the Race, Ethnicity and Culture portfolio domain throughout the curriculum.
- Collaborate with Pre-Clerkship Educators (PCEs) and key stakeholders to ensure learning objectives and curricular content related to race, ethnicity and culture are integrated into tutorial group cases.
- Deliver or assist in the delivery of sessions on portfolio domain.
- Review and develop assessment methods (eg. create Cards, OSCEs, etc.) that best reflect student knowledge, skills and attitudes in this domain.
- Ensure students finish pre-clerkship with a foundation for trauma-informed, anti-oppressive practices to build upon throughout training.
- Refine and update curriculum content and resources on an ongoing basis to reflect contemporary language and societal needs.

Approved By: UME Associate Dean

Date: October 2024