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 Generalism & Health Equity

TIME COMMITMENT:
0.1 FTE for the first year, 0.05 FTE for subsequent years

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

DESCRIPTION OF THE POSITION:
The Race, Ethnicity & Culture Portfolio Lead for Health Equity & Structural Competency (HE-SC) will work in collaboration with the RIME Implementation Team and other leads of the HE-SC Committee to develop and implement the new 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 Generalism & Health Equity to ensure teaching coordinates with the overall health equity curriculum.
RESPONSIBILITIES:

- Create and deliver curricular content to develop 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.
- Develop and 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 write learning objectives related to race, ethnicity and culture, and develop, curate and integrate content into small group cases.
- Deliver or assist in the delivery of sessions on portfolio domain.
- 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: September 2022