

MARCH 2022

In this issue:

- ❖ Important Deadlines
- ❖ PGME Website
- ❖ Events
- ❖ Risk Management Requirements for UofC Events
- ❖ Learner Resources and Supports
- ❖ Calgary Resident Doctor Support Team is 2021 RDoC Award Recipient – Congratulations!
- ❖ Equity, Diversity and Inclusion Needs Assessment Survey
- ❖ The Learning, Engagement, Action for Resident Needs (LEARN) Study
- ❖ CSCI Resident Research Awards – 2022
- ❖ CSM Office of Professionalism, Equity and Diversity News

Important Deadlines:

- **Electives:** July 2022 Canadian Electives Deadline for upload to SharePoint – **May 1, 2022**
 - November International Electives Deadline for upload to SharePoint (updated process to follow) – **May 1, 2022**
- **Block 9 ITERs:** Please email pgmeassess@ucalgary.ca Block 9 ITERs are two weeks overdue on **April 25, 2022**

Visit PGME Website: <https://cumming.ucalgary.ca/pgme>

Subscribe to PGME on YouTube!

<https://www.youtube.com/channel/UCHdb0tipwHbrzwwxB0VnHEQ>

PGME Events:

Please visit our website for the most up to date workshops, seminars and events:

<https://cumming.ucalgary.ca/pgme/events>

PGME resident educational events and workshops are still being offered. Please continue to register for events you are interested in attending.

Contact: pgmeworkshops@ucalgary.ca

Risk Management Requirements for UofC Events:

As Covid-19 related requirements change on a regular basis, please ensure that you review the guidelines set by UofC Risk Management for UofC Events.

<https://www.ucalgary.ca/risk/risk-management-insurance/events/covid-19-event-requirements>

Learner Resources and Supports:

Myth Busters

Myth #2: There are supports through PGME available for residents but no supports for faculty who work with learners in difficulty.

Fact: We offer supports to faculty who work with residents in difficulty.

- The Director of Learner Resources, Aleksandra Mineyko is available to meet with Program Directors or Faculty who are working with residents in difficulty to answer questions and problem solve
- The PGME Website section for Faculty with resources for working with residents in difficulty [PGME | Faculty and Staff | Resources | Support Learners in Difficulty | Cumming School of Medicine | University of Calgary \(ucalgary.ca\)](#)
- Workshops for faculty groups on feedback and designing remediation and learning support plans are available at request.

Contact Aleksandra Mineyko, Director of Learner Resources (amineyko@ucalgary.ca) and Nancy Dunlop, Education and Learning Resource Specialist (ndunlop@ucalgary.ca) or set up a meeting through Crystal Boisselle (crystal.boisselle@ucalgary.ca).



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The PGME website includes information and resources for Program Directors and Faculty on residents in academic difficulty.

[PGME](#) | [Faculty and Staff](#) | [Resources](#) | [Support Learners in Difficulty](#) | [Cumming School of Medicine](#) | [University of Calgary \(ucalgary.ca\)](#)

Please remember to contribute by sending suggestions and resources to pdassist@ucalgary.ca

LASAC: Learner Academic Supports and Assessment Committee

LASAC meets monthly to review and provide suggestions on Remediation and Probation Plans. If you are developing a Remediation or Probation Plan, please be aware of the meeting dates. All plans are reviewed prior to implementation. Meeting dates are available [here](#).

Twitter Account – Conversations and Tips on Learning Resources – Follow!

Follow Dr. Aleks Mineyko on Twitter for conversations and tips on Learning Resources @aleksmineyko

Calgary Resident Doctor Support Team is 2021 RDoC Award Recipient – Congratulations!

Dr. Shannon Ruzycki, Dr. Kannin Osei-Tutu, and Dr. MacGregor Steele are three of eight Canadians recognized for their contributions to improving the lives of resident doctors in Canada

March 24 – Ottawa, Canada – Dr. Shannon Ruzycki, Dr. Kannin Osei-Tutu, and Dr. MacGregor Steele of the Directors of Resident Support (DRS) program, an initiative of the Cumming School of Medicine of the University of Calgary, are being honoured nationally for their contributions to improving the well-being of resident doctors in Canada. The program is receiving the Resident Doctors of Canada (RDoC) Puddester Award for Resident Wellness, staff category. They share this award with Dr. Alexandre Coutin of the University of Ottawa, this year's resident recipient.

Dr. Seyara Shwetz, President of RDoC, said: "Residency is a particularly dynamic and stressful time for many learners, and the COVID-19 pandemic has only exacerbated these pressures. Efforts to improve resident wellness are more important than ever, and we're honoured to be able to recognize the staff of the DRS program for their significant contributions to these efforts."

RDoC looks forward to celebrating recipients with a virtual reception in May 2022. Full information about this event will be available on the RDoC website shortly.

About the DRS Program

The DRS program was started by Dr. Lisa Welikovitch in 2020 as an independent resource for residents who have questions or concerns of any nature – whether related to residency, their physical or mental well-being, or their personal lives. The team consists of three faculty physicians with an interest in well-being and who have diverse lived experiences. Intended as a "no wrong door approach" to resident

distress, the DRS team is trained to accept complaints of harassment or discrimination and provide access to resources, and peer support. The DRS program is an innovative solution to address longstanding problems in medical training – namely, the need for assistance navigating the complex network of supports for residents experiencing difficulty and the cultural hierarchy of medicine that makes asking for help difficult. The DRS team members are physicians who understand the unique culture and vulnerability of medical training but have the institutional knowledge and power to effect change and speak on behalf of residents. By acting as empathetic listeners, being well-networked with existing supports, and advocating on behalf of residents, the DRS program is able to address and positively impact multiple factors to improve resident well-being at the University of Calgary.

About Resident Doctors of Canada

Representing over 10,000 members, [Resident Doctors of Canada](#) (RDoC) is the national resident voice and the catalyst for solutions to create the best possible resident training experience. RDoC works with over 20 stakeholder organizations, contributing to nearly 70 committees. RDoC ensures that the resident perspective is fully represented in the important work of these groups.

About the RDoC Awards

Through its Awards Program, RDoC honours individuals who have contributed to improving various elements of the lives of resident doctors in Canada. There are currently three awards bestowed annually in the following categories: (a) wellness, (b) medical education, and (c) service to resident doctors.

Past recipients have included resident doctors, program directors, postgraduate medical education (PGME) administrators, and organizations that support resident doctors. RDoC award recipients gain both national and local recognition for their efforts.

Information about all RDoC Award Recipients can be found by clicking on [this link](#).

Visit the PGME Award Recipient page: <https://cumming.ucalgary.ca/pgme/faculty-and-staff/awards-and-grants/awards/award-recipients>

Equity, Diversity and Inclusion Needs Assessment Survey:



We are undertaking a needs assessment of Equity, Diversity and Inclusion curriculum at CSM. Faculty involved in curriculum development or instruction in any of our academic programs (including faculty development) are invited to complete a survey to help us identify current initiatives at the program level, gaps in programming, and the barriers and facilitators to implementing EDI curriculum. Fill out the survey for your program or course [here](#).



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The Learning, Engagement, Action for Resident Needs (LEARN) Study:

We wish to explore the needs and perceptions of residency program directors, teaching faculty and residents regarding resident remediation and struggling learners. This is for quality assurance purposes and because there is a lack of research regarding policy development and residency remediation. We are recruiting for one-on-one interviews with key stakeholders including current resident trainees, program directors and teaching faculty.

This is a one-time interview conducted by phone that will take up to 60 minutes of your time. Your participation in this study is completely voluntary. As a token of appreciation for your time, you will receive a \$25.00 gift card. For more information, please contact the PGME Research Lead, Dr. Aliya Kassam at kassama@ucalgary.ca.

This study has been approved by the University of Calgary Conjoint Health Research Ethics Board (REB21-0287).

CSCI Resident Research Awards – 2022:

The information for the 2022 CSCI Resident Research Awards is now available.

LINK: <https://cumming.ucalgary.ca/pgme/faculty-and-staff/awards-and-grants/awards/award-information>

The submission deadline to PGME is **Monday, May 23, 2022, 11:59 pm** - Late submissions will not be accepted.

Completed applications are to be submitted to: Kristen.story@ucalgary.ca

CSM Office of Professionalism, Equity and Diversity News:

The Office of Professionalism, Equity and Diversity (OPED) receives notifications of upcoming events and activities related to equity, diversity, inclusion and wellness from external and internal organizations.

Upcoming EDI-related events and webinars:

- **Apr. 6, 10:00 – 11:00am MT:** Join the next Mount Sinai Chats for Change as **White Supremacy Culture** is discussed. This is the term that will stop all medical education conversations dead in their tracks. This free webinar explores why that is so, and whether there are ways to help

colleagues and leaders embrace this concept, without feeding too much into their fragility and right to comfort. Details and registration [here](#)

- **Apr. 6, 2:30 – 3:30pm MT:** Mount Sinai's Institute for Health Equity Research presents **Confronting Racism Denial: Naming Racism and Moving to Action** with Dr. Camara P Jones, the first on its Health Equity Speaker Series. Information and registration [here](#)
- **Apr. 8, 9:00am – 12:00pm MT:** CSM community members are invited to **attend From Bystander to Upstander: Intervention Training**. This free virtual course will prepare learners, faculty, and staff to speak up and stand up when they witness discrimination and harassment. Register [here](#)
- **Apr. 21, 10:30 – 11:45am MT:** UCalgary's Taylor Institute presents **The Urgency of Intersectionality for Addressing Systemic Inequities in Higher Learning**, a free online webinar. It will discuss intersectionality and ways to support learners and scholars. More details and registration [here](#)
- **Apr. 21, 9:00 – 12:30PM MT:** The inaugural **Calgary Women's Health Research Symposium** is an in-person, interdisciplinary event connecting faculty, staff, and trainees from UCalgary to share ongoing research in women's health across the lifespan and share ideas to build capacity for women's health research at the institution. Details and registration [here](#)
- **Apr. 21, 1:00 – 2:00pm MT:** The Centre for Gender and Sexual Health Equity at UBC presents **Equity in Access to Primary Care: Reimagining a "Front Door" for Health Care in Canada**, a talk that will examine accumulating evidence that primary care reforms have entrenched rather than reduced inequities in access. More details and registration [here](#)
- **Apr. 26, 10:30 am MT:** The next session in the AAMC's IDEAS Learning Series is **Developing the Next Generation of Physicians to Advance Inclusion, Justice, and Racial Equity**. Details and registration [here](#)

Upcoming EDI-related Conferences:

- **Apr. 8 & 11, 8:30am – 3:45pm MT:** The **NextGen EDI Data Symposium** explores the role of EDI data, analytics, visualizations, and technology in advancing equity, diversity, inclusion, and accessibility and features over two dozen internationally renowned speakers from the post-secondary sector, government, international institutions, and human rights commissions from across Canada, US, UK, and EU. Details and registration for this virtual event [here](#)
- **Apr. 21 – 23:** The 10th annual **LGBT Health Workforce Conference** is taking place both in person in NYC and virtually. The conference provides an overview of up-to-date practices (climate, educational, research, and clinical) in preparing the health care workforce to address the health concerns and disparities of lesbian, gay, bisexual, and transgender (LGBT) communities. Details and registration [here](#)
- **May 1-3:** UCalgary's Taylor Institute for Teaching & Learning is hosting their online **conference on Postsecondary Learning and Teaching**, with the theme "moving forward in a good way to nurture the spirit of learning". Details and registration [here](#)
- **May 13 & 14:** The **Alberta Sexual Assault Conference and pre-course** is taking place both in-person and virtually. The pre-course includes experiential learning of trauma informed care and the conference includes, among other topics, considerations in transgender sexual health and the impact of sexual assault and violence on survivors as well as on physicians. Pre-course information [here](#) and conference information [here](#)
- **June 2, 9:30am – 1:15pm MT:** The second annual **Equity in Medicine Conference** is place in-person in Victoria, BC and virtually. This year's theme is Equity, Diversity and Inclusion: from Awareness to Action! More details on the program are available [here](#) and registration is [here](#).



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- **June 2-4:** The **Canadian Women in Medicine (CWIM) Conference** takes place in-person in Victoria, BC and virtually. Conference details and registration [here](#). Attendees of the CWIM Conference can also register for the **Equity in Medicine Conference (June 2, 9:30am – 1:15pm MT)**. This year's theme is Equity, Diversity and Inclusion: from Awareness to Action! Details [here](#)

Recordings of recent webinars, podcasts and presentations:

- At the recent **Building the Equity Bridge Symposium**, hosted by OPED and the Indigenous, Local and Global Health Office, Dr. Cindy Blackstock presented a thought-provoking session on “Equity + Culture = Healthy Kids”. Her presentation, subsequent conversation with Alanis Obomsawin (filmmaker of [Jordan River Anderson, The Messenger](#) and [We Can't Make the Same Mistake Twice](#)) and the Q&A sessions, as well as a number of resources that were discussed or suggested during the event are available [here](#)
- The recording of the Equity in Medicine webinar on Effective Allyship: Advancing Women in Healthcare Leadership is available for viewing [here](#)
- The Scientific QUEERies is an organization of University of Alberta graduate students that offers an online seminar series highlighting the work and experiences of people in the 2SLGBTQ+ community who work in STEM fields. Listen [here](#) to a recent session on **Surviving the leaky pipeline: my path to academia**, presented by Kyle Shanebeck, discussing his professional journey and encouraging discussion about solutions to help queer people in academia.
- UCalgary's Alumni recently presented **Elevate Your Career: Navigating Work as a BIPOC Professional**, a panel discussion by and for professionals who identify as BIPOC that explored topics such as equity, diversity, inclusion and decolonization. Watch it [here](#)
- The latest episode of PsychEd, the psychiatry podcast for medical learners, by medical learners discusses **Anti-Black Racism and Mental Health** with Dr. Kwame McKenzie. The history, legacy and current state of racism and mental health in the Black community will be discussed as well as how healthcare workers can be anti-racist in providing care. Listen [here](#)
- If you missed the UCalgary International Women's Day webinar on **Gender Justice at the Intersections** earlier this month, you can watch it [here](#). The session examines persistent gender gaps and collective actions needed to #BreakTheBias and effect sustainable change.
- A recent online webinar, hosted by EHN Canada, discussed the disparities in healthcare access among Indigenous peoples living in urban centres. Watch it [here](#)
- Check out this [recording](#) of a recent lecture on **Incorporating Sex and Gender Analyses** into biomedical and health research in order to have more effective and impactful research. Presenter is Dr. Cara Tannenbaum, Scientific Director of the CIHR Institute of Gender and Health.

Award Opportunities:

- Nominations for the inaugural **Equity in Medicine Dr. Pauline Alakija Trailblazer Award** are open until April 10. This award acknowledges and celebrates the challenging and often

unrewarded work of a Canadian physician or physician-trainee who blazes a trail for equity-deserving groups. Details and nomination form [here](#)

- Nominations are now open for XWN's **Canada's Most Powerful Women: Top 100**. Categories include Community Impact, Emerging Leaders, Professionals and Future Leaders. Nominations open until May 17. More details [here](#)

Opportunities & Requests

- Members of historically underserved and underrepresented groups within the healthcare system are invited to take part in the PARTAKE (**Professionalism and Accountability Redefined: Theorizing Anti-Racism from Key Stakeholder Engagement**) study. The purpose of the study is to develop an ethically and culturally updated definition of professionalism that incorporates anti-racism competence which can be used in medical education and continuing medical education. Participants will discuss their experiences interacting within the healthcare system and their perception of professionalism in online focus groups or one-on-one interviews (honorarium provided). For more details, email [Dr. Pam Roach](#) – please feel free to share this with interested people.
- **CSM educators:** OPED would like your input on common scenarios and questions around inclusive language and images in case studies, lectures, exams and other educational situations. Your suggestions and feedback in this [questionnaire](#) will help inform the content of an inclusive language and images best practices guide for CSM.
- Nominations for the inaugural **Equity in Medicine Dr. Pauline Alakija Trailblazer Award** are open until April 10. This award acknowledges and celebrates the challenging and often unrewarded work of a Canadian physician or physician-trainee who blazes a trail for equity-deserving groups. Details and nomination form [here](#)
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- CSM is undertaking a **needs assessment of Equity, Diversity, and Inclusion curriculum within CSM**. Faculty involved in curriculum development or instruction in an academic program (including faculty development) are invited to complete a survey to help identify current initiatives at the program level, gaps in programming, and the barriers and facilitators to implementing EDI curriculum. Fill out the survey for your program or course [here](#).
- **CSM's W21C Research and Innovation Centre** has posted a new position, Academic Director, and invites applications. The successful candidate will work to develop and execute the academic priorities for W21C in the areas of research, innovation, and entrepreneurship to make care better. Interested applicants are asked to highlight key aspects of their relevant experience in these areas, leadership and equity, diversity, and inclusion. Apply by Apr. 14 – more details [here](#)

- The **Healthy Populations Journal**, a student-led, open-access, peer-reviewed journal housed at Dalhousie University, has a call for submissions for a special issue on Indigenous Health and/or health equity. Deadline for submissions is Aug. 31, 2022. Details [here](#)

Resources:

- The latest edition of the AAMC's Academic Medicine journal includes articles on reducing health inequities experienced by the deaf and hard of hearing community, learners with disabilities, and gender issues. Check it out [here](#)
- Did you know that the MedEdPORTAL has collections of educational resources on [Diversity, Equity and Inclusion](#) as well as [Anti-Racism in Medicine](#)? (MedEdPORTAL is a MEDLINE-indexed, open-access journal of teaching and learning resources in the health professions published by the Association of American Medical Colleges (AAMC), in partnership with the American Dental Education Association.)
- The CSM's O'Brien Institute for Public Health and the School of Public Policy have published a report, **Changing the faces of medicine: It starts at the top**, including recommendations for increasing diversity within medical organizations. Check it out [here](#)
- The Journal of Nutrition Education and Behavior has published an issue focused on the **social determinants of health**, and their effects on nutrition and physical activity, available free until May 31. Available [here](#)

For more information about the OPED, visit: cumming.ucalgary.ca/office/professionalism-equity-diversity

Thank you to all of our programs and trainees for your continued hard work and dedication during this stressful time.

Thank you for reading.

Stay tuned for the April 2022 PG Post!