

Med EDI » Q4 2021



Welcome to the **eighth edition** of “*Med* EDI”. Our goal is to raise awareness of the importance of working in an environment that is Equitable, Diverse and Inclusive and giving each of us the opportunity to understand the benefits from both professional and personal points of view. Through our own growth the Faculty grows too. In this quarterly edition, we place the spotlight on **the role of psychological safety in EDI**.

We look forward to hearing from you so don't hesitate to contact us at amessage@uottawa.ca as we develop this new platform.

What does Equity, Diversity and Inclusion mean?

Equity refers to the fair and respectful treatment of all people. This means that we do everything we can to identify and eliminate unfair biases, stereotypes or barriers.

Diversity in the workplace is having representation across our teams of people with a variety of thoughts, skills, world views, and experiences.

Inclusion is making sure people are accepted as they are, appreciated for what they bring to the table and their differences are recognized as an advantage. Diversity without inclusion is worthless. You may have the most diverse workforce but lack the policies and/or practices to allow everyone to be included or lack the paths for all employees to grow to all levels of the organization.



Defining Psychological Safety in the Workplace

Let's start by defining psychological safety. In "The Two Traits of the Best Problem-Solving Teams" Alison Reynolds and David Lewis define psychological safety as: "the belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes. It is a dynamic, emergent property of interaction and can be destroyed in an instant with an ill-timed sigh."

Psychological safety is creating an environment where employees feel safe to be their true selves, to voice opinions, thoughts, or ideas in a collaborative atmosphere. In a workplace with psychological safety, team members are not rejected for being their true selves and mistakes are not held against them. Employees will also feel safe to take risks, ask other team members for help, and feel more at ease to discuss difficult problems and issues (Delizonna, 2017). Lastly, and potentially most importantly, all team members value and respect each other's contributions to the workplace.

An important part of psychological safety is valuing equity, diversity, and inclusion. Employees who feel they can be their whole selves at work, means that they can comfortably exhibit their race, ethnicity, gender, sexual orientation, background, family status, and any other part of their identity without judgment. Intertwining psychological safety with diversity and inclusion efforts in the workplace allows employees to feel safe being themselves. Having a diverse workforce also improves employees' productivity, increases innovation, and saves their organization money (Rock & Grant, 2016). Celebrating, valuing, and respecting others' diversity will lead to psychological safety within work teams, fostering a more positive, open-minded, and better-performing workplace.

Psychological safety = better problem solving.

Having employees who are unafraid to **speak up** means they can bring their full creativity to **problem solving**—and might help your business recover from a crisis.



Psychological Safety as an Edge

Psychological safety in the workplace has many benefits beyond employees feeling safe and comfortable. First, psychological safety improves employee performance by allowing more creativity and innovation since each employee feels safe to voice new ideas (Hutchison, 2020, April 8).

Psychological safety also increases employees' commitment to their organization, therefore increasing the retention of employees. Communication, engagement, and the sharing of knowledge improve, too, when psychological safety is present in the workplace. Employees tend to become more open to learning, including learning from failure since their failures are not held against them (Hutchison, 2020, April 8). Employees also demonstrate a more positive attitudes in the workplace and have higher levels of initiative. Essentially, employees become more open-minded, resilient, motivated, and persistent when they feel safe, thus improving their performance (Hutchison, 2020, April 8).

How is psychological safety created if a workplace does not already have it? First, work teams need to create an understanding of what work the team does and why everyone's input matters (Lagace, 2018). Also, acknowledge that every team member is their own person. Everyone has perspectives, opinions, anxieties, and vulnerabilities. Everyone wants to feel respected, appreciated, and happy (Delizonna, 2017).

Using this understanding helps teams develop trust and respect. Next, proactively invite input from all members of the team. Asking for their opinions, thoughts, or ideas tells them they are wanted within the team. When team members speak up, respond supportively. Do not put their ideas or opinions down, or they likely will not feel safe to speak up again, and the trust and respect the team has been working to build will be damaged (Lagace, 2018). Team members can disagree with each other, but in a respectful and constructive way, preserving personal dignity while working creatively on a project or problem.

Following these steps will help work teams build trust and respect for one another, creating psychological safety and all its benefits within the workplace.

Med EDI » Q4 2021



At A Glance

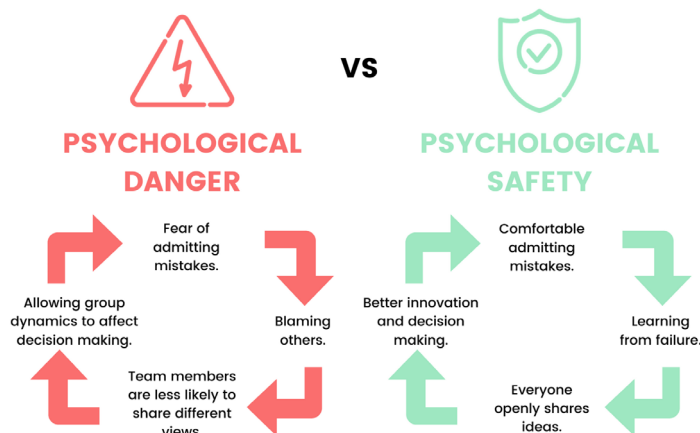
Psychological safety is employees feeling safe to be their full selves at work, in addition to feeling safe to voice their opinions, thoughts, or ideas without fearing they will be judged.

How to know if a workplace has psychological safety:

- People are not rejected for being unique
- Mistakes are not often held against people
- Employees feel safe to take risks
- It is easy to ask other team members for help
- It is easier to discuss difficult problems and issues
- All team members value and respect each other's contributions

Diversity, Equity, and Inclusion within psychological safety:

- Employees feeling able to be their true selves at work means they can exhibit their race, ethnicity, gender, sexual orientation, background, family status, and all other parts of their identity without judgment
- Diversity improves employees' productivity, increases innovation, and saves their organization money
- Celebrating, valuing, and respecting others' diversity will lead to psychological safety within work teams, fostering a more positive, open-minded, and better-performing workplace



At A Glance

Benefits of psychological safety in the workplace:

- Improved performance with more creativity and innovation
- Increased commitment to the organization, and therefore increased retention of employees
- Improved communication, engagement, and sharing of knowledge among employees
- Increased openness to learning, including learning from failure
- More positive attitudes among employees
- Increased levels of initiative
- Employees become more open-minded, resilient, motivated, and persistent when they feel safe

How to create psychological safety:

- Create an understanding of what work the team does and why everyone's input matters
- Acknowledge that every person is their own person
- Proactively invite input from everyone
- Respond supportively to others' input

5 WAYS TO HELP CREATE PSYCHOLOGICAL SAFETY



1. MAKE
it an explicit
priority.



2. FACILITATE
everyone
speaking up.



3. ESTABLISH
norms for how
failure is handled.



4. CREATE
space for new ideas
(even wild ones).



5. EMBRACE
productive
conflict.

Book of the Quarter: Did That Just Happen?!



In **Did That Just Happen?!**, authors Dr. Stephanie Pinder-Amaker and Dr. Lauren Wadsworth advocate for the benefits of productive discomfort by taking readers directly into the middle of real-life accounts of common workplace occurrences. Their goal? To help people identify and handle diversity landmines at work and recognize when they've made a mistake. The handbook breaks down the many ways that organizations and individuals can improve their cultural awareness and become more equitable in their work and personal relationships.

Did That Just Happen?! is built around the fact that diverse teams are stronger, smarter, and more profitable, and while many organizations are attempting to recruit a more diverse pool of employees, they still struggle to create a culture of inclusivity where individuals from all backgrounds can feel comfortable. Dr. Pinder-Amaker and Dr. Wadsworth are both clinical psychologists who have personally navigated the unique challenges of pursuing careers while having marginalized identities. They've channeled their experiences to show the profound emotional and physical impact of marginalization and how it leads to a decrease in employee engagement, an increase in job turnover, and an overall failure for organizations to reach their fullest potential.

By showing real people whose careers have been slowed or even derailed as a result of lack of inclusivity, the authors illustrate exactly why diversity must be more than just a vaunted ideal somewhere in the distance. It's a goal that we can, and indeed must, begin striving for today.

Indigenous News

The week of September 27 to October 1, the Centre for Indigenous Health Research and Education organized a Truth and Reconciliation Week in collaboration with the UGME Indigenous Program, the Office of Equity, Diversity and Inclusion and Continuing Professional Education.

Learning activities included daily webinars on topics related to the Truth and Reconciliation Commission and how we can implement its Calls to Action. The speakers included Dr. Bernard Jasmin, Dr. Sarah Funnell, Dr. Samir Shaheen-Hussain, Katrina Dumont, Dr. Kona Williams and Dr. Darlene Kitty. Each presentation made connections between over a century of Canadian laws and policies impacting Indigenous peoples and present-day outcomes on Indigenous health and wellbeing.

In accordance with Indigenous protocols, Algonquin Grandmother Barbara Dumont Hill supported us by offering us an opening prayer at the beginning of the week, as well as her reflections and a closing prayer at the end. She noted that Indigenous people know our history still has intergenerational effects, but all Canadians need to learn this history to move change forward. "If there is going to be reconciliation, we have to do it together," she said. "We need everybody to have an open mind and an open heart as we go through these times."

Dr. Shaheen-Hussain led us in observing a moment of silence for Atikamekw mother Joyce Echaquan, who tragically passed away at the Joliette hospital on September 28, 2020. The top recommendation in Quebec coroner Géhane Kamel's inquiry into Joyce Echaquan's death is for the province to acknowledge that systemic racism exists and "make the commitment to contribute to its elimination."

Indigenous News

An exhibit in the Roger Guindon Atrium also offered an opportunity for everyone at the Faculty of Medicine to reflect on their own personal commitment to truth and reconciliation. Many paper orange t-shirts were filled with these reflections and are now posted in the hallway outside of RGN 2034.

To help continue your learning regarding the Indian Residential Schools System, the Truth and Reconciliation Commission and its Calls to Action, and related topics, we invite you to consult the following sources:

- A knock on the door: the essential history of residential schools – Truth and Reconciliation Commission of Canada
- 21 things you may not know about the Indian Act – Robert Joseph
- Seven fallen feathers: Racism, death and hard truths in a northern city – Tanya Talaga
- Indian Horse – film (2017); original novel by Richard Wagamese
- National Centre for Truth and Reconciliation – Reports on the TRC and Calls to Action

We would also like to offer additional educational sessions and activities regarding Indigenous health throughout the year. If there is a topic or guest speaker that is of interest to you, please contact Lisa Abel, Program Manager, Strategic Planning and Implementation at: Lisa.Abel@uottawa.ca

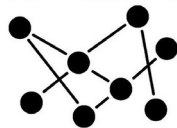
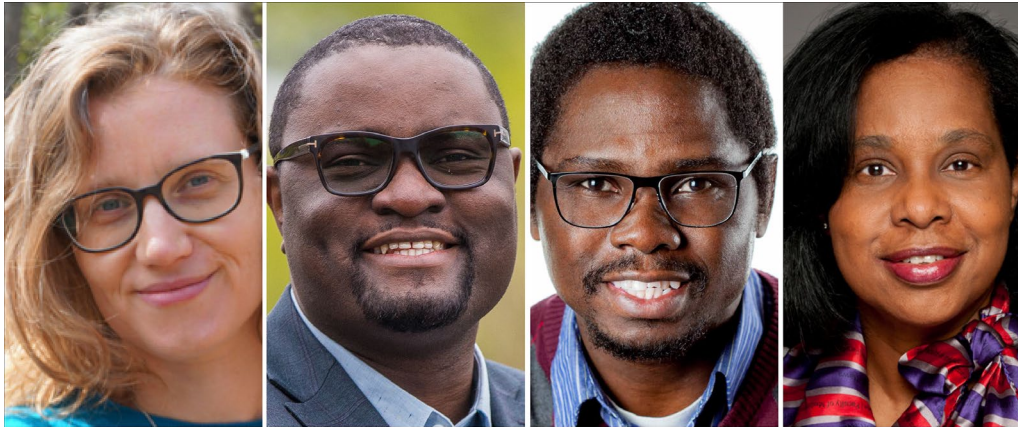
NB: Some of the resources are available in French:

- Rapports de la Commission de vérité et réconciliation du Canada : <https://nctr.ca/documents/rapports/?lang=fr>
- Cheval Indien : roman <https://bit.ly/3AVhgvE>
- Cheval Indian : film <https://bit.ly/2Z0C9by>

Med EDI » Q4 2021



University of Ottawa inaugurates Canada's first interdisciplinary centre dedicated to study of Black health

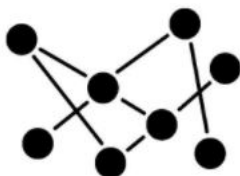


CISN | ICBH

CENTRE INTERDISCIPLINAIRE POUR LA SANTÉ DES NOIR.E.S
INTERDISCIPLINARY CENTRE FOR BLACK HEALTH

The University of Ottawa celebrated on October 21, 2021, the inauguration of Canada's first interdisciplinary centre dedicated to the study of Black Health. The Faculty of Medicine is honoured to have among the centre's leadership team our very own, Dr. Sharon Whiting, Vice-Dean, Faculty Affairs. The Faculty of Medicine is proud to be a founding member of this important new Centre as it is very well aligned with our own commitment and efforts and an important step in the advancement of the Faculty's 2020-2025 strategic plan "Leading Innovation for a Health World."

Click [here](#) for the full article.



CISN | ICBH

CENTRE INTERDISCIPLINAIRE POUR LA SANTÉ DES NOIR.E.S
INTERDISCIPLINARY CENTRE FOR BLACK HEALTH

Podcast: Health, Race and Happiness



Navigating professional life as a "racialized" person can be exhausting. Join Dr. O (Dr. Onye Nnorom), a Public Health Physician Specialist in Toronto, as she interviews guests who are overcoming the obstacles of overt and institutionalized racism to achieve their professional goals while creating healthy and fulfilling lives. If you'd like to learn about thriving in the face of adversity while staying well, this is the podcast for you.

Link to the podcast: <https://racehealthhappiness.buzzsprout.com>

Warning: This podcast contains frank discussions of race and racism that some may find challenging to listen to. Listener's discretion is advised. But it also contains story of overcoming challenges that some may find to be inspiring.

Med EDI » Q4 2021



EDI Seminar - November

Title: Moving Towards Cultural Safety and Reconciliation 2.0
Presenter: Dr. Darlene Kitty
Director, Indigenous Program
Assistant Professor, Department of Family Medicine
Date: Thursday November 18, 2021
Time: 3:00 – 4:00

Summary:

The Office of Equity, Diversity and Inclusion at the Faculty of Medicine welcomes Dr. Darlene Kitty, Assistant Professor in the Department of Family Medicine. As the Director of the Indigenous Program at the Faculty of Medicine, Dr. Kitty has been involved in the recruitment and support of indigenous students in the medical school and has been actively involved in curriculum development as it pertains to indigenous health. Dr. Kitty has advanced issues dealing with indigenous health at the national level and is the former recipient of the Association of Faculties of Medicine of Canada (AFMC) May Cohen Award for her outstanding efforts in promoting equity and diversity in academic medicine in Canada.

Please join us for this informative and interesting seminar.

Learning Objectives:

1. Briefly describe the residential schools experience and how it impacts Indigenous peoples and communities today.
2. Explain how systemic racism and other social events that also affect the health care and outcomes of Indigenous patients and families.
3. Outline some potential solutions and approaches to culturally safe care of Indigenous peoples.

Registration Links:

EN: <https://uottawacpd.eventsair.com/edi-2021-2022-webinars/nov18reg>

FR: <https://uottawacpd.eventsair.com/edi-2021-2022-webinars/18novinscrip>

Med EDI » Q4 2021



EDI Seminar - December

Title: Trauma-Informed Care in Medical Education and Clinical Practice: Creating Space for Courageous Conversations

Presenter: Sophia Parks
Registered Psychologist, Faculty of Medicine & Dentistry, Office of Advocacy & Wellbeing, University of Alberta

Date: Thursday December 16, 2021

Time: 12:00 – 1:00

Summary:

While trauma is often seen as the result of discrete events or episodes, it is increasingly clear that trauma is best conceptualized as an event or set of circumstances that overwhelms an individual's ability to cope. With the current COVID-19 health crisis and the increased prevalence of social movements focused on addressing racial inequality and social justice issues, it is necessary to broaden our collective understanding of trauma to include the experiences of individuals overwhelmed by global grief, systemic racism, and discrimination, among others. Trauma-Informed Care (TIC) is being championed in the delivery of social services, education, health care and other areas with the goal of understanding and attending to the needs of individuals impacted by trauma. Organizations educating the next generation of health professionals should be aware that trauma impacts not just patients and client populations, but also learners and staff alike. By adopting the guiding principles of TIC: safety, trust, choice, collaboration, and empowerment; educational institutions take the brave step to uncloak hidden curricula, bias, and discrimination and help create within their systems a culture of compassion wellbeing, equity, and social justice.

Registration links:

EN: <https://uottawacpd.eventsair.com/edi-2021-2022-webinars/dec16registration>

FR: <https://uottawacpd.eventsair.com/edi-2021-2022-webinars/16dec>

Med EDI » Q4 2021



Religious practices may be based on theistic beliefs or non-theistic moral or ethical beliefs as to what is right or wrong that are sincerely held with the strength of traditional religious views.

Upcoming Observances: November 2021

Diabetes Awareness Month

1 All Saints' Day. All Saint's Day, also known as All Hallows' Day, Halloween, Feast of All Saints, or Solemnity of All Saints, is a Christian festival celebrated in honour of all the saints, known and unknown. (Christian)

2 All Souls Day. In Christianity, All Souls' Day commemorates All Souls, the Holy Souls, or the Faithful Departed; that is, the souls of Christians who have died. (Christian)

4 Diwali. Diwali or Deepavali is the Hindu festival of lights celebrated every year in autumn in the northern hemisphere (spring in southern hemisphere). (Hindu)

November 4 to 8 – Ontario Treaties Recognition Week: In 2016, Ontario passed legislation declaring the first week of November as Treaties Recognition Week. This annual event honors the importance of treaties and helps students and residents of Ontario learn more about treaty rights and relationships. By learning more about our collective treaty rights and obligations, we can create greater understanding and nurture these relationships. <https://www.ontario.ca/page/treaties>

7 Birth of the Bab. Celebrates the birth of the Bab, the founder of Bábism, and one of the central figures of the Bahá'í Faith. (Bahá'í)

11 Remembrance Day. Commemorates the members of the armed forces who have sacrificed their lives during the World Wars and other military efforts in history and currently.

15 – Dec 24 Nativity Fast. A period of abstinence and penance practiced by the Eastern Orthodox, Oriental Orthodox, and Eastern Catholic Churches, in preparation for the Nativity of Jesus (December 25). (Christian)

November 16 – Louis Riel Day. This day commemorates one of the great tragedies of Canadian history, the 1885 execution of Métis leader Louis Riel. <https://www.metisnation.org/culture-heritage/louis-riel-day-info/>

20 Transgender Day of Remembrance. A day to memorialize those who have been murdered as a result of transphobia and to bring attention to the continued violence endured by the transgender community.

25 Day of the Covenant commemorating Bahá'u'lláh's appointment of His son, 'Abdu'l-Bahá, as the One to whom His followers should turn after His passing. (Bahá'í)

25 International Day for the Elimination of Violence Against Women. This is a day to raise awareness of the fact that women around the world are subject to rape, domestic violence and other forms of violence. (International)

27 Ascension of Abdu'l-Bahá marks the passing of Abdu'l-Bahá in 1921. (Bahá'í)

28 – Dec 6 Hanukkah. Also known as the Jewish Festival of Lights or Feast of Dedication, Hanukkah is an eight-day Jewish holiday in memory of the rededication of the Holy Temple in Jerusalem. (Jewish)

28 – Dec 24 Advent begins. Advent marks a month-long period of preparation and anticipation for the birth of Jesus on Christmas Day. (Christian)

Med EDI » Q4 2021



Religious practices may be based on theistic beliefs or non-theistic moral or ethical beliefs as to what is right or wrong that are sincerely held with the strength of traditional religious views.

Upcoming Observances: **December 2021**

Universal Human Rights Month

1 World AIDS Day. Designated on December 1 every year since 1988, is an international day dedicated to raising awareness of the AIDS pandemic and mourning those who have died of the disease.

2 International Day for the Abolition of Slavery. Held on December 2 to raise awareness of the atrocities of modern slavery.

3 International Day of Persons with Disabilities. Promoted by the UN, this day is to promote an understanding of disability issues and mobilize support for the dignity, rights, and well-being of persons with disabilities.(International)

5 International Volunteer Day for Economic and Social Development. The United Nations (UN) annually observes the International Volunteer Day for Economic and Social Development on December 5. The day, which is also known as International Volunteer Day (IVD), gives volunteers a chance to work together on projects and campaigns promoting their contributions to economic and social development.(International)

8 Feast of the Immaculate Conception. The Solemnity of the Immaculate Conception is a celebration of the belief in the Immaculate Conception of the Virgin Mary. (Christian)

10 Human Rights Day. A day to honour the UN General Assembly's adoption and proclamation, on 10 December 1948, of the Universal Declaration of Human Rights (UDHR), the first global enunciation of human rights.(International)

18 International Migrants Day. Declared by the UN, this is a day to honour the international convention on the protection of the rights of migrants.(International)

20 International Human Solidarity Day. This is annually held on December 20 to celebrate unity in diversity. It also aims to remind people on the importance of solidarity in working towards eradicating poverty.(International)

24 Christmas Eve. Christmas Eve is the evening before Christmas and which is often observed a long meal, usually with family, sometimes accompanied by other celebrations such as midnight mass. (Christian)

25 Christmas Day. A holiday celebrating the birth of Jesus Christ. It is recognized as a public holiday in many nations around the world and is also celebrated secularly by many non-Christians. (Christian)

26 Boxing Day. The day after Christmas Day was traditionally celebrated as the day tradesmen and servants would receive gifts from their employers.

26 – Jan 1 Kwanzaa. A celebration held in the United States and in other nations of the African diaspora in the Americas and lasts a week. The celebration honors African heritage in African-American culture and is observed from December 26 to January 1, culminating in a feast and gift-giving.