

Med EDI » Q2 2022



Welcome to the **tenth 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.

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



Pride Month– EDI Activities

Pride month is celebrated annually in June to highlight the achievements of the Sexual and Gender Minority community within Canada and globally. The Office of Equity, Diversity, and Inclusion (EDI) held a series of events throughout the month to celebrate and educate the Faculty of Medicine community!

The Office of Equity, Diversity and Inclusion made a formal request to have the Pride Flag raised at Roger Guindon Campus on June 01. The EDI Office commemorated this special day by handing out delicious rainbow cupcakes in the Atrium over the lunch hour.

The second event was held on June 07 and included a presentation from Dr. Paul MacPherson, a Clinician-Scientist in the Division of Infectious Diseases. Dr. MacPherson presented on ***Sexual and Gender Minority Health*** and helped us appreciate the diversity among individuals who identify as sexual and/ or gender minorities. This presentation also provided tools to help participants consider key concepts when communicating around SGM health and to explore the social determinants of health within this population.

To access the recording for this presentation, please visit our [EDI website](#).

The EDI Office welcomed Cara Tierney on June 24 for its third event. Cara is a part-time professor in Visual Art & History and Theory of Art at the University of Ottawa. Their presentation entitled ***What is Trans and What Does It Mean in The Workplace?*** served as a capacity-building introduction on trans inclusion. In this session, participants were given a nuanced introduction on how to affirm trans co-workers and clients and were given an overview of transgender history, key concepts and language, recent human rights legislation, and relevant tools to help foster inclusivity and diversity in the workplace.

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Pride Month concluded with a watch party, which featured the documentary *State of Pride*. This documentary was created by YouTuber and LGBTQ activist Raymond Braun who explored the LGBT rights movement by traveling to Salt Lake City, Utah, San Francisco, California, and Tuscaloosa, Alabama, to meet with young LGBT people who shared their opinions about what Pride Month meant to them. The film stars Troye Sivan, Raymond Braun and Heklina.

Click [here](#) to view the documentary State of Pride.



Submission from Lisa Abel – Resources for Indigenous Cultural Safety

Findings of anti-Indigenous racism are highlighted in the Ottawa Aboriginal Coalition's comprehensive report from the **Share Your Story research project, entitled *Indigenous-Specific Racism & Discrimination in Health Care Across the Champlain Region***, which was released on May 25, 2022. The report uses the experiences and eye-witness accounts of more than 200 Indigenous people who sought health care services across the Champlain region to illustrate and highlight deeply embedded racist and stereotypical attitudes.

Of the 315 stories of anti-Indigenous racism collected in late 2018 and early 2019, the stories of racism were further validated and 91% were rated by Wabano's research interviewers as a clear case of anti-Indigenous racism based on criteria they developed. The participants themselves believe that negative stereotypes about Indigenous peoples shape how health service providers treat them.

Startlingly, the highest frequency of both overt and covert racism, negative stereotypes, and discrimination in the region occurs in hospital emergency departments and maternity wards (70.8% in Ottawa and 65.2% in rural communities), followed by community health clinic settings and paramedics.

Below, you will find the various media content that was released in regards to this report.

Press release / summary:

[Wabano Centre for Aboriginal Health and Ottawa Aboriginal Coalition Release Damning Report, Call on Ontario Political Parties to End Racism in Health Care \(newswire.ca\)](#)

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- **Media Coverage:**

Ottawa Indigenous people face discrimination in accessing kind, respectful health care, report says

<https://ottawacitizen.com/news/local-news/ottawa-indigenous-people-face-discrimination-in-accessing-kind-respectful-health-care-report-says>

- Report says Indigenous people experience racism in Ottawa's healthcare system on regular basis <https://www.aptnnews.ca/national-news/report-says-indigenous-people-experience-racism-in-ottawas-healthcare-system-on-regular-basis/>

- Ottawa Morning with Robyn Bresnahan - May 31, 2022: Hôpital Montfort responds to Wabano report on anti-Indigenous racism in healthcare <https://www.cbc.ca/listen/live-radio/1-100/clip/15915824>

- Ottawa Morning with Robyn Bresnahan - May 27, 2022: Report highlights anti-Indigenous racism in local health care system <https://www.cbc.ca/listen/live-radio/1-100/clip/15915151>

- 'Heartbreaking' stories of anti-Indigenous racism at Ottawa area hospitals at centre of recent report <https://www.sudbury.com/beyond-local/heartbreaking-stories-of-anti-indigenous-racism-at-ottawa-area-hospitals-at-centre-of-recent-report-5420323>



Submission from Alexandre Messenger: - How to Respond to Microaggressions

Excerpt from the New York Times article written on March 3, 2020 by Hahna Yoon

Should you let that comment slide, or address it head on? Is it more harm than it's worth?

For many of us, microaggressions are so commonplace that it seems impossible to tackle them one at a time. Psychologists often compare them to death by a thousand cuts.

What is a microaggression?

Originally coined in the 1970s by Chester M. Pierce, a Harvard psychiatrist, today's definition of a microaggression can be credited to Derald Wing Sue, a professor of counseling psychology at Columbia University. Dr. Sue writes that microaggressions are the everyday slights, indignities, put-downs and insults that members of marginalized groups experience in their day-to-day interactions with individuals who are often unaware that they have engaged in an offensive or demeaning way.

The first step to addressing a microaggression is to recognize that one has occurred and to dissect what message it may be sending, Dr. Sue said. To question where someone is from, for instance, may seem fairly innocuous but implicitly delivers the message that you are an outsider in your own land: "You are not a true American." Subtle actions, like a white person's clutching a purse closer as a darker-skinned person approaches, are nonverbal assumptions of criminality and examples of microaggressions.

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Recognize the real consequences of microaggressions

Discrimination — no matter how subtle — has consequences. In 2017, the Center for Health Journalism explained that racism and microaggressions lead to worse health, and pointed out that discrimination can negatively influence everything from a target person's eating habits to his or her trust in their physician, and trigger symptoms of trauma. A 2014 study of 405 young adults of color even found that experiencing microaggressions can lead to suicidal thoughts.

For many members of marginalized groups, it is easy to believe that simply growing a thick skin will provide protection from these experiences. However, Dr. Nadal argues that the consequences of microaggressions are real, whether or not you believe yourself to be numb to them.

Pick your battles

When discussing microaggressions, people from privileged backgrounds often say marginalized individuals are simply overreacting. Dr. Alisia G.T.T. Tran, an associate professor of counseling and counseling psychology at Arizona State University, disagrees. She says that most people actually ignore and shake off a lot of microaggressions. "They have no choice, they're so common, and you can't fight every battle — but these things can stay with you or build up," she said. She and many other psychologists say that responding to a microaggression can be empowering, but with so many battles, how do you decide which to fight?

To help, Dr. Nadal developed a tool kit called the. It lists five questions to ask yourself when weighing the consequences of responding to a microaggression.

- *If I respond, could my physical safety be in danger?*
- *If I respond, will the person become defensive and will this lead to an argument?*
- *If I respond, how will this affect my relationship with this person (e.g., co-worker, family member, etc.)*
- *If I don't respond, will I regret not saying something?*
- *If I don't respond, does that convey that I accept the behavior or statement?*

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Before moving forward with confronting the microaggression, Diane Goodman, a social justice and diversity consultant, recommends that you assess the goals of your response: Do you simply want to be heard? Or are you more interested in educating the other person and letting them know they did something wrong?

Microinterventions: Disarm a microaggression

Even once you have decided that you can respond to a microaggression, knowing what to say or how to behave can be nerve-wracking. In his research on disarming microaggressions, Dr. Sue uses the term "[microintervention](#)" to describe the process of confronting a microaggression. "Unless adequately armed with strategies, microaggressions may occur so quickly they are oftentimes over before a counteracting response can be made," he said.

While your response will vary by situation, context and relationship, Dr. Goodman recommends memorizing these three tactics from her list of prepared statements.

- **Ask for more clarification:** "Could you say more about what you mean by that?" "How have you come to think that?"
- **Separate intent from impact:** "I know you didn't realize this, but when you _____ (comment/behavior), it was hurtful/offensive because _____. Instead you could _____ (different language or behavior.)"
- **Share your own process:** "I noticed that you _____ (comment/behavior). I used to do/say that too, but then I learned _____."

One principle underlying these statements is helping the aggressor to understand that she or he is not under attack for their comment. "If we want people to hear what we're saying and to potentially change their behavior, we have to think about things that will not immediately make them defensive," Dr. Goodman said.

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Choose self-care

Learning to draw boundaries and find support among allies is one of the most important steps in dealing with microaggressions.

For those looking for an immersive experience, one Psychology Today article suggests a process of radical healing — developing pride in your community, sharing stories with people from it and taking action to make changes on a local and political level, reflecting on the challenges of your ancestors and practicing self-care by staying healthy — physically and spiritually.

Self care, however, can be as simple as having a few friends to discuss common experiences with. Shardé M. Davis, a professor of communication at the University of Connecticut, has studied supportive communication about microaggressions among groups of Black women and finds that talking can facilitate the coping process. Although Dr. Davis's study was limited to Black women, she believes the spirit of what that represents could easily translate to other groups of people.



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Upcoming Observances: July 2022

July 1: Canada Day, or Fête du Canada, is a Canadian federal holiday that celebrates the 1867 enactment of the Constitution Act, which established the three former British colonies of Canada.

July 4: Independence Day (also known as the Fourth of July), a United States federal holiday that celebrates the adoption of the Declaration of Independence on July 4, 1776.

July 8-9 (sundown to sundown): The Martyrdom of the Bab, a day when Bahá'ís observe the anniversary of the Báb's execution in Tabriz, Iran, in 1850.

July 09-July 10 (sundown to sundown): Waqf al Arafa, the second day of pilgrimage within the Islamic faith.

July 09-13 (sundown to sundown): Eid al-Adha, an Islamic festival to commemorate the willingness of Ibrahim (also known as Abraham) to follow Allah's (God's) command to sacrifice his son, Ishmael.

July 11: World Population Day, an observance established in 1989 by the Governing Council of the United Nations Development Programme. The annual event is designed to raise awareness of global population issues.

July 13: Asalha Puja, or Dharma Day, is a celebration of Buddha's first teachings.

July 14: International Non-Binary People's Day, aimed at raising awareness and organizing around the issues faced by non-binary people around the world while celebrating their contributions.

July 14: Bastille Day, a French federal holiday that commemorates the Storming of the Bastille, a fortress-prison in Paris that held political prisoners who had displeased the French nobility.

July 18: Nelson Mandela International Day, launched on July 18, 2009, in recognition of Nelson Mandela's birthday via unanimous decision of the U.N. General Assembly.

July 23: The birthday of Haile Selassie I, the former Emperor of Ethiopia whom the Rastafarians consider to be their savior.

July 24: Pioneer Day, observed by the The Church of Jesus Christ of Latter-day Saints to commemorate the arrival in 1847 of the first Latter-day Saint pioneers in Salt Lake Valley.

July 26: Disability Independence Day, celebrating the anniversary of the 1990 signing of the Americans with Disabilities Act.

July 30: International Day of Friendship, proclaimed in 2011 by the U.N. General Assembly with the idea that friendship between peoples, countries, cultures and individuals can inspire peace efforts.

July 30: Muharram. The first month of the Islamic calendar. It is one of the four sacred months of the year during which warfare is forbidden. It is held to be the second holiest month, after Ramadan. (Islam)

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Upcoming Observances: August 2022

August | Caregivers Month

August 01: Civic Holiday. The August Civic Holiday is known by a variety of names across Canada and is celebrated according to local municipal traditions and history. (Canada)

August 06 – August 07 (sundown to sundown): Tisha B'Av, a fast in commemoration of the destruction of two holy and sacred temples of Judaism destroyed by the Babylonians (in 586 B.C.E) and Romans (in 70 C.E.).

August 09: International Day of the World's Indigenous People. Pronounced by the UN, this is a day to promote and protect the rights of the world's Indigenous populations and recognize the achievements and contributions that Indigenous peoples make to improve world issues such as environmental protection. (International)

August 12: International Youth Day (IYD). Held on August 12, this is a day to celebrate and mainstream young peoples' voices, actions, and initiatives, as well as their meaningful, universal, and equitable engagement.

August 13-15: Obon is a Japanese Buddhist custom to honour one's spiritual ancestors. For areas which follow the lunar calendar, Obon is celebrated from August 13-15. (Buddhist)

August 15: The Assumption of Mary into Heaven (often shortened to the Assumption) is, according to the beliefs of the Catholic Church, Eastern and Oriental Orthodoxy, the bodily taking up of the Virgin Mary into Heaven at the end of her earthly life. (Christian)

August 15: National Acadian Day. Observed to celebrate Acadian culture. (Canada)

August 17: Marcus Garvey Day. A day which celebrates the birthday of the Jamaican politician and activist who is revered by Rastafarians. Garvey is credited with starting the Back to Africa movement, which encouraged those of African descent to return to the land of their ancestors during and after slavery in North America. (Rastafarian)

August 18-19: Krishna Janmashtami. A Hindu celebration of the birthday of the Hindu deity, Krishna, known for giving the message of the Gita, establishing vital and guiding Hindu principles. (Hindu)

August 19: World Humanitarian Day. This day is dedicated to humanitarians worldwide, as well as to increase public understanding of humanitarian assistance activities. (International)

August 12: Raksha Bandhan. The Hindu festival celebrates the love, bond and duty that exists between brothers and sisters. It can also be used to celebrate any brother-sister-like relationships even for those who are not biologically related. (Hindu)

August 23 International Day for the Remembrance of the Slave Trade and its Abolition. A day designated by the UNESCO to memorialize the transatlantic slave trade. (International)

August 31: Ganesh Chaturthi. This Hindu festival commemorates the birthday of Lord Ganesha. (Hindu)

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Upcoming Observances: September 2022

September | World Alzheimer's Month

September 05: International Day of Charity. This is a UN designated day which promotes charitable efforts made to alleviate poverty worldwide. (International)

September 05: Labour Day. This day celebrates the achievements of workers and advocates for their rights and privileges.

September 08: International Literacy Day. A day to raise people's awareness of and concern for literacy issues in the world. (International)

September 10: World Suicide Prevention Day. World Suicide Prevention Day is observed on September 10 each year to promote worldwide action to prevent suicides. Various events and activities are held during this occasion to raise awareness that suicide is a major preventable cause of premature death. (International)

September 10: Mid-Autumn Festival (Moon Cake Festival). A harvest festival occurring on the 15th day of the eighth month of the Han Calendar. It is commonly referred to as the Moon Festival due to the full moon observed that evening.

September 19 – 25: International Week of the Deaf. Celebrated annually across the world during the next last full week of September since 2009.

September 21: International Day of Peace. This is a day to recognize the efforts of those who have worked hard to end conflict and promote peace. It is also considered to be a day of ceasefire- personal or political. (International)

September 22: Fall Equinox. According to the Wiccans this represents the first day of Fall and one of two days in the year in which there are approximately equal amounts of day and nighttime. (International)

September 23: International Day of Sign Languages. Celebrated annually across the world on 23 September every year along with International Week of the Deaf. (International)

September 25 -27 (sundown to sundown): Rosh Hashanah. The Jewish New Year celebrates the creation of the first man and woman, and the first day of the Jewish New Year. (Jewish)

September 26 – October 05: Navaratri. A Hindu festival of nine nights in worship of the Hindu goddess Durga, celebrated with various traditions and rituals in honour of a different form of the goddess each night. (Hindu)

September 30: National Day for Truth and Reconciliation (Orange Shirt Day). This event commemorates the residential school experience. It honours Canada's commitment to reconciliation. The date was chosen because this was the time of year children were taken from their homes and placed in residential schools. (Canada)

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Upcoming Observances: **October 2022**

October | Autism Awareness Month | Disability Employment Awareness Month | Hispanic and Latino Heritage Month | Mental Health Awareness Month | Women's History Month (Canada)

October 01: International Day of Older Persons. An international day to recognize the contributions of older persons / seniors and examine the issues that affect their lives. (International)

October 04: St. Francis Day. Feast day for St. Francis of Assisi, the patron saint of animals and environment celebrated by many Catholic denominations. (Christian)

October 04: National Day of Action for Missing and Murdered Indigenous Women and Girls. This is a day to stand in solidarity with Indigenous families and communities to honour the lives of missing and murdered Indigenous women and girls whose lives have been cut short by violence. (Canada)

October 04 – 05: Yom Kippur. The Jewish Day of Atonement which comprises a 25-hour fast whereby people refrain from working, eating, and drinking. Synagogue services are also attended in worship of this sacred day. (Jewish)

October 05: World Teacher's Day. A day that celebrates the role teachers play in providing quality education to all levels. This enables children and adults of all ages to learn to take part in and contribute to their local community and global society. (International)

October 05: Dussehra. A Hindu celebration on the last day of Navaratri, celebrating the victory of good over evil. (Hindu)

October 07 – October 08: Mawlid al Nabi. A Muslim celebration that commemorates the birth of Islamic prophet Muhammad in the third month of the Islamic calendar. It is recognized as a national holiday in many Muslim-prevalent countries around the globe. (Islam)

October 09 – 16: Sukkot. Commonly translated as Festival of Tabernacles also known as Chag HaAsif, the Festival of Ingathering, is a biblical Jewish holiday celebrated on the 15th day of the seventh month, Tishrei (varies from late September to late October). (Jewish)

October 10: World Mental Health Day. A day with the overall objective of raising awareness of mental health issues around the world and mobilizing efforts in support of mental health. (International)

October 10: Thanksgiving. A day of giving thanks to the harvest and blessings of the previous year. (Canada)

October 11: International Day of the Girl Child. This is a day which promotes girls' rights and highlights gender inequalities that remain between girls and boys. This day gives governments and organizations the opportunity to raise public awareness about gender bias and discrimination directed at girls. (International)

October 11: National Coming Out Day. An annual LGBTQ2SA+ awareness day. (United States)

October 12 – 13: Karva Chauth is a one-day festival celebrated by Hindu women four days after Purnima (a full moon) in the month of Kartika. (Hindu)

October 16– 18: Shmini Atzeret. Literally meaning "The assembly of the eighth day", this holiday is a celebration observed after Sukkot. (Jewish)

October 17 – 18: Simchat Torah. A Jewish holiday that marks the completion of the annual Torah readings and begins a new reading cycle. (Jewish)

31 Halloween. A North American celebration on the last day of October. On Halloween, many dress in costumes and children go door to door asking for candy, called "trick-or-treating".