



OFFICE OF EQUITY, DIVERSITY, AND INCLUSION
STRATEGIC PLAN 2022

ml
2022

The University of Ottawa, Faculty of Medicine respectfully acknowledges that we are located within the traditional territory of the Algonquin Nation. We pay respect to the Algonquin people, who are the traditional guardians of this land. We acknowledge their longstanding relationship with this territory, which remains unceded. We pay respect to all Indigenous people in this region, from all nations across Canada, who call Ottawa home. We acknowledge the traditional knowledge keepers, both young and old. And we honour their courageous leaders: past, present, and future.



PREAMBLE

The Faculty of Medicine, through the Office of Equity, Diversity and Inclusion (EDI), strives to create an inclusive and equitable working and learning environment. We will promote awareness and sensitivity to issues of equity, diversity, and gender at the Faculty; we will also foster diversity, including issues of gender and minority status in the workplace, and promote equity in relation to recruitment, retention and the promotion of faculty members. In this context, i) a diverse and equitable learning and working environment is critical for training our future doctors and scientists and improving the health care of our population; ii) equity and diversity lead to greater faculty, staff and learner satisfaction and productivity; and iii) an inclusive and equitable environment will improve wellness and result in less absenteeism and better retention.

EQUITY

Equity is defined as equal access to opportunity for all and is the basic principle underlying the mandate of the EDI office. The EDI advisory committee advocates for access to learning and professional development opportunities for all individuals. It also encourages medical professionals and medical educators to advocate for health equity for all and to serve as agents for change.

DIVERSITY

Diversity requires that we account for differences, share experiences, and learn from one another without erecting artificial barriers that discriminate against specific groups. A mission of the office is to keep this concept on the forefront of our professional activities and emphasize the idea that determinants of health such as biology, gender, socioeconomic status, ethnicity and age have significant effects on the health of all people.

INCLUSION

Inclusion goes hand in hand with diversity. An inclusive environment ensures that all individuals are respected, valued and heard and have an equal opportunity to contribute to the success of the institution.

EDI THEMES

Vision:

The Faculty of Medicine strives to build and sustain a culture of inclusive excellence that cultivates engagement, scholarship and innovation for all of its members.

Engagement and Culture:

In collaboration with our affiliated teaching sites and research institutes, the Faculty of Medicine strives to provide equitable access and opportunities to all of its members. Collectively, our aim is to provide an environment that is safe for all, addresses systemic barriers and provides equal access to supports and services.

The Faculty of Medicine's commitment to equity, diversity, and inclusion resounds in the steps taken to address recruitment and retention of our personnel (faculty and staff). We collect and analyze data to identify trends, strengths and opportunities for building and sustaining a culture of equity, diversity, inclusion and belonging for all members in the Faculty of Medicine.

Education and Scholarship:

The Faculty of Medicine promotes inclusive approaches to teaching, which will facilitate respectful and open

discourse, diversity of viewpoints and experiences as well as safe and supportive spaces for learners regardless of their ability or social background. The Faculty of Medicine continuously adapts its education programs so that learners, faculty and support staff will improve their knowledge and understanding of the impacts of social identities on health and equity. We endeavour to provide all members with innovative curricula and resources so that they are prepared to work in a diverse climate while advancing equitable health care for the communities that they serve.

Research and Innovation:

The Faculty of Medicine supports its faculty, support staff and learners to apply principles of equity, diversity and inclusion to the design and implementation of clinical and scientific research. We provide education about the impacts of systemic bias on research questions and study design, access to opportunities and resources, the composition of research teams and the inclusion of underrepresented groups in research as investigators and as study participants.

Through their work, our clinical researchers and scientists will identify and disseminate innovative solutions to eradicate the systemic barriers that lead to health inequity. The Faculty of Medicine aims to produce high quality research that will benefit diverse communities within Ottawa and across the globe.



EDI STRATEGIC ACTION PLAN

The EDI office is committed to creating and sustaining a culture of equity, diversity and inclusion across the Faculty. The goals listed in the pages that follow is mapped out with the understanding that some of the goals will take time to further develop. Other goals are interconnected in that they will provide us with the information and data required to determine and construct our future goals. To goals set out are dispersed over a three (3) year period with specific goals and deliverables.

A. EDI ENGAGEMENT SURVEY

PULSE 360 Survey Platform

Survey the Faculty of Medicine community, which includes students, trainees, faculty and staff.

13 Questions

Themes based on AAMC Diversity Engagement Survey

Timeline

Dissemination: February 2022 over a seven (7) week period

Data analysis: April 2022

STEP 1

1. FoM EDI Engagement Survey

- Data collected and analysis

2. Environmental scan and inventory of EDI resources within FoM

- Department leads
- Curricula
- Committees
- Meetings and activities
- Policies
- FoM partners
- Diversity mentorship

B. EDI ENVIRONMENTAL SCAN

Inventory of EDI-related activities/initiatives within the FoM

- Survey of Departmental Chairs/EDI Leads to inform EDI priorities and strategy for FoM
- EDI Office-led inventory using AAMC DICE Inventory

AAMC Diversity, Inclusion, Culture & Equity (DICE) Inventory

- Part of the AAMC Council of Deans Collective Action Initiative (CAI) on Advancing DEI
- Purpose: For AAMC member institutions to conduct a comprehensive review of institutional policies, practices, procedures, and programs that improve campus culture & climate.

[COD Collective Action Initiative on Advancing Diversity, Equity, and Inclusion | AAMC](#)



STEP 2

a. EDI Office vision, mission and goals

- Align with EDI Advisory Committee mandate
- Partnerships within FoM with OHRI, CHEORI, TOH, CHEO, Bruyère, Montfort

2. Establishment of EDI Action Plan Working Group

- Engagement with key stakeholders

EDI ACTION PLAN WORKING GROUP

The objectives of the EDI Action Plan Working Group will be to:

1. Establish goals and action to sustain a culture of EDI
2. Develop a strategic framework for EDI at the Faculty of Medicine
3. Commit to the FoM to monitoring, reporting, and improving

EDI Action Plan and Report:

Timeline: 5 (five) months – starting in September 2022

ELT for approval:

December 2022

Implementation:

2022-2023 academic year

RECRUITMENT AND RECOGNITION

- Equitable recruitment and admissions processes
- Development of guiding principles for prizes, awards, and scholarships
- Recruitment and retention (Faculty and staff)
- Mentorship
- Pathway programs for recruitment

RESEARCH AND SCHOLARSHIP IN EDI

- Support for grant writing
- Guidance for forming diverse research teams
- Guidance for conducting inclusive research
- EDI Training for research supervisors
- Internal grant support for EDI-related research
- Internal network/mechanism for collaboration between uOttawa EDI-focused researchers

INCLUSIVE CULTURE IN THE ACADEMIC ENVIRONMENT

- Inclusive programs, spaces, language, and initiatives
- Recognition of ethnocultural events and groups
- Diversity in the classroom
- EDI Education (topics, the format of training, mandatory versus optional)
- EDI Resources (funding, services)
- Programs to support success (trainees, ECRs, etc.)

EQUITY, DIVERSITY, AND INCLUSION POLICIES

- Parental and family leave
- Harassment policy
- Antiracism policy
- Accessibility policy
- Diversity in the classroom
- Recruitment, hiring and retention

DATA COLLECTION AND SYSTEM REVIEW

- Demographic data collection
- Program evaluation (EDI policies, EDI education, EDI culture, EDI resources)
- Data reporting (content, format, frequency, and audience)
- Data targets (should we have them, what should they be based on, and how will we know if we are doing well?)
- Accountability (who is responsible for collecting/holding/disseminating this data, and who are they accountable to?)

RESOURCES TO SUPPORT EDI LEADS AND TEACHING FACULTY

Education

- UGME: Anti-Racism Curriculum
- PGME: Family Medicine and General Internal Medicine Anti-Racism Curricula
- CPD: EDI-related Faculty Development
- Faculty-wide: EDI Education Series and Symposia

Culture Change

- EDI Advisory Committee
- Data collection and analysis
- Admissions, recruitment and retention
- Identifying and mitigating bias

STEP 3

a. Development of FoM EDI Action Plan for 2022-2025

- Map EDI strategic goals to FoM plan
- Evaluation plan (metrics)
- Review and approval by ELT

2. Develop resources to support EDI leads and teaching faculty

- EDI leadership training modules
- Adopt common lexicon for EDI at the FoM
- Provide framework for data collection and targets

IMPLEMENTATION OF EDI ACTION PLAN

STEP 4

a. Implementation of EDI Action Plan for 2022-2025

- Communication and dissemination to FoM stakeholders
- Annual progress reports to FoM and ELT
- Annual EDI engagement surveys

2. Post-implementation review of EDI Action Plan

- Start planning for 2025-2030 EDI Action Plan

For additional information on the strategic plan, please contact us at edifom@uOttawa.ca.



EDI ACTION PLAN TIMELINE FOR JANUARY – DECEMBER 2022



