

# Med EDI » Q4 2023



Welcome to the **twelfth edition** of “*Med EDI*”. Our goal is to raise awareness of the importance of working in an equitable, diverse, and inclusive environment, allowing each of us 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](mailto: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.



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## UPDATE ON THE EDI ACTION PLAN WORKING GROUP

The EDI Action Plan Working Group established in the fall of 2022 was mandated with integrating EDI principles into the various activities at the faculty, from hiring to education, research and scholarship. The working groups which spanned the five (5) themes listed below met several times throughout the course of the last couple of months and have finalized their findings and provided their recommendations. The reports provided insight into how to promote, disseminate and implement guiding principles and practice information that will assist the EDI Office to create and sustain a culture of equity, diversity, and inclusion across the Faculty.

The five (5) themes identified include Data Collection and System Review, EDI Policies, Inclusive Culture in the Academic Environment, Recruitment and Recognition, and Research and Scholarship in EDI.

Dr. Simpson and Dr. Wiper-Bergeron would like to thank the members of the EDI working groups for the time, energy, and attention brought to this critical initiative.

### Members of the EDI Working Groups

#### **EDI Policies:**

- Heidi Baier
- Carole Bourque
- Dr. Stuart Harman
- Kailey Thrower
- Dr. Alan Chaput

#### **Inclusive Culture in the Academic Environment:**

- Dr. Gregory Manning
- Haley Gommerman
- Julia Kemzang Emogang
- Kieran Chalmers
- Lisa Abel
- Manisha Kulkarni
- Nikesh Chanders
- Patricia Burhunduli
- Dr. Rishi Kapur
- Dr. Salomon Fotsing
- Sumaiya Ahmed

#### **Recruitment and Recognition:**

- Alexandre Messenger
- Dr. Alireza Jalali
- Dr. Chris Kennedy
- Dr. Geneviève Lemay
- Dr. Jonathan Lee
- Kieran Chalmers
- Nikesh Chanders

#### **Research and Scholarship:**

- Dr. Catherine Tsilfidis
- Jessica Gosse
- Dr. Jocelyn Coté
- Dr. Katey Rayner
- Dr. Kednapa Thavorn
- Dr. Paul MacPherson

#### **Data Collection and System Reviews:**

- Dr. Claire Kendall
- Dr. Vicki LeBlanc

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## JUNE 2023 PRIDE MONTH

Raising of the Pride Flag  
Thursday, June 1, 2023  
Front entrance, Roger Guindon Hall  
All day

The Office of Equity, Diversity, and Inclusion will commemorate Pride Month by raising the Pride Flag at RGN.

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All are welcome for rainbow cupcakes

Thursday, June 1, 2023  
Entrance - Roger Guindon Hall  
12:00 p.m. to 1:00 p.m.

Come to enjoy delicious rainbow cupcakes which will be handed out at the front entrance of Roger Guindon Hall over the lunch hour.

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## OFFICE OF EQUITY, DIVERSITY, AND INCLUSION

### EDI Seminar Series

The Burden of Identity: How can we dismantle systemic oppression in healthcare?  
Presented by: Kyle John Wilby, BSP, ACPR, PharmD, PhD, Associate Professor, College of Pharmacy, Faculty of Health, Dalhousie

This seminar will integrate theory, empirical evidence, and theory to address concepts relating to systemic oppression in healthcare and the challenges educators face in attempting to dismantle discrimination within our training and practice programs.

June 8, 2023, 12:00 PM Eastern Time (US and Canada)

[Join Zoom Meeting](#)

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## JUNE 2023 NATIONAL INDIGENOUS HISTORY MONTH

### **“Inuit culturally safe care” and what does it mean?**

Muckpaloo Ipeelie

Wednesday, June 14, 2023

10:00-11:30 a.m.

Muckpaloo, an urban Inuk, is the CEO of the Urban Inuit Identity Project and is a registered MLT. Muckpaloo teaches Inuit culture to help preserve it and helps equip service providers with the tools for giving Inuit culturally appropriate care. Muckpaloo bridges the gap in health care and social services by teaching the social determinants of health that impact Inuit with an emphasis on the importance of preserving Inuit identity and promoting wellness.

[Join via Zoom](#)

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### **LEGACY OF HOPE EXHIBIT**

The Legacy of Hope Exhibit will be fully displayed in the atrium from Tuesday, June 20, to Thursday, June 22.

The Legacy of Hope is a national Indigenous charitable organization with the mandate to educate and create awareness and understanding about the Residential School System.

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## INAUGURAL UNIVERSITY OF OTTAWA HEART INSTITUTE EQUITY, DIVERSITY, & INCLUSION (EDI) IN RESEARCH AWARD

The UOHI EDI in research award recognizes the outstanding contributions to research excellence and a thriving research environment by students and fellows who challenge the status quo, sparking change and taking action to reduce persistent systemic barriers.

### 2023 AWARD RECIPIENT

**Amy Johnston, PhD Candidate**

(Supervisor: Jodi Edwards, PhD and Thais Coutinho, MD)

### HONOURABLE MENTIONS:

**Sol Vidal Almela, PhD Candidate**

(Supervisor: Jennifer Reed, PhD)

**Saad Balamane, MD Candidate**

(Supervisor: Benjamin Chow, MD)

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**Upcoming Observances: June 2023**

**June | LGBTQ+ Pride Month**

**June | National Indigenous History Month**

**June is Lesbian, Gay, Bisexual, and Transgender Pride Month, established to recognize the impact that gay, lesbian, bisexual and transgender individuals have had on the world.**

**June is National Indigenous History Month in Canada. It is a time to celebrate and to recognize the rich heritage, history, diversity and resilience of First Nations, Inuit and Métis people.**

**June 2:** Native American Citizenship Day, commemorating the day in 1924 when the U.S. Congress passed legislation recognizing the citizenship of Native Americans.

**June 8:** Corpus Christi, a Catholic holiday celebrating the presence of the body and blood of Christ in the Eucharist.

**June 14:** Flag Day in the United States, observed to celebrate the history and symbolism of the American flag.

**June 16:** Sacred Heart of Jesus, the Feast of the Most Sacred Heart, is a solemnity in the liturgical calendar of the Roman Catholic Church.

**June 19:** Juneteenth, also known as Freedom Day or Emancipation Day. It is observed as a public holiday in 14 U.S. states. This celebration honours the day in 1865 when slaves in Texas and Louisiana finally heard they were free, two months after the end of the Civil War. June 19, therefore, became the day of emancipation for thousands of African-Americans.

**June 19:** New Church Day; according to Christian belief, on this day, the Lord called together the 12 disciples who had followed him on earth, instructed them in the Heavenly Doctrine of the New Jerusalem, and sent them out to teach that “the Lord God Jesus Christ reigns, whose kingdom shall be for ages and ages.” This was the beginning of the New Christian Church.

**June 21:** National Indigenous Peoples Day or First Nations Day, a day that recognizes the indigenous populations affected by colonization in Canada.

**June 21:** Litha, the summer solstice celebrated by the Wiccans and Pagans. It is the longest day of the year, representing the sun’s “annual retreat.”

**June 29:** Feast Day of Saints Peter and Paul, a liturgical feast in honour of the martyrdom in Rome for the apostles St. Peter and St. Paul in Eastern Orthodox Christianity. Last Sunday in June: Lesbian, Gay, Bisexual, Transgender (LGBT) Pride Day in the United States. It celebrated the Stonewall Riots on June 28, 1969.

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## Upcoming Observances: July 2023

**July 1: Canada Day, or Fête du Canada,** is a Canadian federal holiday celebrating 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 celebrating 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 the Báb's execution in Tabriz, Iran, in 1850.

**July 09-July 10 (sundown to sundown): Waqf al Arafa,** the second pilgrimage day 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: AsalhaPuja, or Dharma Day,** celebrates 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 worldwide while celebrating their contributions.

**July 14: Bastille Day,** a French federal holiday commemorating 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 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 2023**

**August | Caregivers Month**

**August 1:** 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 6 –August 7:** (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 70C.E.).

**August 9:** 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)