

Accreditation Boot Camp



Dr. Martha Ainslie, Associate Professor, Internal Medicine
Janesca Kydd, Legal Counsel, Max Rady College of Medicine
Valerie Williams, Equity, Diversity & Inclusion Facilitator, Learning & Organizational Development



UNIVERSITY
OF MANITOBA

ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER
VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY
TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER

Measuring up on equity, diversity and inclusion

Universities Canada



UNIVERSITY
OF MANITOBA

How did we do on the last mock accreditation?

- A standardized approach of recruitment and retention of diverse faculty and senior leadership across departments is needed.
- Currently, diversity of department heads is limited (e.g. only three women are department heads).
- A requirement that the final candidate pool include diverse candidates should be established for both faculty and senior academic and educational leadership.
- The department chairs were not aware of the four focus areas of diversity.
- The status of the revision of the medical school's diversity and inclusion policy is unknown.



ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER
VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY
TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER

How are we currently doing?



UNIVERSITY
OF MANITOBA

RFHS EDI Committee

Who are we?

We are members from all the colleges in the Faculty including students. Co-chaired by Dr Urbanowski and Dr Ainslie

What do we do?

Discuss and identify issues related to diversity, equity and inclusion at a Faculty level. Advocate and advise the Faculty, Colleges and students on issues pertaining to EDI and best practices



UNIVERSITY
OF MANITOBA

Why Focus on Equity, Diversity & Inclusion

Research shows that
Diversity + Inclusion
= Better Decision Making At Work

Erik Larson , CEO and founder of [Cloverpop](#).



UNIVERSITY
OF MANITOBA

ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER
VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY
TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER

Decisions made and executed by diverse teams
delivered 60% better results

Inclusive teams make better business decisions
up to 87% of the time

Teams that follow an inclusive process make
decisions 2X faster with 1/2 the meetings

Diverse human groups achieve better results than
individuals (even experts!) or non-diverse groups



ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER
VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY
TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER



UNIVERSITY
OF MANITOBA

ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER
VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY
TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER

IMPLICIT BIAS

WHAT WE DON'T THINK WE THINK



UNIVERSITY
OF MANITOBA

What works?

Bias Interrupters

- Awareness
- Motivation to change
- Strategy for replacing bias
- Build relationships with people who belong to groups unlike your own
- Follow Structured Processes and Systems
- Practice Empathy
- Practice Mindfulness
- Evaluate our decisions
- Ask for feedback
- Create a culture of calling out bias
- Encourage others to evaluate their decisions
- Make decisions collectively



How can we do better?

- Have Fact Sheet with you.
 - Create a SMART (Specific, Measureable, Achievable, Realistic, and Timely) EDI Plan
 - Designation of individuals to respond to questions about certain parts of the DCI, then open the floor. Ask for volunteers.
 - Have someone from CHS Community Engagement come to answer questions about student pipeline.
 - Have a participant from a pipeline program in the room.
 - Anything else?
-



Cheat Sheet for Upcoming Accreditation

1. What are the 4 designated groups?

Answer:

- Women
- Indigenous Peoples
- Racialized Persons
- Persons with Disabilities

Note there are no benchmarks for other marginalized groups including LGBTQ2SQ+



Cheat Sheet for Upcoming Accreditation

2. Do we have a standardized approach for recruitment and retention of diverse faculty and senior leaderships across departments?

Answer:

Yes, the College of Medicine EDI Policy promotes inclusive hiring practices including for the identification and removal of artificial barriers to the selection, hiring, promotion and training of individuals from Historically Under-Represented Groups and Workshop for Chairs and Committee Members of Academic Searches



Cheat Sheet for Upcoming Accreditation

3. Who are members of the 4 designated groups in your faculty leadership? Only 3 Department Heads are female

Answer:

There are many initiatives within departments.

family practice female Indigenous health lead
Individual Departments have appointed members to advocate for EDI



Cheat Sheet for Upcoming Accreditation

4. Do we ensure the final candidate pool for faculty and senior leadership include diverse candidates?

Answer:

Yes, This is promoted through the Workshop for Chairs and Committee Members of Academic Searches and in the EDI Policy.



Cheat Sheet for Upcoming Accreditation

5. Where do I go if I have questions or concerns re EDI?

Answer: RFHS EDI Committee



Homework!!

Review Fact Sheet

Read EDI policy

[Max Rady College of Medicine EDI Policy](#)



UNIVERSITY
OF MANITOBA

Bonus Homework!!

- Equity, Diversity and Inclusion: A Best Practices Guide for Recruitment, Hiring and Retention
[A Best Practices Guide for Recruitment, Hiring and Retention](#)
- Canada Research Chairs Unconscious Bias Module:
[Bias in Peer Review](#)
- Online Unconscious Bias Training:
[Why Unconscious Bias Matters To Business](#)



ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER
VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY
TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER

WE GOT THIS.



UNIVERSITY
OF MANITOBA

TRAILBLAZER CHALLENGER
CHALLENGER DEFENDER VISIONARY
DEFENDER VISIONARY ADVENTURER TRAILBLAZER
VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY
ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER
TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER VISIONARY ADVENTURER TRAILBLAZER
DEFENDER VISIONARY ADVENTURER TRAILBLAZER CHALLENGER DEFENDER



UNIVERSITY
OF MANITOBA