



Call for Members: NCIME Working Groups

The National Consortium for Indigenous Medical Education (NCIME) is seeking members for six Working Groups to help integrate cultural safety into medical education, and modernize the skills of the next generation of physicians in the Canadian health workforce and those delivering their education. Ensuring Indigenous Peoples access to care is high quality, culturally safe and free of racism begins with Indigenous-led systemic change in how medical professionals are instructed and evaluated.

The NCIME has established Working Groups, and workplans focused on improvements in the following priority action areas:

- Assessment of Indigenous studies, cultural safety, and anti-racism
- Anti-racism, policies, processes, and implementation support
- Indigenous student admissions and transitions
- Indigenous faculty recruitment and retention
- Improving cultural safety in curriculum
- Indigenous physician wellness and joy in work

The six Working Groups are Chaired by members of the NCIME Executive Committee, and will include an Associate Chair who is a resident or early career physician, an Elder or Knowledge Keeper, and members drawn from the NCIME's core and stakeholder organizations. Administrative, research and evaluation support will be provided by the NCIME staff, and consultants will be utilized as needed for special areas of expertise.

Working Group Membership

The NCIME is seeking up to ten (10) Indigenous medical educators, physicians, and health experts to serve as volunteer members for each of the six Working groups. This may include:

- Elders and Knowledge Keepers
- Subject Matter Representatives from:
 - The Association of Faculties of Medicine of Canada
 - The College of Family Physicians of Canada
 - The Medical Council of Canada
 - The Royal College of Physicians and Surgeons of Canada
 - The Indigenous Physicians Association of Canada
- Indigenous physicians, including Early Career Physicians and Residents
- Members of the National Indigenous Health Sciences Circle (NIHSc)
- Indigenous health leads from Indigenous community organizations, such as;
 - The Assembly of First Nations
 - The Métis National Council
 - The Inuit Tapiriit Kanatami
 - Pauktuutit Inuit Women of Canada
 - Les Femmes Michif Otipemisiwak
 - The Native Women's Association of Canada
 - Indigenous Provincial and Territorial Organizations (PTOs)

Responsibilities

1. Attending at least three (3) virtual, and one (1) in-person meeting per year (as per CPHA regulations).
2. Supporting and contributing to the delivery of the Working Group workplan, including activities and key deliverables.

Remuneration

Working Group member is a volunteer role, with no monetary compensation for Working Group membership, participation in activities, or any work derived thereof.

Volunteers will be reimbursed for travel expenses to attend the annual in-person Working Group meeting, in accordance with internal policies and procedures.

Elders and Knowledge Keepers will also be provided honorariums for their participation in virtual and in-person meetings, in accordance with internal policies and procedures.

Qualifications

Each working group is seeking members with specific expertise and experience, as detailed below:

Assessment:

- Proven track record in admissions and clinical skills assessment for Indigenous or marginalized/racialized communities in medicine. Other health professions will be considered.
- Demonstrated knowledge of Indigenous evaluation and QI methods.
- Demonstrated knowledge of assessment tools including OSCE and MMI stations, MCQs, SAMPs, and in-practice assessments.
- Formal training in Indigenous studies and pedagogy.
- Training and experience with anti-racism and cultural safety theory and practice.

Anti-Racism:

- Knowledge of F/P/T anti-racism policies and practice.
- Knowledge of PSE institutions/schools of medicine policies and practices on anti-racism.
- Experience developing training resources on anti-racism practices within PSE and clinical environments.
- Experience in national-level policy making and accountability frameworks.
- Formal education in anti-racism within healthcare practice and education.
- Knowledge and experience addressing anti-Indigenous racism within PSE.

Admissions and Transitions:

- Proven track record/scholarship with Indigenous PSE admissions policies, practices, and barriers.
- Will consider those trained on admissions for marginalized people.
- Formal training in Indigenous studies, anti-racism, and cultural safety assessment at the undergraduate/graduate/post graduate level.
- Experience and knowledge of FN/I/M data collection and use rights and policies, data frameworks and stewardship agreements.
- Experience conducting national-level environmental scans.
- Formal training/experience in medical school admissions tool assessment and transition.

Faculty Recruitment and Retention

- Experience with faculty recruitment and retention principles and practices for health professionals. (clinicians and educators)
- Experience developing short/long term goals to establish a cadre of Indigenous faculty.
- Substantive experience with barriers for Indigenous/marginalized and racialized people in PSE and health professions workforce.
- Proven experience in leadership and trainee development, programming, and delivery.
- Able to generate frameworks for faculty development and student professional development.

Improving Cultural Safety in Curriculum

- Experience designing tools to assess knowledge uptake on Indigenous curriculum, anti-racism, and cultural safety.
- Experience and training in curriculum evaluation on Indigenous studies, anti-racism, and cultural safety.
- Experience and knowledge of medical education graduation outcomes assessment
- Knowledge of key policies reports and rights of Indigenous peoples.
- Experience working with CanMEDs, accreditation and PG training.

Indigenous Physician Wellness and Joy in Work

- Experience in developing First Nations, Inuit, and Métis wellness programs reflective of their respective ways of knowing.
- Experience developing wellness frameworks.
- Experience in defining and operationalizing “joy” in work.
- Knowledge of barriers and challenges for physician (student/resident/practitioner) wellness, i.e., racism and internalized racism.
- Familiar with concepts of stigma amongst peers and professional networks in seeking health and wellness services.
- Persons with lived and living experience are encouraged to participate.

This Working Group is lead by the Indigenous Physicians Association of Canada (IPAC). For more information on the working groups or to express interest please contact Melanie Osmack, A/Director, IPAC at info@ipac-amac.ca.

Expression of Interest

For more information on the working groups or to express interest please contact Danielle Soucy, NCIME Executive Director at DSoucy@ncime.ca. Please indicate which working group(s) is/are of interest and your area(s) of expertise and experience. The closing date for expressions of interest is August 6, 2021.

About The NCIME

The National Consortium for Indigenous Medical Education (NCIME) is an Indigenous-led partnership between the Indigenous Physicians Association of Canada, the Association of Faculties of Medicine of Canada, the College of Family Physicians of Canada, the Medical Council of Canada and the Royal College of Physicians and Surgeons of Canada.

Quick Facts

- The NCIME was developed by Indigenous physicians working with health care organizations who recognized the need for collaboration to advance Indigenous medical education across the country. These leaders comprise the NCIME Executive

Committee and include Dr. Marcia Anderson (Chair, NCIME), Dr. Evan Adams, Dr. Sarah Funnell, Dr. Darlene Kitty, Dr. Lisa Richardson, and Dr. Nel Wieman.

- Approximately \$4M in funding support from Health Canada will support the NCIME over the next three years (February 2021 through March 2024).
- This project emphasizes the use of formative and summative evaluation and impact assessment through standard metrics as well as utilizing Indigenous approaches and evaluation frameworks.