



Brief: Indigenous Early & Mid-Career Physician Leadership Program

The Challenge

Canadian medical schools have been called on to prioritize recruitment of Indigenous faculty members as an important step towards improving the safety of Indigenous patients and Indigenous medical students.

Currently there is a lack of early/mid-career Indigenous physicians for the leadership positions available. There are two primary gaps. 1. Those looking to fill these positions who have not received adequate training and 2. Current leadership development programs that address the unique realities of Indigenous peoples working within academic medicine.

The Proposed Solution

The NCIME's Recruitment and Retention Working Group has designed an Early and Mid-Career Indigenous Physician Leadership Program that is designed to:

- Be an annual leadership program with monthly sessions (September - May).
- Be complementary to existing leadership programs to fill the unique gaps for Indigenous Peoples in academic medicine.
- Build a network of emerging Indigenous physicians interested in medical education.
- Be tailored for Indigenous residents, and early/mid-career physicians who have indicated their intent to pursue careers in academic medicine.
- Embed Indigenous ways of knowing, doing and being as its' core values while also providing the necessary leadership skills to emerging Indigenous health leaders as they navigate the academy.
- Incorporate in-person land-based sessions at the beginning and end into the primarily on-line program.
- Be a longitudinal model providing the opportunity for peer mentorship and strategic relationship with colleagues in similar career trajectories across Canada.
- Integrate continued self reflection as a key aspect of participant evaluation.

Program Key Features

- A maximum of 20 people per cohort (one participant will be selected and funded by each medical school)
- Obtain MOC and Mainpro+ accreditation for continuing professional development
- Participants will have access to a personal leadership coach
- Will have an affiliation with the Canadian College of Health Leaders (CCHL)
- A Scholarship fund that past participants can access to engage in subsequent leadership programs and experiences
- Incorporate the LEADS in Caring Environment Framework
- Have CanMEDS alignment

Proposed Program

In person sessions

Module	Key Learning Objective
Rooting (self-location) in Indigenous Identity	Navigating the complexity of intersectionality
Self-reflection	Understand the critical importance of self-reflection *This objective is woven throughout the program
Land Based Learning	Learn from the land *Activities will change depending on the site and season.

Online Session

Module	Key Learning Objective
Understanding Critical Race Theory and Post-Colonial Theory	Develop knowledge and communication skills to debrief experiences and situations of anti-Indigenous racism
Building a Professional Identity	How to bridge Indigenous identity within one's professional identity
Managing Impostor Syndrome	Understanding your positionality and circumstance intersection with your self confidence
Surpassing the Notion of 'Surviving'	Balancing your needs with the needs of your family unit and your career demands (boundary setting)
Conflict Resolution	How to manage micro and macro aggressions
Navigating the Academy	Understand how to distinguish between when the administration agrees to take action vs. changes are being made
Coaching	Exploring the types of coaching: leadership, executive and life
Media Training	Learning how to frame your key message
Integrate Ceremony and Culture into the Work	Building and strengthening relationships with surrounding communities
*Modules are in no particular order and subject to change	