

How are we engaging for Equity, Diversity, and Inclusion?

Explore and adopt engagement strategies from across BC

Below are a few of [many examples](#) of how Facility Engagement is supporting Medical Staff Associations (MSAs) to promote Equity, Diversity, and Inclusion (EDI) among physicians and within BC health care facilities. Reach out to your Engagement Partner to learn more and connect with other MSAs.



[More examples](#)

KOOTENAY BOUNDARY: The Regional Gender Equity table delivers CMA Joule Women in Medical Leadership Training.

- Working to overcome barriers that women physicians face when considering leadership roles. [Learn more](#) →
- Developing Equity, Diversity, and Inclusion policies to introduce to the MSA.
- Creating opportunities for mentorship through a panel discussion with female physician leaders.
- Launching a poster campaign to educate staff and public about equity.
- Kootenay Lake Hospital [Peer to Peer Sharing](#) →

VANCOUVER COASTAL HEALTH: Equity, Diversity, and Inclusion (EDI) steering committee takes data-informed approach to develop recommendations for improvements.

- Organizing events and workshops, such as brave conversations and bystander training, to educate and raise awareness among medical staff. [Learn more](#) →
- Assisting in embedding EDI best practices into the health authority Search and Selection process.
- Supporting physicians on their leadership path, including mentorship programs. [Learn more](#) →

COWICHAN DISTRICT HOSPITAL: Gender Affirming Care training for the Emergency Department (ER).

- Providing physician learning about gender affirming care in the ER, with the goal of creating a more respectful and safer environment for trans, non-binary and gender queer patients.
- Reviewing terms, definitions, use of names and pronouns, and why a gender affirming approach is important in medicine.

BURNABY HOSPITAL: Supporting and developing medical women in their leadership journey.

- Providing discussion group spaces for women to share experiences, complete training, and explore topics relevant for medical women leaders.
- Including training sessions for creating a LinkedIn profile, public speaking in medicine, inclusive leadership, and online privacy. [Learn more](#) →

BC CANCER MEDICAL STAFF ENGAGEMENT SOCIETY: Celebrating International Women's Day by highlighting women medical staff.

- Using the society website to share female medical leaders' wisdom learned throughout their careers. [Learn more](#) →

SOUTH ISLAND: Female Physicians Leadership initiative creates opportunities to support female clinicians in leadership roles.

- Using round table events and small group conversations to generate actions to overcome challenges of practicing medicine as a woman.
- Committing to working with Island Health Medical Affairs on a physician leadership survey to generate local data on physician demographics/experiences.
- Exploring a physician statement in support of parental leave and seek endorsement from colleagues.
- Providing meeting facilitation skills to become more effective, confident committee chairs.

KOOTENAY LAKE HOSPITAL: Trauma Informed Care project supports more inclusive care.

- Delivering a five-part training series for a multi-disciplinary cohort of providers.
- Providing a quick reference guide for medical staff to use with patients showing signs of distress.
- Enabling an interdisciplinary approach to trauma-informed care (physicians, midwives, nurses) through engagement with health authority leadership. [Learn more](#) →