

## **Black Health Lead MD Program Faculty of Medicine & Dentistry | University of Alberta**

The Black Health Lead role was conceived as a direct response to the calls to action voiced by Black members of the U of A's medical community. In this inaugural role we have the opportunity to implement real and lasting change in the Faculty of Medicine & Dentistry through sound leadership, ideal placement and comprehensive plans and deliverables. This proposal seeks to offer an idea of how this unique role can be deployed within our faculty and what the scope and powers of this role will be. The proposed structure of the role as well as the priorities and mandate were co-created with an advisory committee of Black community leaders, the BMSA and Black faculty members.

### **PROPOSED ROLE COMPOSITION**

**Term of appointment:** An initial three years with the potential for renewal following discussion with the Associate Dean of the MD Program, the Dean of the Faculty of Medicine & Dentistry and the Black Health MD Program Advisory Committee (see description below - Section C). The time commitment for this role is 0.2 FTE, especially during the initial phases of establishment and setting the priorities for the faculty. The time commitment thereafter is flexible to maintain the work, and depending on the incumbent.

Individuals in this role must have the following qualifications:

- lived experience as a Black Canadian in medicine/medical education
- College of Family Physicians or Fellow of the Royal College of Physicians of Canada qualified or equivalent
- research experience
- advocacy experience
- demonstrable leadership skills
- demonstrable understanding of basic critical race theory

Appointment of the Black Health Lead must be approved by the Associate Dean, MD Program and the Black Health MD Program Advisory Committee (described below).

### **REPORTING STRUCTURE**

The Black Health Lead will report directly to the Associate Dean, MD Program or delegate. See figures below for the proposed positioning of the Black Health Lead in the Faculty of Medicine & Dentistry (for parsimony, only relevant positions and relationships are noted).

The Black Health Lead will also be a member of the MD Curriculum and Program Committee (MDCPC).

The Black Health Lead will liaise with the following portfolios/positions:

- Admissions
- Curriculum, assessment and program evaluation
- Professionalism, EDI and other faculty affairs leadership as relevant
- Office of Advocacy and Wellbeing
- Academics Affairs

## **PRIORITIES / MANDATE**

### **A. DEVELOPMENT OF ANTI-RACIST POLICY**

The Black Health Lead will develop an effective policy on addressing racist behaviour at the FoMD that offers sound and just processes and accountability at the student, resident and faculty/administrator level. They will also establish a zero tolerance standard for any and all anti-Black racism at the Faculty of Medicine & Dentistry. This will involve collaborating with the Associate Dean of Professionalism, the Anti-Racism Task Force, Office of Advocacy and Wellbeing, Chief Wellness Officer, Provost's Office, University of Alberta legal department and the Associate Dean of Professionalism/Professionalism Triage Committee.

### **B. CURRICULUM REFORM**

The Black Health Lead will aid in efforts to include anti-racism, intersectionality and critical race theory in MD education. They will also aid in the reformation of existing medical curriculum to include Black perspectives and highlight issues that specifically pertain to Black Canadians, as detailed in the BMSA Calls to Action. This will involve collaboration with the MD curriculum leads including longitudinal themes leadership. This project will also be bolstered through the creation of interfaculty relationships between the Faculty of Medicine & Dentistry and the social sciences departments at the University of Alberta (Sociology, Law, Psychology, etc).

### **C. BLACK INCLUSION AND REPRESENTATION AT FoMD**

The Black Health Lead will spearhead efforts to increase representation of Black clinicians and clinicians-in-training at every level in the FoMD. This will include the following duties:

- pipeline efforts and recruitment, including outreach to students at the secondary-education level, community outreach and programs, social media outreach and development of mentorship programming
- working with the existing admissions working group to perfect the Black admissions process

- activity aiding in recruitment and retention of Black faculty, preceptors and teachers such that MD students and learners see Black clinician leadership and excellence at every stage

#### **D. SOCIAL ACCOUNTABILITY**

The Black Health Lead will foster the development of community accountability structure between the FoMD and the greater Black community. This is formalized with the inclusion of community leaders in the advisory committee that directly affects the administration of the MD Program at the University of Alberta. The community members will have regular opportunities to voice community concerns, points of advocacy and priorities that can influence curriculum, admissions, mentorship, financial concerns and much more.

#### **E. LEARNER WELLNESS**

The Black Health Lead will collaborate with learner representatives and the Office of Advocacy and Wellbeing to create a safe, inclusive and receptive learning environment for Black students and residents. This will be achieved through:

- the development of and enforcement of anti-racist policy (see prior priority above)
- creation of meaningful and safe spaces for Black students at FoMD through discussion groups, faculty mentorship programs, social evenings and networking events
- being a point person for Black students who are isolated or in difficulty, and being able to direct those learners to trusted advisors in existing structures at the FoMD

#### **F. FINANCIAL SUPPORT FOR EXISTING AND PROSPECTIVE STUDENTS**

The Black Health Lead will collaborate with community members and fundraising professionals to aid in the development of financial aid programs for prospective and existing Black students at the FoMD. Given the intersectional effects of race and class, many Black students may be unable to attend medical school due to prohibitive application costs or apply to CaRMS for the same reason. Through community outreach, the Black Health Lead will aid in the development and maintenance of bursaries for this purpose.