Department of Medicine LGBTQ2S Visibility and inclusion initiatives

2019-2020

Neighbourhood Pub & Restaurant
HAIR of the DOG

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Background

- Mentorship, Equity, and Diversity are key priorities in the DOM strategic plan.
- Desire to build on successful initiatives with early focus on improving gender equity to address equity across a number of axes.
- DOM LGBTQ2S initiatives overseen by LGBTQ2S ‘think tank’ with representation across hospitals, Divisions, learners and Faculty.
LGBTQ2S ‘THINK TANK’

- Tehmina Ahmad (PGY2, Core Medicine)
- Peter Broadhurst (Physiatry, SJR/Sunnybrook)
- Caroline Chessex (Cardiology, UHN)
- Thomas Dashwood (PGY2, Core Medicine)
- Phil Doiron (Dermatology, WCH)
- Mitchell Elliott (PGY1, Core Medicine)
- Kevin Imrie (Hematology, Sunnybrook)
- Anthony Lott (Medical Oncology, Sunnybrook)
- Jared Rosenberg (MGH, Geriatrics)
- Samir Sinha (Geriatrics, MSH)
- Darrell Tan (Infectious diseases, SMH)
- Vincent Tang (Med student, 2T1)
- Jill Tinmouth (Gastroenterology, Sunnybrook)
Inclusive language for DOM Communications

• The Department is strongly committed to diversity and inclusion within its community and especially welcomes applications from racialized persons, persons of colour, women, Indigenous People of Turtle Island (North America), persons with disabilities, LGBTQ2S persons, and others who may contribute to the further diversification of ideas and perspectives. All faculty members who participate in the [resident selection process] are required to complete unconscious bias training. Equity is a top priority of the Department of Medicine.

• Partners/spouses of all genders are welcome at Department/Hospital social events
Initiatives

- Pride marches (Trans, Dyke and Pride parade)
- Fundraising for LGBTQ2S causes
- Visibility initiatives (University and Hospitals)
- Signalling welcoming environment
  - Positive space stickers/buttons/T-shirts
  - Language for social events/CaRMS
  - Presence at orientation events
- Social events
What an amazing day @PrideToronto! So proud to march with the #LGBTQ+ community & allies today and every day.
Visibility

TORONTO MEDICINE PROUD

Jill Tinmouth, MD, PhD
Sunnybrook Health Sciences Centre

"Being Out"

Story Slam
May 14, 2019
Future plans

• BBQ social event (Date and venue to be confirmed)

• Orientation to diversity including LGBTQ2S diversity at PGY1, PGY4, and faculty orientation

• Continued visibility initiatives including profiles throughout the academic year

• Development of a LGBTQ2S network of trainees and faculty

• Communication about our group and planned initiatives on DOM Website

• City-Wide Grand Rounds in 2020
Questions/Discussion

- Kevin.Imrie@sunnybrook.ca
- Caroline.Chessex@uhn.ca