

Department of Medicine LGBTQ2S Visibility and inclusion initiatives

2019-2020



Medicine
UNIVERSITY OF TORONTO

100 YEARS
1919-2019
SIR JOHN AND LADY EATON
PROFESSOR AND CHAIR OF MEDICINE

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



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UofT Medicine @uoftmedicine · Jun 23

What an amazing day @PrideToronto! So proud to march with the **#LGBTQ+** community & allies today and every day.



15 88

Kevin Imrie @kimrie

So impressed with @Sunnybrook and @UofT_DoM commitment to Diversity as evidenced by great suite of **#PrideMonth** inclusion and diversity initiatives. So great to be able to be your whole self at work **#DisplayYourPride** @DoctorAndySmith



10:33 AM · Jun 13, 2019 · Twitter for iPhone

Dr. Kevin Smith Retweeted

Ont. Hospital Assoc. @OntHospitalAssn · Jun 21

proud to serve Ontarians of all gender identities and is during **#PrideMonth** and throughout the year.



2 13



Dean Trevor Young Retweeted

UofT Medicine @uoftmedicine · Jun 18

Providing inclusive care to the trans community: **#UofTMed** Prof Thea Weisdorf & Nurse Practitioner Sue Hranilovic specialize in caring for non-binary & transgender patients.

Read more about their work: bit.ly/2loQALU



St. Michael's and 8 others

20 37

Mount Sinai Hospital Retweeted



SinaiHealthSystemTO @SinaiHealthTO · Jun 5

June is **#Pride** Month and we celebrated our diverse **#LGBTQI2S** communities with our annual Pride flag raising ceremonies at **#MountSinaiToronto** and **#BridgepointHealth**



5 16

Sunnybrook Hospital @Sunnybrook · Jun 3

In celebration of **#Pride** month, out Sunnybrook Research Institute staff share their thoughts on being one's full self at the workplace, the need for role models & the benefits of diversity: sunnybrook.ca/research/media... **#LGBTQ #LGBTQSTEM**



LGBTQ+ STEM and 2 others

5 13

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Visibility



lesbian • gay
bisexual • trans
two spirit • queer



this is a
POSITIVE SPACE
that welcomes and
supports everyone



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

