

Division of Social Accountability

2022-23

Annual Report



USASK
DIVISION
OF SOCIAL
ACCOUNTABILITY



UNIVERSITY OF SASKATCHEWAN

College of Medicine

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Message from our Director

This past year our college has taken meaningful steps to advance our social accountability mandate. Social accountability is a concept based on the understanding of health as a human right that calls on medical education institutions to collaborate with other partners to advance health equity. This requires working with a range of stakeholders and right-holders to identify and respond to the priority health needs of the communities we serve, to understand the determinants of their health outcomes, and the barriers that impact their access to healthcare.



Social accountability is a call to physicians to actively advocate to improve the social determinants of health for the populations that experience inequitable health outcomes. In our Saskatchewan context, these populations are Indigenous peoples, rural and remote communities, queer (2SLGBTQA+), and immigrant and refugee communities. This year the DSA continued to provide opportunities for all learners in the college to engage with health equity issues: this includes our health equity webinars, book clubs, academic half-days, departmental grand rounds, and recently finalized online modules on Equity, Diversity and Inclusion that will soon be available for through Faculty Development.

In March this year the College of Medicine received the SK Human Rights Commission Report, which shines a light into how legacies of discrimination such as racism and sexism are still present in our college. The report lays a path for us to address those experiences that are impacting learners, faculty, and staff. The leadership of the College has expressed a strong commitment to listening further to the experiences of our college community, and to dedicate the resources that we require to propel and sustain institutional change. This requires not just opportunities for equity literacy and education, but also institutional capacity to produce data, evaluate outcomes, and monitor the progress of actions and initiatives.

We are not alone in this journey. Medical education institutions across North America are reflecting deeply about how to transform their institutional legacies of racism, sexism, ableism, and elitism. We know this because we participate in national (AFMC) and international tables (Anti-Racism Transformation in Medical Education) where significant shifts in thinking are happening, along with conversations about the physicians that we need to address health inequities: learners who are critical thinkers, who have the competencies to identify the systems and structures behind health outcomes in a community; and who have the skills to advocate with communities to improve such outcomes. We are collaborating with UGME to ensure that our medical curriculum and learning practices are reflective of our evolving understanding of health inequities, and to embed mechanisms for curriculum design and evaluation that incorporate social accountability.



Our Vision and Mission

Vision: Inspire transformative learning, research and action to achieve social justice and health equity.

Mission of the DSA: We join forces with communities to advance relevant and impactful health professional education, research, service and advocacy. We foster an anti-oppressive culture within our college that incorporates multiple ways of knowing, being and world views. Our decisions and actions are intentionally viewed through the lenses of:

- **Equity:** We believe that all people should have the opportunity to live a healthy life. In particular, we focus on health equity and the social and structural determinants of health that drive health disparities locally, nationally and internationally and work to close the gaps
- **Anti-oppression:** We recognize that intersecting systemic oppressions lie at the root of inequity within our society. We reflect on our own power, privilege and biases and seek to equalize power imbalances. We support college-wide efforts to achieve diversity, belonging, decolonization and anti-racism..
- **Authentic engagement:** We engage with and learn from communities to support relevant, meaningful, and impactful health professional education, research and action. We recognize that achieving health equity requires interprofessional and intersectoral collaboration, and fostering long-term, mutually beneficial partnerships grounded in respect and transparency.
- **Excellence:** We strive to be leaders in the advancement of social accountability in education, research, service, advocacy and governance. Our innovative approaches are evidence-informed and reflect a culture of ongoing monitoring and evaluation.

Meet Our Team



DR. MANUELA VALLE-CASTRO

DIRECTOR

Dr. Valle-Castro holds a PhD in Gender, Race, Sexuality and Social Justice from the University of British Columbia. Previously, Dr. Valle-Castro co-lead the Anti-Racism Network in Saskatoon and from this has brought a deepened focus on anti-racism education and advocacy to the college.



NATALYA MASON

COMMUNITY ENGAGEMENT SPECIALIST

Natalya is the Community Engagement Specialist. She is a registered social worker who was born and raised in Saskatoon, SK. Natalya is a Black first-generation Canadian, and a settler on Treaty Six Territory. She has a background in psychology and social work, and holds an M.A. in Women's, Gender, and Sexualities Studies. Natalya is dedicated to social justice, anti-oppressive education, and reproductive rights. She is a queer feminist living in contradiction, committed to continuous learning and unlearning.



ERIN WALLING

SOCIAL ACCOUNTABILITY STRATEGIST

Erin has a M.Sc. in Community Health and Epidemiology from the University of Saskatchewan. After graduation, she began her career as a Research and then Quality Improvement Consultant with the Health Quality Council. She then worked for the Saskatchewan Academic Health Sciences Network, leaving her Director role in 2017 to join the DSA as the Strategist. Erin focuses her time on strategic planning, program planning and team support, facilitation and budget oversight.



CARLYN SEGUIN

GLOBAL HEALTH MANAGER

Carlyn has a background in cultural anthropology, with a Masters in Public Policy from the University of Saskatchewan. She has been with the Division of Social Accountability since 2012, starting as Coordinator, and now as Global Health Manager, where she can embrace her passion for health equity, locally and globally. She and her husband are privileged to live and raise their two children on Treaty Six Territory.



JOANNA WINICHUK

ADMINISTRATIVE ASSISTANT

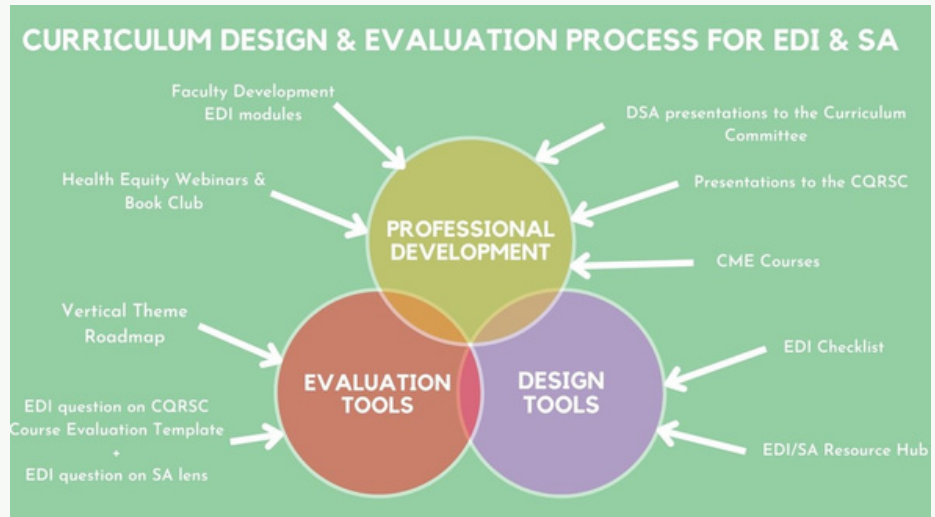
Joanna has worked with the Division of Social Accountability since 2016. She has a Bachelor of Arts degree in Psychology from the University of Saskatchewan as well as certificates in Public Relations and Business Management from the Central Institute of Technology in Western Australia. This past year she completed her Social Work degree at the University of Regina while working with the DSA.

Education

1. Core UGME Curriculum

Social accountability is a vertical theme within curriculum to ensure education content, lived experience and service learning are integrated across the four years of undergraduate education.

In June 2023, the DSA presented a new vertical theme roadmap to the curriculum committee and the curriculum quality review subcommittee (CQRSC). The roadmap includes an updated social accountability and EDI lens and EDI checklist, as well as more learning and support opportunities for faculty.



Medicine and Society: (MEDC 212 and MEDC 222):

Medicine and Society is the core curricular component where our medical students get trained on the social determinants of health and get to practice community engagement. The DSA supports the Medicine & Society Team and assists in the planning and funding of the Community Plunge each year (an experiential, community-based learning component of the CLE module for second-year undergraduate medical students), and helps to facilitate relationships with community partners. August 2023 the DSA is provided a new session to M&S 1: Introduction to Engaging with Community Partners and Patient Advisors.

2. Elective UGME Curriculum

The Certificate in Global Health program was expanded in 2021 to include students in the School of Rehabilitation Sciences. The certificate is continually revised to further the Social Accountability mandate of the College and remain current in the field of Global Health while focusing on health equity, social accountability & advocacy, global citizenship, that are required to meet the needs of populations which have been historically marginalized by oppressive policies. Including the structural drivers of health inequity and the impacts on lived experience of people. This past year the DSA continued to manage this program, which supported 13 students.



3. EDI and Anti-Racism Presentations

The DSA provides ongoing education to our College on EDI and anti-racism. This year we offered a total 14 presentations that included grand rounds and academic half days in the departments of Anesthesiology, General Internal Medicine, Urology, General Surgery, Neonatology, Medicine, and Ophthalmology; as well as other College units such as admissions department and the School of Public Health. In these sessions, we are providing learners with a historical understanding of scientific racism, race-based medicine, and other forms of white supremacy and racism that permeate medical education and practice. The DSA also provides support in capacity-building, education and training to several Departments that have EDI committees and leads.

4. Faculty Development

In June, the DSA received the inaugural Deirdre Bonnycastle Champion of Change award from Faculty Council . The award acknowledged our working collaboratively with Faculty Development to create an online Equity, Diversity, and Inclusion course, aimed at providing education on a variety of topics to staff and faculty in the College of Medicine. The need for such a course became apparent based on feedback from students, staff, and faculty through UGME surveys, the CoM's EDI survey, Human Right's Commission report, and through the current literature in medical education. Seven modules will be available in the fall, with more topics to be added in the future:



5. Anti-Racism Crash Course

In May and June the DSA partnered with the College of Nursing and the Anti-Racism Network to help facilitate one-day, in-depth anti-racism training for College of Medicine and College of Nursing staff and faculty. Over the 8 sessions offered, 158 people participated. Participants were very impressed with the extent of their learning, saying in their evaluations:

The session felt welcoming and calming, even though we were speaking about difficult and stressful topics. I felt each facilitator was educated on all the topics we discussed. This made it feel more helpful and provided the backbone to these conversations and it was easier to participate. The topics included factual information, not only opinions. I felt like I gained a lot from today's sessions!"

"It was open and honest, and led by 3 people who were highly educated on the content and friendly and kind. I learned more than I thought I would and I'm interested in learning more thanks to them. They didn't make me feel bad for not really knowing much."

"The information and delivery were excellent. Both facilitators were knowledgeable and skilled. I also liked that the information presented didn't demonize whiteness, but didn't shy away from feelings of white guilt."

6. Continuing Education for staff, faculty, students and community

Health Equity Webinars

This past year we had nearly 600 people register across our seven webinars. Our evaluations shared that :

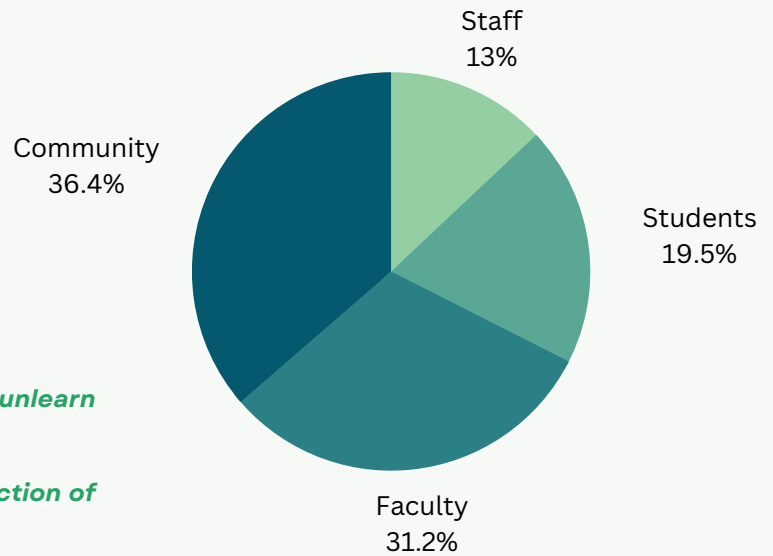
- 71% of participants said they are "very likely" to recommend the health equity webinars to a colleague or friend

Participants shared in their evaluations:

"It is a good platform to learn new things and unlearn some misconceptions"

"It's a great way to learn more about the intersection of health and equity."

"Thank you for this series. Is awesome!"



Breakdown of webinar participants

Date	Title	Speaker
September 2022	Taking Responsibility for Reconciliation	Lynette Epp, Dr. Gary Groot, Sharissa Hantke
October 2022	Disability Advocacy in Healthcare Decision-Making	Shandrea Verboom and Jamie Ellis
January 2023	Rural and Remote Health	Dr Roger Strasser and Dr Sarah Strasser
February 2023	Cultivating Community for Black Physicians in Canada	Dr Hadal El-Hadi
March 2023	Gender and Health	Dr Mary Kinloch
April 2023	Indigenous Health	Dr Janet Tootoosis
May 2023	Reproductive Justice	Delilah Kamuhanda

7. Health Equity Book Club

This year our book club read 1,536 pages across 5 books, watched one documentary and listened to one podcast. We hosted discussions with 50 attendees that included staff, faculty students and one senior leader. Of the 18 participants that responded to our evaluation survey:

- 100% agreed they had adequate opportunity to share their views and/or ask questions
- 100% agreed the facilitator created a comfortable space that allowed them to share their experiences, views or ask questions
- 85% agreed they learned more about the topic than they would have from reading the book on their own
- 92% agreed they would attend more book club sessions if offered

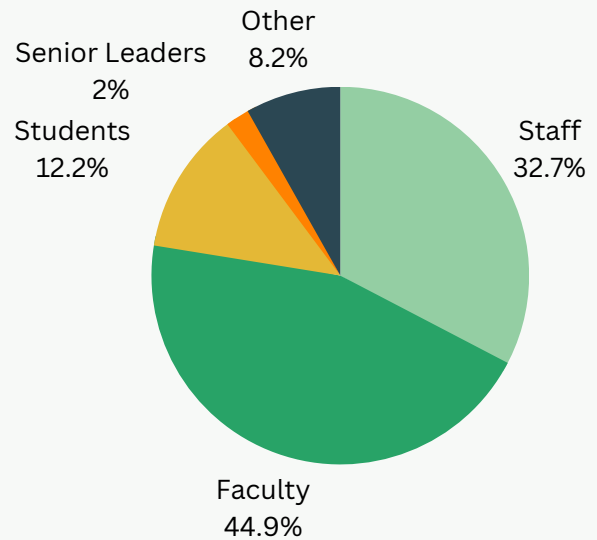


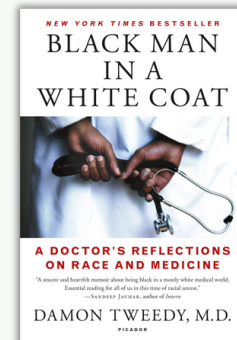
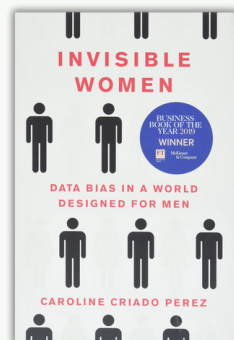
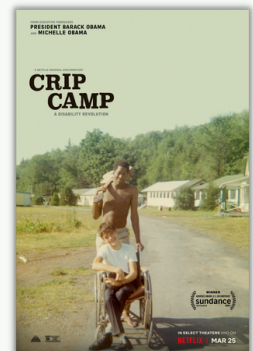
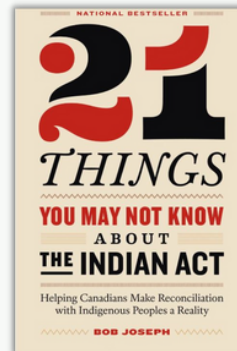
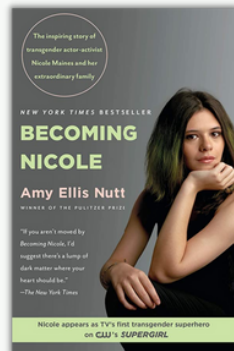
Figure 2 to the right breaks down attendees by staff, faculty students as well as other which included staff from the Saskatchewan Health Authority.

Figure 2: Book Club Attendees

“

Thank you so much for all the work you do in choosing books, and then steering us in different directions. I've only read a few of the books selected this year, but have appreciated each one.

”





8. Health Equity Library

In June, the DSA started a lending library of books specifically about health equity issues. You can use the QR code to quickly borrow a book. The lending library can be found on the third floor of E wing by room 3200. If you have health equity books that you would like to donate to the library contact Joanna at joanna.winichuk@usask.ca.

9. Anti-Racism Accredited Training for Physicians

This past year the DSA collaborated with the Saskatchewan Medical Association to develop online anti-racism training modules for physicians. Over the winter a physician planning committee formed the objectives and worked with Dr Valle-Castro and Sharissa Hantke to develop four introductory modules. The modules were pilot tested by a small group of senior leaders in the College of Medicine over the summer. The modules will go through an accreditation process in the fall and be available to Saskatchewan physicians as early as November 2023.

Research

Student Summer Dean's Projects

The DSA partnered with Dr. Greg Malin in UGME to support a Dean's summer student project: ***Applying an Equity, Diversity, Inclusion lens to review undergraduate medical education policy***. The summer student interviewed UGME students and staff to gather personal perspectives. The project deliverable will be a summary report for UGME and a possible future research article.

The DSA partnered with Dr. Janet Tootoosis to support a Dean's summer student project: ***TRC Call 24 - Mandatory Indigenous Health UGME Course Scoping Review***. This project explores the fulfillment of Call #24 at medical schools across Canada and reflects on the potential for implementation at the U of S.

The DSA also funded a student that worked with Dr. Helen Chang in Regina to create a podcast series for Primary Care that teaches clinicians simple medical phrases in various languages.

Health Equity Travel Awards:

The DSA provided funding for eight students from the Black Medical Students Association (BMSA) to attend the Black Medical Students of Canada Association AGM. Five students were also provided funds to attend the Canadian Association for Global Health. Three additional awards were provided to enable students and faculty to participate in international research and provide research presentations at various conferences.

Advocacy and Leadership

Anti-Racist Transformation in Medical Education (ART in Med Ed)

In Canada our colonial legacy has created a complex history of bias, prejudice, and discrimination towards Indigenous Peoples, making anti-Indigenous racism one of the most prevalent forms of institutionalized racism. This manifests in dramatically different health outcomes for Indigenous people when compared to their non-Indigenous counterparts.

In an effort to confront and combat this legacy, the College of Medicine has committed to participating in ART in Med Ed. In May 2023, senior leadership signed on to a charter, which outlined the purpose, direction, and need for ART in Med Ed. In addition, the charter included specific accountabilities for leaders in the College which are required for the ongoing success of the program. As of July 12, 2023 the USask ART in Med Ed Guiding Coalition is comprised of 41 extremely keen and diverse members from across the College. Our coalition has met monthly since May to complete assigned activities and will be working through the rest of Phase 3 over the summer months. As a group, we have engaged in honest and reflective conversations to ensure we are well positioned for Phase 4 in the fall of 2023.

Celebrating Black History Month:

The DSA celebrated Black History Month by hosting town halls to recruit staff, faculty and students to the Anti-Racist Transformation in Medical Education initiative, read the book *Black Man in a White Coat* by Damon Tweedy for our book club, and hosted the webinar *Cultivating Community for Black Physicians in Canada* with speaker Dr. Hadal El-Hadi from Black Physicians of Canada. We also supported CHEP students with their webinar and fundraiser for the Ad Astra Foundation.



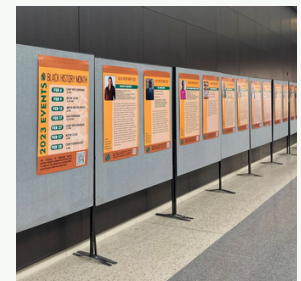
BLACK HISTORY MONTH 2023
NATALYA MASON

DEPARTMENT: DIVISION OF SOCIAL ACCOUNTABILITY
ROLE: COMMUNITY ENGAGEMENT SPECIALIST
EDUCATION: PSYCH, BA, BSW, MA
ACCOMPLISHMENTS: CBC FUTURE 40, DR. NEIL KAMBA AWARD FOR DIVERSITY & HARMONY

Natalya Mason, RSW (she/her) is a social worker who was born and raised in Saskatoon, SK. She is a Black first-generation Canadian, and a settler on Treaty Six Territory. Natalya currently works in the College of Medicine's Division of Social Accountability. She holds a B.A. in Psychology from the U of S, a BSW from the U of R, and an M.A. in Women's, Gender, and Sexualities Studies. She is a lifelong member of the Girl Guides of Canada, and is dedicated to social justice and reproductive rights for women and girls. She makes contributions to anti-racism work through The Black Physician's of Canada, Saskatoon Anti-Racism Network, and by providing anti-oppressive education in the community, co-founding the Good Trouble Anti-Racist Day Camp for Kids in 2021. She is a queer feminist living in contradiction, committed to continuous learning and unlearning.

GET TO KNOW THE COLLEGE OF MEDICINE COMMUNITY

THE COLLEGE OF MEDICINE BLACK HISTORY MONTH COMMITTEE INVITES YOU TO JOIN US THIS MONTH IN CELEBRATION. #WIDEWINDUP!

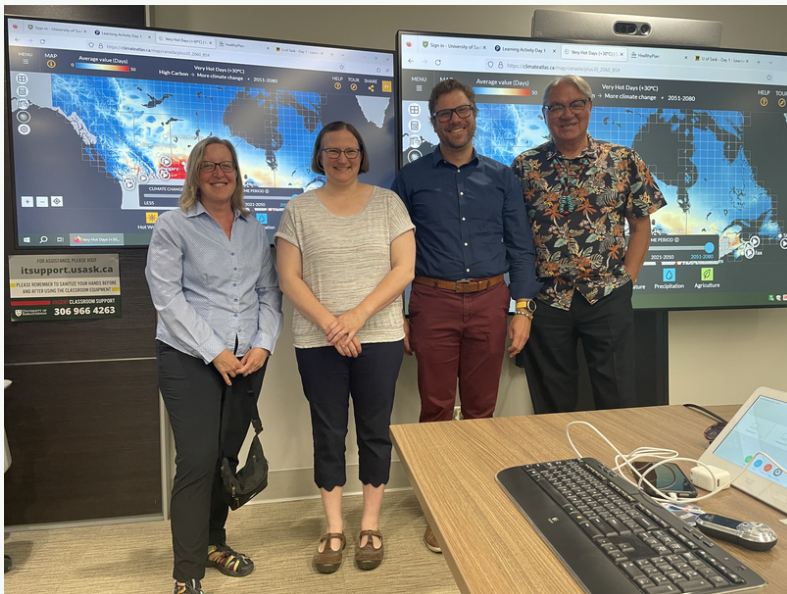


Supporting Pride:

In June, the DSA promoted Pride month by hosting a pride mentorship event, organizing a group of students, faculty and staff (in collaboration with the SMA) to walk in the pride parades in Saskatoon and Regina, host a pancake breakfast for students and focus the themes of our June webinar and book club on Transgender and LGBTQ+ health care rights.

The CASCADES National Summer Institute on Sustainable Health Systems

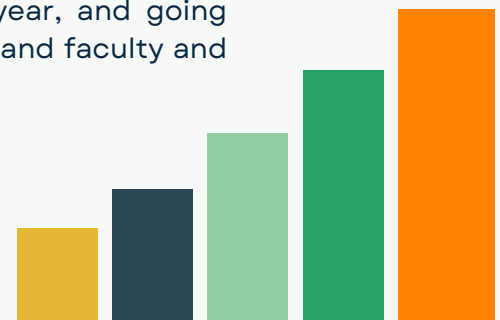
The DSA participated on the planning committee that organized and hosted a local hub offered in June for four days with seven learners from various disciplines including a resident in Obstetrics and Gynaecology, a resident in Family Medicine, a pharmacy student and four students in Community Health and Epidemiology. The Summer institute is a national program designed to increase awareness of sustainable health systems and current climate action in Canada. Through guided learning activities, meetings with local sustainability leaders and nation-wide panel discussions, the Summer Institute aims to develop trainee knowledge, leadership skills and capabilities, and build professional, interdisciplinary networks of trainees and professionals with shared interests.



“I learned that there are steps that the healthcare industry can take to reduce climate change. I want to contribute to this mission one day.”

Human Rights Commission Report

In May 2023 in his monthly blog, Dean Smith outlined the College of Medicine's commitment to the Saskatchewan Human Rights Report that explains systemic inequities within the College. The work of the DSA the past year, and going forward, aims to address the inequities faced by students, staff and faculty and ultimately build a health care workforce that is equitable for all.



Integration and Alignment

Committee support:

This past year Dr Valle Castro co-chaired the College of Medicines EDI task force, chaired the Social Accountability Committee and participated in the Indigenous Health Committee. The DSA team also participates at the national level in the AFMC Social Accountability Network (co-chair), the AFMC EDI Committee and the AFMC Global Health Committee.



Social Accountability Committee (SAC)

The DSA chairs and organizes the SAC which includes CoM senior leaders, faculty, students, residents and staff. This past year we hosted 3 SAC meetings that focused on addressing anti-black racism, rural and remote health and planetary health.

Community Consultations

Throughout summer 2023 the Community Engagement Specialist joined Dr. Juan-Nicolas Peña-Sanchez to meet with partners at 35 different community based organizations in Saskatoon and Regina. We discussed their experiences with working with students, potential collaborations, and opportunities to engage with the College of Medicine. These conversations continued at the end of August with two community consultations in Saskatoon and Regina where 19 attendees from partner organizations were invited to learn more about the College of Medicine, and to collaborate and inform the community engagement work of the DSA.



Social Media

We continued this past year to utilize Facebook, Twitter and Instagram as a way to engage with others across the college and in our external communities. Social media is a way to inform, educate and inspire health equity transformation. We also use our channels to advertise our DSA events and equity related community events.



Profile visits

↑ 42%

1082 social
media followers



We thank you for your continued support in our efforts to contribute to social accountability within the College of Medicine!

Sign up for our monthly
newsletter:



Follow us on social media:
@dsauofs

