

DATE/DATE: August 17, 2022]

LOCATION/ENDROIT:

Client Supplied Audio, OTTAWA, ON

PRINCIPAL(S)/PRINCIPAUX:

Lisa Calder, MD, MSc, FRCPC, CEO, CMPA

SUBJECT/SUJET: The Canadian Medical Protective Association holds an English information session as part of their annual meeting.

File Name: Looking to the future

00:00:01

Lisa Calder: Thanks, Mike. I would like to start with a reflection. I believe that right now health care delivery in Canada is being transformed before our eyes. In this country many Canadians are used to being able to access a family doctor, an emergency department, a specialist. This is changing and it's due to many factors including the human health resource crisis and the impact of virtual care. We will be discussing this in the information session this afternoon and I'm really looking forward to hearing from our panel of experts as well as the members who were participating in that discussion.

00:00:42

Another important significant development is that we as physicians have a responsibility to bring forward steps when it comes to advancing equity, diversity and inclusion in healthcare and that is why I'm proud to share one of CMPA's biggest tangible steps in our EDI journey and announce our long term equity, diversity and inclusion strategy. You can find this strategy on our website and members are encouraged to check their email because you'll be receiving an email from us today with a link to the strategy.

00:01:15

We recognize that we have a lot of work to do. We are actively seeking to change our workplace culture to bring about more learning and to embrace a growth mindset. Our EDI vision is that we are an organization where members and employees can be their authentic selves and are valued for their diverse experiences and perspectives and where we provide members with fair and equitable support, helping you provide safe medical care.

00:01:49

We know that we will make missteps and when this happens we are committed to acknowledging them, apologizing and striving to do better.

00:02:04

(Translation started) We know that we will make mistakes and when this happens we are committed to acknowledging them, apologizing and striving to do better. (End of translation)

00:02:13

Our strategy addresses five essential elements; members, governance, employees, learning and advocacy. We are focussing first on the members, governance and employees aspects of our strategy. Guided with this strategy we are committed to taking action to better understand our members EDI experiences and challenges and enhance our service delivery model to support you.

00:02:40

The member pillar of our strategy has three goals that we will work towards over the next three years. Goal one is to provide members with safe and inclusive services. This includes providing more culturally sensitive services focused on fair and equitable support.

00:02:57

Goal two is to explore opportunities to assist members in resolving medical legal concerns using alternative approaches, this includes less adversarial dispute resolution approaches and to sit in situations of discrimination. And goal three is to enhance representation in our service delivery model.

00:03:18

To achieve our member EDI goals we will strive to continue to listen, learn and engage with our members and stakeholders to explore how we can better support underrepresented and marginalized groups. We will continue to forge partnerships with EDI organizations to understand how we can include anti black racism and anti racist approaches in our service delivery model and we will continue to actively look for ways to foster truth, healing and reconciliation for indigenous members and stakeholders.

00:03:52

As Mike mentioned earlier, EDI is essential to supporting good governance. Our council approved strategy lays out three governance goals to help us continue to build a governance environment that is equitable and inclusive. These goals are evolving our council nomination procedures to better support diversity and representation, this includes working with EDI leaders to make sure that our governance opportunities are more visible and accessible to candidates.

00:04:21

We will strengthen governance structures to support EDI initiatives. This includes committing to an ongoing review of council size and composition. And thirdly, we will grow inclusive governance practices through organizational learning and training. I encourage you to take a look at our EDI strategy which provides more information on our goals.

00:04:43

We are focused on being action oriented in our EDI strategy and I look forward to providing you with regular updates. I also commit to continuing to engage and consult with you to better understand how we can build a more inclusive CMPA.

00:05:05

(Translation started). I also commit to continuing to engage (inaudible, crosstalk) to understand how we can build a more inclusive CMPA. (End of translation)

00:05:11

As we look ahead there is no question that the future is uncertain and rapidly changing, especially as we continue to deal with the pandemic. But as I look around this room and I welcome our online attendees I think of all of the inspiring conversations I have had over the past few months with members and I continue to have hope.

00:05:34

This is an opportunity for the CMPA to look how we can better support you, our members, and this is an opportunity to find out ways to meet your needs in different ways to advocate for system change while continuing to deliver our core services. We are currently developing our next strategic plan to do just that. This will be a focused, practical vision to ensure that we continue to be there for you, modernize the organization and do so collaboratively. I look forward to presenting you with a new plan at the end of the year so stay tuned.

00:06:16

(Translation started). I look forward to presenting you with a new plan at the end of the year so stay tuned. (Translation ended)

00:06:20

And now, as many of you know this is Dr. Michael Cohen's last annual meeting as president of the CMPA and I would like to take this opportunity to thank Mike for his guidance and leadership. Mike, over the past two years which has been quite (inaudible, technical) years, hasn't it, you have been instrumental in helping the CMPA continue to be there for our members and our employees and you have helped us to continue to understand members evolving needs whether they're related to COVID or medical assistance in dying or the human health resource crisis.

00:06:53

You also supported the new organizational structure which leaves us better positioned to be able to support physician wellness, leverage our data and develop learning to foster patient safety.

00:07:05

Under your guidance we have developed an EDI vision and we have begun to take steps to enhance our workplace culture and strengthen the delivery of fair and equitable member

services. Following your leadership we have also made significant strides towards modernizing our governance.

00:07:20

So thank you, it has truly been a pleasure to work with you and thank you for continuing to strengthen the CMPA's role as an essential component of the healthcare system. And thank you for helping us become a more modern and responsive organization. Over to you.

00:07:41

Michael T. Cohen: Thank you. Thank you, Lisa. It's been a privilege to work with you, your dedicated, knowledgeable professional management team. It's also been an honour to chair CMPA council and collaborate with my council colleagues to guide the association.

00:08:07

While this moment is bittersweet I'm delighted to be passing the baton to my trusted colleague, Dr. Jean-Hugues Brossard who is a talented physician and quite knowledgeable leader. For those of you who don't know him, Jean-Hugues is a bilingual endocrinologist from Quebec with significant experience in education and association governance.

00:08:28

A current managing partner of the Clinique d'Endocrinologie de Montréal Jean-Hugues was taught and practice endocrinology as an Associate Professor of Clinical Medicine at the Centre Hospitalier de l'Université de Montréal since 1994. He has also served as your Chief of Endocrinology until 2015.

00:08:47

Jean-Hugues is the past president of the Fédération des médecins residents du Québec and the Association des médecins endocrinologues du Québec. He possesses a deep and broad knowledge of the CMPA and I have every confidence that his strong leadership, governance and healthcare system experience will position the CMPA for success for years to come. Please join me in welcoming Jean-Hugues.