About Resident Doctors of Canada

Resident Doctors of Canada (RDoC) represents over 10,000 residents across Canada. Established in 1972, we are a not-for-profit organization providing a unified, national voice for our membership.
Our Mission, Vision and Values

RDoC’s 2014-17 Strategic Plan was approved by the Board of Directors on June 14, 2014. The plan articulates the following mission, vision and values:

**MISSION**
To drive excellence in medical education as the national voice of resident doctors.

**VISION**

**VALUES**
Collaborative. Proactive. Accountable.

Our Mandate

At RDoC, we cultivate meaningful dialogue with our members and Provincial Housestaff Organizations to provide the perspective of resident doctors on issues surrounding national medical education. As a member-driven organization, we rely on resident volunteers to fulfill our mandate, and we collaborate with other national health organizations to foster excellence in training, wellness, and patient care.
RDoC’s provincial partners are collectively known as the Provincial Housestaff Organizations (PHOs). The seven PHOs represent the personal and practice interests of resident doctors within their respective regions.

The relationship between RDoC and the PHOs is critical, even as RDoC has evolved into a blended model of membership. The collaboration is multi-layered: RDoC has a relationship with the PHOs as a group, as well as bilateral relationships with each PHO. Cooperation is essential to RDoC’s work on behalf of residents across Canada.
Three Strategic Directions

Training:
To optimize the continuum of medical education

As trainees, teachers, and clinicians, we will be:

- Recognized for anticipating and providing leadership on medical education issues.
- Influential in residency training to foster exceptional patient-centred care.
- An integral part of national curriculum development, accreditation, certification, licensure and examination policy.
- Supporters of seamless transitions throughout training into practice.

Wellness:
To enrich the experience of medical education

As trainees, teachers, and clinicians, we will:

- Inspire a redefined work environment for resident doctors.
- Promote a culture of respect.
- Champion the good health of Canadian resident doctors.

Representation:
To serve as the unified voice of Canadian residents

As trainees, teachers, and clinicians, we will:

- Be the go-to organization for the Canadian resident perspective on medical education.
- Cultivate continuous meaningful dialogue with our members and the PHOs.
- Seek to partner and collaborate with stakeholders as the national leader on resident issues.
- Ensure our board members, committee members, and liaison representatives are effective advocates for their colleagues.

RDoC’s work is focused on improving the experience of medical residents in Canada. To do so, we pursue three strategic directions.
Message from the President

Whether caring for acute patients through the night, conducting innovative research, or teaching junior colleagues, resident doctors work hard to serve their communities. At Resident Doctors of Canada, we endeavor to work just as hard to improve the lives of our more than 10,000 members across Canada.

RDoC provides a unified national voice for residents. We represent the diversity of resident physician needs with members and volunteers from a variety of specialties, stages of training, and geographic regions. Our Board Members, Committee Members, Liaison Representatives, and staff members all tackle issues that impact the personal and professional lives of resident doctors.

2017-18 was an important year for RDoC in a number of areas:

• Delivered our Resiliency Curriculum to hundreds of residents across Canada and secured funding from our partners at the Canadian Medical Association to bring these crucial techniques to even more of our colleagues.
• Revised the resident survey used in College of Family Physicians and Royal College of Physicians and Surgeons of Canada program accreditation to ensure resident feedback directly impacts the assessment and improvement of postgraduate training programs.
• Worked with the Medical Council of Canada to improve the experience of the LMCC Part II.
• Organized a national Competence by Design Summit with the Royal College to develop and share best practices among programs transitioning to the new curricular format.
• Worked with the Physician Resource Planning Committee to develop a health human resources modeling tool that estimates the future demand of physicians based on the current and future population health needs so residents can better plan their career trajectories.
• Engaged with the Federation of Medical Regulatory Authorities of Canada to launch a committee to move towards national licensure so residents and practicing physicians can gain exposure to new environments and more flexibly deliver care where it is needed most.
• Co-created an interactive medical professionalism workshop with the Canadian Medical Protective Association to ensure residents are equipped to handle difficult situations with medical-legal implications.
• Launched an evidence-based national resident survey to gather data that can be used to better advocate for resident and health system issues.

It is the privilege of a lifetime to represent our committed, hard-working, and compassionate community of resident doctors across Canada at the national level. Every day, I am inspired by my colleagues and challenged to do better. Thank you for all you do to do to better your communities, improve the health system, and above all, to serve patients.

I hope RDoC’s efforts support you in at least small ways to ensure we can all maintain the passion and joy that first drew us to the medical profession.

Dr. Melanie Bechard,
RDoC President, 2017-18
After three years of serving as Executive Director of Resident Doctors of Canada, I no longer feel like “the new guy.” Yet, the role does not involve much that is routine or repetitive. Our organization elects a new Board of Directors and selects over 100 volunteers every year, bringing with it a constant flow of new ideas, enthusiasm, energy, and an unwavering commitment to improving the lives of resident doctors in Canada. While the constant turnover poses challenges at times, the benefits and rewards far outweigh drawbacks. I say it often and mean it every time I say it: I have the best job in the world.

The 2017-18 Board of Directors, Committee Members, Liaison Representatives, and other volunteers have shown tremendous leadership and delivered some remarkable results. Many of these are outlined in Dr. Bechard’s Message from the President. For my part, I would like to highlight an accomplishment that I believe will serve RDoC and those we represent well into the future: new memorandums of understanding (MOU) with our PHO partners.

These signed MOUs are the culmination of two years of sustained effort on the part of RDoC and all seven PHOs. They codify our working relationships, identify areas of collaboration, and outline a series of commitments we make to each other. By defining how we work together, support each other’s work, and advance our collective objectives, the MOUs ensure that we are well equipped to collectively serve the needs of resident doctors across the country.

In addition to working closely with PHO partners, RDoC continues to have important relationships with many other stakeholders in medical education. The nature of these collaborations has evolved in important ways, improving our ability to serve the needs of our members and contribute meaningfully to national discussions and debates through the lens of the resident doctor.

One of my great pleasures this year has been working with, and for, an exceptional Executive Committee and Board of Directors. The amount of work these individuals do is truly remarkable. They have been a tremendous source of support to me and their colleagues.

Finally, I would like to express my appreciation to the hardworking and professional staff members I have the honour to call my colleagues. Their contribution to RDoC’s mandate often occurs behind the scenes, but the impact is an essential component of our success.

Irving Gold
Executive Director, RDoC
Governance

RDoC’s Board of Directors comprises resident doctors from each of the seven regions we represent. Another seven seats are allocated to the president of the corresponding provincial housestaff organization (PHO) in each region.

2017-2018 Board of Directors

Dr. Melanie Bechard – President
Dr. Kimberly Williams – Past President
Dr. Michael Arget – Vice President
Dr. Irfan Kherani – Board Chair and Corporate Secretary
Dr. Bryce Durafourt – Treasurer
Dr. Chris Beavington
Dr. Daljeet Chahal
Dr. Julia Curtis
Dr. Mark Elliott
Dr. Bruce Fage
Dr. Leo Fares
Dr. Michael Horkoff
Dr. Odion Kalaci
Dr. David Kim
Dr. Adriana Krawchenko-Shawarsky
Dr. Caitlin Lees
Dr. Michael Martyna
Dr. Audrey Nguyen
Dr. Kyle Roherty

“RDoC’s consistent representation on external committees and strong engagement with national stakeholders ensures that the voices of resident doctors are heard. This results in effective advocacy for improved training, wellness, and patient care.”

— Dr. Scott Adams, PGY-1 Diagnostic Radiology, Saskatchewan Liaison Representative for the AFMC Indigenous Health Network
The bulk of RDoC’s work on behalf of its members takes place at the Committee level, with direction from the Board of Directors.

### Committees

#### Awards Committee
- Dr. Kimberly Williams, Chair
- Dr. Alison Anton
- Dr. Chris Beavington
- Dr. Andrew Helt
- Dr. Adriana Krawchenko-Shawarsky

#### Executive Committee
- Dr. Melanie Bechard, President
- Dr. Kimberly Williams, Past President
- Dr. Michael Arget, Vice President
- Dr. Irfan Kherani, Board Chair and Corporate Secretary
- Dr. Bryce Durafourt, Treasurer

#### Finance, Audit & Risk Committee
- Dr. Bruce Fage, Chair
- Dr. Melanie Bechard
- Dr. Bryce Durafourt
- Dr. Mark Elliott
- Dr. Caitlin Lees
- Dr. Michael Martyna

#### Governance & Nominating Committee
- Dr. Michael Arget, Chair
- Dr. Melanie Bechard
- Dr. Julia Curtis
- Dr. Bryce Durafourt
- Dr. Mark Elliott
- Dr. Leo Fares
- Dr. Michael Horkoff
- Dr. Irfan Kherani
- Dr. David Kim
- Dr. Audrey Nguyen

#### Human Resources Committee
- Dr. Kimberly Williams, Chair
- Dr. Michael Arget

#### 2018 National Resident Survey Team
- Dr. Michael Arget, Co-Chair
- Dr. Melanie Bechard, Co-Chair
- Dr. Tehmina Ahmad
- Dr. Adele Duimering
- Dr. Alexandra Fottinger
- Dr. Jordyn Lerner
- Dr. Joseph Westgeest

#### Regional Networking Committee
- Dr. Melanie Bechard, Chair
- Dr. Michael Arget
- Dr. Julia Curtis
- Dr. Mark Elliott
- Dr. Bruce Fage
- Dr. David Kim
- Dr. Caitlin Lees
- Dr. Michael Martyna
- Dr. Audrey Nguyen

#### Resiliency Working Group
- Dr. Amanda Ritsma, Co-Chair
- Dr. Kimberly Williams, Co-Chair
- Dr. Liz Clement
- Dr. David Kim
- Dr. Aarun Leekha
- Dr. Katarina Nikel
- Dr. Colin Siu
- Dr. Alyssa Smith
- Dr. Conrad Tsang
- Dr. James Yan

#### Practice Committee
- Dr. Daljeet Chahal, Co-Chair
- Dr. Odion Kalaci, Co-Chair
- Dr. Michael Arget

#### Training Committee
- Dr. Leo Fares, Co-Chair
- Dr. Adriana Krawchenko-Shawarsky, Co-Chair
- Dr. Leora Branfield Day
- Dr. Sissi Cao
- Dr. Justin Cloutier
- Dr. Terry Colbourne
- Dr. Adele Duimering
- Dr. Mark Elliott
- Dr. Jena Hall
- Dr. Irfan Kherani
- Dr. Alexandre Lefebvre
- Dr. Janet McMullen
- Dr. Margaret Moores
- Dr. Matthew Nicholson
- Dr. Kyle Roherty
- Dr. Haven Roy
- Dr. Jesse Thompson

#### Wellness Committee
- Dr. Blair Bigham, Co-Chair
- Dr. Julia Curtis, Co-Chair
- Dr. Tehmina Ahmad
- Dr. Aditi Amin
- Dr. Anees Bahji
- Dr. Sara Dalley
In the past year, RDoC has made a significant effort in the realm of resident wellness. Through the task force for fatigue management, they have developed resources and a toolbox for programs and residents to recognize and manage work-related fatigue. RDoC is also an avid player in the creation of accreditation standards in fatigue risk management, the first accreditation of its kind, making the recognition of resident wellness a priority for the program. Ongoing effort to improve the wellness and safety of residents during their training is a top priority of RDoC. In this regard, we will stride forward with confidence and determination.”

— Dr. Kathy Cui, PGY-1 Internal Medicine, Western Liaison Representative for the Royal College Fatigue Risk Management Accreditation Standards Working Group

### Liaison Representatives

RDoC’s liaisons represent their fellow resident doctors at over 80 committees run by our national stakeholders. Liaison volunteers are key to bringing the resident perspective to these tables and for advocating on behalf of all resident doctors in Canada.

- Dr. Scott Adams
- Dr. Zeeshan Ahmed
- Dr. Daniel Altman
- Dr. Aditi Amin
- Dr. Liane Arcinas
- Dr. Michael Arget
- Dr. Chris Beavington
- Dr. Melanie Bechard
- Dr. Jasmyne Carnivale
- Dr. Casey Chan
- Dr. Lindsay Cherpak
- Dr. Andrew Cheung
- Dr. Evan Chong
- Dr. Kammie Chow
- Dr. Terry Colbourne
- Dr. Natasha Correa
- Dr. Kathy Cui
- Dr. Sara Dalley
- Dr. Ali Damji
- Dr. Kiranpal Dhillon
- Dr. Bryce Durafourt
- Dr. Mark Elliott
- Dr. Bruce Fage
- Dr. Susan Fan
- Dr. Leo Fares
- Dr. Golden Gao
- Dr. Ryan Giroux
- Dr. Rochelle Jalbert
- Dr. Gurpreet Jaswal
- Dr. Tim Jen
- Dr. Alyssa Lip
- Dr. Justyne Morrow
- Dr. Melody Ong
- Dr. Olivia Suppa
- Dr. Kevin Zuo
- Dr. Irfan Kherani
- Dr. Adriana Krawchenko-Shawarsky
- Dr. Ciaran Lane
- Dr. Bosco Law
- Dr. Aarun Leekha
- Dr. Caitlin Lees
- Dr. Alexandre Lefebvre
- Dr. Vivian Leung
- Dr. Nathalie Levasseur
- Dr. Meirui Li
- Dr. Gordon Locke
- Dr. Jacob Matusinec
- Dr. Zahra Merali
- Dr. Margaret Moores
- Dr. Matthew Nicholson
- Dr. Craig Olmstead
- Dr. Kristina Loreta Pabedinskas
- Dr. Ryan Pratt
- Dr. James Quinlan
- Dr. Sahaana Rangarajan
- Dr. Kyle Roherty
- Dr. William Silverstein
- Dr. Sarah Smith
- Dr. Megan Tesch
- Dr. Jane Thornton
- Dr. Shivani Upadhya
- Dr. Vishal Varshney
- Dr. Kimberly Williams
- Dr. Mike Wong
- Dr. Isabelle Jiamin Zheng
Executive Committee

Chaired by the RDoC President, the Executive Committee leads the Board in establishing priorities, setting agendas and carrying out important representational and/or official work of the organization between meetings.

Privacy

An increasingly wide range of personal information is collected about residents during their training. Much of this data is sensitive in nature, and it is critical that such personal information be appropriately stored and protected, and only shared with the appropriate consents in place. RDoC developed an infosheet, “Data Collection & Learner Privacy Principles,” to help inform partners and stakeholders, and to guide our advocacy with respect to the storage, collection, sharing, and protection of learner personal information.

CaRMS

RDoC recognizes that, as a consequence of the way in which Québec allocates its residency positions through the Canadian Resident Matching Service (CaRMS) match, residents from outside of Québec often face barriers when applying to Québec subspecialty positions. Residents from outside of Québec are eligible to apply for only a limited and fluctuating number of particular stream positions. We have brought these concerns to the Québec Ministry of Health and Social Services and postgraduate deans of Québec medical schools in order to stimulate dialogue and determine solutions.

National Licensure

The application process for medical licensure requires that physicians submit separate applications to each provincial/territorial medical regulatory authority. This poses a challenge to residents and staff physicians who strive to deliver care to patients easily and flexibly. As such, RDoC is advocating for national licensure, which would allow physicians to provide care across provinces and territories. We have developed a collaborative statement on national licensure that has received the formal endorsement of the Canadian Federation of Medical Students (CFMS), the College of Family Physicians of Canada (CFPC), the Royal College, the Canadian Medical Association (CMA), and the Society of Rural Physicians of Canada (SRPC). We look forward to building on this statement to incorporate our position on full national licensure in the near future, and working together to determine next steps.

Entry Routes

The Entry Routes Working Group, chaired collaboratively by RDoC and the Association of Faculties of Medicine of Canada (AFMC), strives to re-evaluate the training programs that medical students enter at the start of residency. Members include representatives from the CFMS, Fédération médicale étudiante du Québec (FMEQ), the CFPC, and the Royal College. Together, RDoC and AFMC completed an environmental scan consisting of key informant interviews and a literature review. The group is working to develop collaborative recommendations informed by the best available evidence.
Conferences & Events

Members of the Executive Committee presented at several national stakeholder events in the 2017-18 year:

- Canadian Conference on Medical Education (CCME)
- Canadian Federation of Medical Students (CFMS) Annual General Meeting
- International Conference on Residency Education (ICRE)
- Professional Association of Residents of Ontario (PARO) Annual General Meeting
- Students and Trainees Advocating for Resource Stewardship (STARS) Leadership Summit
- World Medical Association (WMA) Annual Meeting

“Being the Resident Doctors of Canada’s liaison to the Family Doctors Forum of Canada and a member of the Practice Committee has been so rewarding. I am more confident as a leader within my discipline and have built networks across the country that will be invaluable in my career. I have had the opportunity to serve my colleagues and advocate for crucial policy changes, such as portable locum licensure, improving the transition to practice, and addressing underemployment in certain specialties.”

— Dr. Ali Damji
PGY-1 Family Medicine, Toronto
Practice Committee Member & Liaison Representative for the Family Doctors of Canada Forum
The Practice Committee oversees the creation and realization of activities to support the delivery of patient-centered care and seamless transitions from training into practice. Key areas of interest include health human resources, career planning, entry disciplines, practice management, and social accountability.

Career Resources

RDoC conducted a review of external career planning resources and posted these to its website. We also updated the Career Resources web page with links to national and provincial medical associations, provincial recruitment sites, national specialty societies, and other medical job posting sites. Website users can now organize and filter resources according to the type of information they are interested in.

Practice Management

Residents experience a significant transition when they graduate from a supervised learning environment and move into independent practice. During this period, it is essential that they are supported with Practice Management education, which encompasses the non-clinical aspects of running a practice – such as legal, administrative, and financial concerns – before they make the transition. In 2016, RDoC released its *Principles for Practice Management Training* and several calls to action. We believe that Practice Management training must be delivered universally to all resident doctors via a curriculum that is consistent, comprehensive, and evidence-based. RDoC and the Canadian Medical Protective Association (CMPA) collaborated on the development of professional symposia on medico-legal topics for residents, and we look forward to continuing this collaboration in the coming year.

Resident Specialty Profiles

RDoC expanded the resident specialty profiles portfolio this year to specifically target groups not previously recruited, including: recent graduates who have transitioned to practice; residents with non-clinical interests (research, administration, management); residents from under-represented regions; and, residents who have published resident profiles in the past and who are now senior residents. We also renewed our focus on highlighting the experiences of subspecialty residents and those who have unique experiences in residency. Our goal is to provide learners with a breadth of understanding of the expectations and possibilities in residency and beyond.

Resident profiles are real-life stories of working residents in a wide-variety of disciplines, written in the words of the residents themselves. Each describes a resident’s typical day in the field and the collection is an invaluable resource to help medical school undergraduates make decisions about their career path and residents who are considering career paths in a variety of specialties.

First launched during Resident Awareness Week in Feb 2016, a total of 46 profiles have been released as of June 2018.
“Being an RDoC Liaison to the Royal College Health and Public Policy Committee (HPPC) has been an invaluable learning experience for me as a PGY-2 in Public Health and Preventive Medicine. My involvement has allowed me to build partnerships with other HPPC members and to advocate on behalf of residents on issues such as portable locum licensure, indigenous health, academic medicine, the opioid crisis, medical assistance in dying, and human resources for health.”

— Dr. Golden Gao
PGY-2 Public Health and Preventive Medicine, Queens Liaison Representative for the Royal College Health and Public Policy Committee & the Royal College Scopes of Practice Working Group

Conferences & Events
The Practice Committee presented at two national stakeholder events in the 2017-18 year:
- Canadian Conference on Medical Education (CCME)
- CMPA Resident Symposium

Contributions to Stakeholder Issues
The Practice Committee provided feedback on a range of stakeholder issues. These included:
- The CFPC Patient’s Medical Home
- The PGME Governance Council paper on Generalism Drivers and Backgrounder
- CMA’s Public Awareness Cannabis Campaign
- CMA’s Practice Management session – learning objectives
- CMA-Joule comparison grid for residents who are evaluating practice opportunities
Training Committee

The Training Committee oversees the creation and realization of contributions and advocacy on national curriculum development, accreditation, certification, licensure and examination policy, and resident matching.

Accreditation

From September 2017 to March 2018, the Training Committee undertook an in-depth, iterative review of the 80-question RDoC pre-accreditation questionnaire. The questionnaire was first developed and used in 1983 and has undergone several minor updates since that time. With the advent of competency-based medical education and new residency accreditation standards, it was an opportune time to complete an overhaul of the pre-accreditation questionnaire.

The questionnaire gathers quantitative and qualitative information on residents’ overall residency experience in a confidential manner prior to a full onsite accreditation survey. The results are shared with the resident surveyors on the Royal College and the CFPC survey teams to inform their review during the onsite process.

Beta-testing of the questionnaire took place with the RDoC Training Committee, Board of Directors, and staff of the PHOs between December and February 2018. The questionnaire was approved by the RDoC Board of Directors in March 2018 and will be implemented in advance of the Dalhousie University accreditation visit, which is scheduled for November 2018.

RDoC ensures the participation of residents as surveyors on accreditation survey teams. In 2017-18, residents served on all Royal College external review teams (Dalhousie University, McMaster University, University of British Columbia, University of Manitoba, University of Saskatchewan, University of Saskatchewan, University of Toronto, Western University), as well as the CFPC and Royal College full survey teams for the University of Alberta and Queen’s University. We continue to collaborate with the colleges on presentations to chief residents in preparation for the full survey accreditation visits. Presentations were held at Queen’s University in September 2017 and at Dalhousie University in April 2018.

Competency-Based Medical Education

RDoC continues to play a central role in advocating for its members in the roll-out of competency based medical education (CBME). Since before the release of RDoC’s 2016 position paper, Implementing a Competency Based Approach to Medical Education, we’ve been a part of discussions with medical education partners and the postgraduate deans on the shift towards CBME. Our goal is to continue to ensure that the CBME roll-out at Canadian faculties of medicine engages learners in a supportive and streamlined process.

To support our advocacy efforts, the RDoC Board of Directors identified CBME as a strategic priority for the organization and for our resident members in 2017. The Board undertook strategic discussions on CBME at the November 2017 and March 2018 Board meeting and identified several areas which RDoC could champion on behalf of its resident members. These include appropriate outcomes, equitable experiences, privacy protection, wellness and resident support, continuous learning, and information sharing. As the national resident association, it is incumbent upon RDoC to ensure that, for any innovation in curriculum design, resources and activities are in place to provide a smooth transition for learners.
In collaboration with the Royal College and the FMRQ, RDoC hosted a Competence by Design (CBD) Resident Summit in December 2017, bringing together resident representatives from all faculties of medicine to foster resident engagement with CBD. Key discussion points included shifting the assessment culture, change leadership, and local engagement. The Summit produced a collaborative consensus statement that will continue to help support our advocacy efforts in individual programs with medical leaders and partners.

To further inform our advocacy, RDoC completed the environmental scan of CBME implementation efforts. We continue to engage with our members at large through the development of a feedback page on the RDoC website for residents to tell us what they think is going well and what can be improved with CBME at their program/school. The committee looks forward to continuing the important work on this file in the coming year.

Opioid Education & Advocacy

RDoC published a new area of focus on its website: opioid research and advocacy. We also expanded the resident profile collection to feature residents who are championing positive work in response to the Canadian opioid crisis. The intent of these profiles is not only to celebrate the positive contributions resident doctors are making towards addressing the crisis, but also to serve as a resource to educate and inspire fellow learners. For this purpose, we posted an expression-of-interest form to the same web page.

Resident Teaching Skills in PGME

RDoC continues its work to develop best practices for resident teaching skills training in Canada. Our goal is to identify the content and skills training that should be included in a resident-as-teacher program, and to support successful implementation of these programs to equip residents with the skills needed to successfully execute their roles as teachers. Residents are provided with teaching opportunities in residency to develop their teaching, mentoring, and leadership skills and many programs offer teaching-skills programs for residents. However, these programs are varied in their content and delivery across institutions and programs. We will continue to support these efforts and advocate for consistency across programs.

Contributions to Stakeholder Issues

The Training Committee provided feedback on a range of stakeholder issues. These included:

- Royal College Overlap in Training Policy in Competence by Design
- CMA Guidelines for Smartphone Clinical Photo Taking and Sharing in Canada
- AFMC Resident Matching Committee Technical Subcommittee Report on Reducing the Number of Unmatched Canadian Medical Graduates
- CFPC Standards of Accreditation for Residency Programs in Family Medicine (Red Book)
- MCC Assessment Continuum for Canada White Paper
Wellness Committee

The Wellness Committee oversees RDoC activities to enrich the experience of medical education, inspire a redefined work environment for resident physicians, promote a culture of respect, and champion the good health of Canadian resident physicians’ minds, bodies, and spirits.

Accommodations & Accessibility

In the 2017-18 year, RDoC gathered input from all 13 PGME Deans about accommodations (policies, staffing, etc.) for residents with disabilities outside of Quebec. Information was gathered through an online questionnaire and will be shared with the PHOs as the basis for discussion on further opportunities for advocacy, including the development of an online resource for residents.

Fatigue Risk Management

In the area of resident fatigue risk management, we updated or completed previous enviroscans in these areas: nutrition availability and quality in teaching hospitals, standards for resident call rooms, and presenteeism (working while sick). We will share these enviroscans with the PHOs and will discuss further opportunities for advocacy in this area.

Optimizing a Positive Work Environment

RDoC advocates for a positive learning and working environment in PGME. In support of this, the Wellness Committee hosted a one-day steering committee meeting on May 26, 2018 to plan and implement a Positive Working Environment Summit in 2019. We invited the CEOs of 13 organizations to become members of the steering committee. Eight of the organizations accepted, including: Canadian Physiotherapy Association, Federation of Medical Women of Canada, Society of Rural Physicians of Canada, Canadian Association of Physician Assistants, Dieticians of Canada, Canadian Medical Association, Canadian Federation of Medical Students, and the Canadian Nurses Association.

Four of the five remaining organizations opted to participate in the Summit itself: Canadian Association of Occupational Therapists, Canadian Association of Social Workers, Canadian Pharmacists Association, and the Canadian Society of Respiratory Therapists.

The objectives of the meeting were to:

• Catalyze a national, multidisciplinary conversation that assesses the current state of working environments in the Canadian healthcare system and identifies the various challenges to positive work environments.
• Collectively identify potential areas of improvement in creating a more positive working environment.
• Establish a work plan to convene the multi-stakeholder Summit in the Spring of 2019.
• Use the Summit to generate a series of recommendations and calls to action.

The Wellness Committee looks forward to continuing to work with the steering committee to plan and participate in the Summit next year.
Online Resources
We continue to enhance RDoC’s online resources. In 2017-18, this included updates to information in the Having a Family During Residency section, and resources and policies outlined in the Optimizing a Positive Work Environment section.
We also created a new online resource focused on available Mental Health resources, organized by faculty and region.

Bell Let’s Talk Day
On January 31, 2018, RDoC took part Bell Let's Talk Day, a national social media campaign to promote mental health education, research, awareness, and to end social stigma. The overall campaign had more than 138 million interactions and raised almost seven million dollars. RDoC participated with a coordinated campaign through its primary social media channels, Twitter and Facebook.

Webinars
On March 8 and May 22, 2018, we held two online discussions on the topics of “Debriefing after Negative Outcomes” and “Having a Family During Residency.” Each webinar was facilitated by a member of the Wellness Committee and featured one or two panelists who answered questions on the topic. The webinars attracted more than 100 real-time participants and were recorded and posted to RDoC’s YouTube channel.
We plan to offer more online discussions on a variety of topics important to our members.

Conferences & Events
The Wellness Committee presented and participated in several national stakeholder events in the 2017-18 year:

- Canadian Conference on Medical Education (CCME)
- Canadian Conference on Physician Health (CCPH)
- CMA National Health Policy Conference
- Family Medicine Forum (FMF)

Contributions on Stakeholder Issues
We provided feedback on a range of stakeholder issues during the year. These included:

- CMA Public Awareness Cannabis Campaign
- CMA-Joule Practice Management session – learning objectives
- The PGME Governance Council paper on Accommodations in Residency Training and Assessments
- The University of Calgary Anti-racism resident project
5 to 1
For every 5 active physicians in Canada, there is 1 resident.

Fine Fellows
More than 2,500 residents further their training each year through fellowships.

Gender Mix
There are slightly more women than men in residency.

Just My Specialty
Residents train in one of over 80 specialties. Family Medicine, Psychiatry, Obstetrics/Gynecology, and Pediatrics have the largest number of trainees.

Home Sweet Home
75% of Canadian residents who completed their training in 2011 were practicing medicine in the same province five years later.
By the Numbers

Volunteers: ~120

Stakeholder committees: ~75

Meetings per year: 150+ in-person meetings and teleconferences, plus email discussions
The Resiliency Working Group oversees the development, implementation, and evaluation of the RDoC Resiliency Curriculum.

RDoC has developed a national Resiliency Curriculum for residents, with content support from the Mental Health Commission of Canada and the Department of National Defense. The Resiliency Curriculum is practical and skills-based, promoting the importance of fostering supportive and positive learning environments.

The components of the Resiliency Curriculum include:

**Resident Module**

The Resident Module is an interactive workshop tailored for residents and delivered peer-to-peer. Participants learn how to use the Mental Health Continuum, a reflective tool intended to help them identify early signs of distress and the relevant actions to take. The workshop also presents residents with the “Big Four” – a set of practical tools that provide concrete strategies for moderating stress arousal. In addition, participants are challenged to consider the role of stigma and other barriers to seeking care, and how they can support their fellow colleagues in medicine.

In the 2017-18 term, RDoC’s resiliency peer trainers delivered the workshop to over 250 residents from various programs across the country, bringing the total number of residents who have participated in the workshop to over 500.

**Leadership Module**

Supplementary to the Resident Module, the Leadership Module was developed in 2017. This session is for residents or faculty who wish to champion resident resiliency (such as chief residents, program directors, program administrators, wellness office staff and other faculty members). The Leadership Module is designed to help participants support and strengthen resident resiliency while addressing systemic barriers to care in PGME.

Members of the Resiliency Working Group presented the Leadership Module for the first time to audiences at the 2017 International Conference on Residency Education (ICRE) and the 2018 Canadian Conference on Medical Education (CCME).

**Train-the-Trainer**

The Train-the-Trainer program was developed to recruit new peer trainers who are passionate about advocating for resident resiliency at the local and national level. In February 2018, RDoC trained 12 additional residents (from an applicant pool of over 100) to help deliver the Resident Module and Leadership Module to their peers.
“Resident Doctors of Canada is a leader in the field of physician wellness. The Resiliency Curriculum and Leadership Module expanded significantly over the past year, and I am proud of the work we have accomplished to serve the resident community.”

— Dr. Katarina Nikel, PGY-3 Obstetrics/Gynecology, Saskatchewan

Funding Partnership
In 2017, RDoC received a funding grant from the Canadian Medical Association Foundation. The grant will be used to subsidize the costs of delivering resiliency workshops across the country, ensuring that the Resiliency Curriculum is accessible to all residents, no matter where they are completing their training.

Focus Groups
The Resiliency Working Group organized two focus groups with Canadian resident doctors to discuss the significance of physician wellness and the systemic barriers to seeking care during residency. RDoC is looking forward to further exploring the issue of resident wellness with our stakeholders.

Conferences & Events
The Resiliency Working Group presented at these national and international stakeholder events in the 2017-18 year:

- The Canadian Conference on Medical Education (CCME)
- The Canadian Conference on Physician Health (CCPH)
- The International Conference on Residency Education (ICRE)
RDoC Awards 2017-18

The RDoC Awards Program honours individuals who have contributed to improving the lives of resident doctors in Canada. The Wellness and Medical Education Awards each recognize outstanding resident and staff physicians in these areas. The Service to Resident Doctors Award highlights the important role played by non-physician staff in the post-graduate medical training environment.

RDoC received 32 nominations for the 2017 Awards. For the third year in a row, the number of nominations in the resident categories surpassed those in the staff categories. Those nominees who did not receive an RDoC Award were acknowledged by the RDoC President and Executive Director on behalf of residents across Canada, and were encouraged to continue their valuable work.

The awards presentation reception took place on April 29, 2018 at the Halifax Conference Centre in conjunction with the Canadian Conference on Medical Education. About 50 individuals attended, representing a cross-section of residents, medical students, PGME deans, medical educators, administrators, and representatives from RDoC’s stakeholders.

2017 Award Recipients

RDoC Puddester Award for Resident Wellness
Honours individuals who have contributed to improving resident wellness in Canada.

Dr. Ahmed Taher
PGY-4 Emergency Medicine, University of Toronto

Dr. Mary-Beth Bissell
PGY-4 Radiology, Memorial University of Newfoundland

Dr. Eric Bartlett
Program Director, Diagnostic Radiology Program, University of Toronto

RDoC Mikhael Award for Medical Education
Honours individuals who have contributed meaningfully to improving undergraduate and postgraduate medical education in Canada.

Dr. Mary-Beth Bissell
PGY-4 Radiology, Memorial University of Newfoundland

Dr. Michael Froeschl
Program Director, Cardiology Residency Training Program, University of Ottawa Heart Institute

RDoC Ross Award for Service to Resident Doctors
Honours an individual who has contributed to the enrichment of resident life in Canada.

Ms. Jennifer Collins
Academic Program Administrator, Department of Radiology, Memorial University of Newfoundland
## Financial Statement

### April 1, 2017 – March 31, 2018

<table>
<thead>
<tr>
<th>REVENUES</th>
<th>Amount</th>
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<tr>
<td>Member Dues</td>
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<tr>
<td>Other Revenue</td>
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<table>
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<tr>
<th>EXPENSES</th>
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<td>Committees (Practice, Training, Wellness)</td>
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<td>Resiliency Project</td>
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<tr>
<td>Memberships &amp; Sponsorships</td>
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### NET INCOME (EXPENDITURE)  

$ (29,882)