



## 2021 Annual General Meeting Minutes

June 13, 2021 | Zoom Call

### Present

#### Members

Dr. Alana Fleet

Dr. Amit Persad

Dr. Amro Qaddoura

Dr. Carl Ulysse White

Dr. Daphne Lu

Dr. Deborah Brace

Dr. Dominic Mudiayi

Dr. Elyssia Adamo

Dr. Emily Stewart (Past President)

Dr. Esther Kim (President)

Dr. Franco Rizzuti

Dr. Joshua Aquin

Dr. Jimmy Yimeng Guo

Dr. Justin Cottrell

Dr. Karan Vats

Dr. Katie Lines

Dr. Lauren Bilinsky

Dr. Mathieu Bourrier

Dr. Mike MacGillivray

Dr. Nicholas Monfries

Dr. Nicole Cousins

Dr. Nicole Jedrzejko

Dr. Ramona Neferu

Dr. Ryan Giroux

Dr. Sanampreet Gurm

Dr. Sarah Silverberg

Dr. Seyara Shwetz

Dr. Stephanie Fong

Dr. Stephanie Smith

Dr. Samantha Woodrow Mullett

Dr. Shane Arsenault

Dr. Tal Milman

Dr. Tehmina Ahmad

#### Provincial Housestaff Organization (PHO) Staff

Christina Schweitzer (RDBC)

Rob Key (PARA)

Kristin Johnson (RDoS)

Jessica Burleson (PARIM)

Rhonda Trowell (PARO)

Sandi Carew (MarDocs)

Patricia Penton (PARNL)

#### RDoC Staff

Beth Sneyd, Governance & Volunteers Manager

Jasmin Yee, Wellness & Resiliency Manager

Leslie Cuthbertson, Executive Director

Dr. Robert Conn, Interim Executive Director

Rani Mungroo, Policy Manager

Samantha Claggett, Committee Support Officer

and Liaison Coordinator

## **Contracted Election Officers**

Ben Ladouceur  
Todd Coopee  
Vincent Tremblay

## **Regrets**

Dr. Courtney Gullickson  
Dr. Egiroh Omene

The Annual General Meeting of Resident Doctors of Canada (RDoC) was called to order by RDoC President Dr. Esther Kim.

## Adoption of the Agenda

***Motion** to adopt the June 13, 2020 AGM agenda.*

*Moved by Dr. Sarah Silverberg, seconded by Dr. Joshua Aquin. **Carried.***

## Approval of Minutes

***Motion** to approve the November 2020 AGM minutes.*

*Moved by Dr. Tehmina Ahmad, seconded by Dr. Stephanie Smith. **Carried.***

## President's Report | Dr. Esther Kim

Dr. Kim introduced RDoC's new Executive Director, Leslie Cuthbertson, and expressed excitement for the wealth of experience she will bring to RDoC. Dr. Kim reviewed the makeup of the RDoC Executive Committee and 2020-21 Board of Directors. She continued by reviewing the key highlights of RDoC's accomplishments for the year:

- **Anthology Launch**

RDoC began the year by publishing the first anthology of stories about Canadian residents' experiences in medical training. *Inside The Lives of Canada's Resident Doctors* features memoirs, essays, fiction, poems, photographs, and visual art by thirty-six residents across Canada, who drew from their personal experiences in medical education. On August 12, 2020, RDoC launched the book with a virtual reading and Q&A with contributors.

- **National Resident Survey**

RDoC ran two national surveys in 2020-2021. The November 2020 survey covered a wide range of topics including diversity in PGME, bullying to residents, mental health, transfers, and physician mobility. The survey response rate was 12%, and participants came from all faculties of medicine and a variety of specialties. The summary of findings for this survey is available on the RDoC website.

The second survey ran in April and early May, focusing on CBME, evaluation, and assessment. RDoC has received the preliminary report showing an overall response rate of 10.8%. A summary of findings for the April survey will be made available in the coming months.

RDoC wishes to extend gratitude to the PHO partners for their work in distributing and promoting the survey, and RDoC members who took the time to participate.

- **Physician Wellness+ Funding**

RDoC was granted funding from the Canadian Medical Association (CMA) in partnership with Scotiabank and MD Financial. RDoC has now received the first of four annual installments of

\$100,000 to enhance wellness programming and resources for residents. RDoC is grateful to its board members and PHO partners for sharing insights on how these funds can be best utilised for RDoC's membership and is grateful to the Wellness Team for building the foundation for a comprehensive wellness strategy.

- **RDoC Awards**

COVID-19 meant the delay and rethinking of the 2019 Awards reception. In November 2020, Drs. Stewart and Kim hosted the first ever virtual RDoC Awards reception over Zoom. The Awards Reception hosted over 40 participants, including board members and stakeholder representatives. This same model was utilised in May 2021 to host the 2020 Awards reception. This 2020 Awards Reception hosted over 60 attendees, again coming from a wide range of backgrounds, and – for the first time – all three Award namesakes.

Dr. Kim highlighted the recipients for the following RDoC Awards:

**RDoC Puddester Award for Resident Wellness:**

- Dr. Erene Stergiopoulos, University of Toronto (*resident category*)
- Dr. Sarah Manos, Dalhousie University (*staff category*)

**RDoC Mikhael Award for Medical Education:**

- Dr. Malika Ladha, University of Calgary (*resident category*)
- Dr. Terri Aldred, University of British Columbia (*staff category*)

**RDoC Ross Award for Service to Residents:**

- Ms. Jordan Sinnett, Queen's University

- **Resident Doctors Awareness Week**

Resident Doctors Awareness Week 2021 took place from February 8-12, during which we celebrated the vital work of Canada's resident physicians. This year, RDoC released *Message to my Future Self*, a video that debuted at the November 2020 Board Meeting. This video is filled with short vignettes sharing words of encouragement for residents providing critical front-line work during the pandemic. RDoC is grateful to all who joined in the celebrations and our PHO partners who also conducted their own fantastic campaigns throughout the awareness week.

- **Resident and New-in-Practice Profiles**

RDoC's Resident and New-in-Practice physician profiles remain a popular and routinely viewed resource on the RDoC website. To date, RDoC has almost 80 profiles covering over 40 different programs and specialties. In continued efforts for the profiles to remain relevant to the lives of residents today, RDoC has expanded the profile template to include optional questions for residents and new-in-practice physicians to highlight the impact COVID-19 has had on their training or daily

life. RDoC has had extensive interest from RDoC Volunteers in submitting a profile and are excited to say the first COVID-19 expanded profiles will feature members of the 2020-21 Board.

- **Resiliency Curriculum**

This year, RDoC trained 14 new resiliency peer trainers to deliver the resiliency curriculum workshops to residents across Canada. After pivoting from in-person workshops to virtual, RDoC was able to maintain a full schedule during the rest of 2020, with 25 workshops delivered between July 1 and December 31 and a total of 39 for the academic term.

- **COVID-19**

Over this year, RDoC collaborated on three calls to action in national partnership with the Canadian Medical Forum, a forum composed of the CEOs and Presidents of all of Canada's major national medical organizations; and our provincial partners – emphasizing the importance and value of strength in numbers.

- The first of this was on PPE. There was a lack of consistent guidelines being used by various hospitals throughout the country to manage their supply of personal protective equipment.
  - The joint call for action asked provincial, territorial, and federal governments to immediately develop guidelines to support best practices in PPE use by healthcare providers.
- As the pandemic continued, some jurisdictions implemented pandemic pay for essential frontline workers. Despite the role residents play in delivering healthcare to Canadians, resident doctors were not included in the definition of essential frontline workers in some regions.
  - RDoC collaborated on a call to action to provincial and territorial governments and ministries of health, asking them to make resident doctors eligible for pandemic pay at the frontlines of COVID-19, and in any future initiatives aimed at supporting essential frontline workers.
- The third Call to Action centered on vaccines.
  - RDoC supported Canada's COVID-19 immunization program, endorsing vaccination for all eligible individuals, including physicians and other health care workers, patients, and the public at large.
- In addition to national partnerships, we continued to work closely with our provincial partners. As the second wave took hold, RDoC worked closely with the PHOs, not only regarding PPE but also to develop and share redeployment policies that ensure that educational needs were met.

- **Exam Advocacy**

During the pandemic, RDoC has held fast to three guiding principles related to examinations: The safety of the candidate is paramount, no one's ability to enter practice should be impeded due to the pandemic, and every attempt be made to ensure that exams not be postponed, pending the first two principles could be met.

RDoC maintained regular contact with CFPC and Royal College leadership during the Fall 2020 and Spring 2021 certification exams.

o **Royal College Exam Advocacy**

RDoC advocated that the Royal College spring exam schedule be released as early as possible. The Royal College did this and implemented other protocols, including spreading out the dates of the exams over a longer period to ensure social distancing.

RDoC had numerous discussions with senior Royal College officials to ensure that they had a good understanding of:

- The increasing service demands on residents during the third wave.
- The sustained emotional toll of having worked on the front line battling the pandemic over the past year.
- The perceived unfairness of cancelling last year's orals and this year's core internal medicine orals.
- Safety concerns with conducting exams in hotels.
- The moral challenges of increasing colleagues' workloads by pre-exam quarantining.

RDoC partnered with PHO partners, many of whom worked to ensure that their PG Deans were supportive of cancelling the orals. RDoC continues to work to ensure that residents are not penalized if they choose not to sit the orals and will continue to advocate on all our members' behalf.

o **CFPC Exam Advocacy**

RDoC has maintained regular contact with the College of Family Physicians of Canada (CFPC) regarding the CCFP exams. RDoC is aware of candidates' frustrations experienced by those who encountered technical issues in the Fall and RDoC reached out to CFPC leadership.

RDoC was pleased to see their open letter of apology in October and the measures the CFPC confirmed would be taken to provide direct support to the affected individuals.

RDoC is grateful for the CFPC and Royal College working collaboratively to find solutions to resident related issues.

o **MCC Exam Advocacy**

Throughout the year, RDoC worked to advocate on behalf of our members on advocacy with respect to the MCC examinations. RDoC expressed concerns when the MCC announced that they were pushing forward with the

MCCQEII examinations in the fall, as every public health forecast had warned that Canada would be experiencing a second wave of the pandemic in October. The MCC reassured us that they were taking resident safety seriously and informed us that they had in place appropriate contingency plans. The subsequent cancellation of the fall exams compelled RDoC to question this exam's utility.

Following the cancellation of the fall exam, 13 provincial and territorial regulatory authorities agreed to extend the “COVID-19” provisional licenses for the 2020 cohort and confirmed that anyone in the 2021 graduate cohort who was unable to take the MCCQEII exam, either because it was not offered or because it was over-subscribed, would also be provided with a “COVID-19” provisional license.

The virtual spring MCCQEII exams were fraught with significant technical difficulties, and candidates found themselves in the frustrating position of having their exam cancelled mid-stream, or told they had failed to complete the exam. Follow up communications were unsatisfactory or non-existent. The stress brought on to residents through no fault of their own was immense and intense. RDoC mounted a campaign to have the exams cancelled, to refund affected candidates, and to ensure that candidates affected would be able to obtain their LMCC. RDoC worked with the PG Deans in a campaign to contact each of the medical regulatory authorities (MRA’s) across Canada and the Federation of Medical Regulatory Authorities of Canada (FMRAC) to find an alternate means to assess a candidate’s ability to obtain an independent license without requiring the MCCQEII.

The MCC Governing Council then passed a resolution responding to and accepting RDoC’s requests. The result was the immediate suspension of the delivery of the MCCQEII exams, a commitment to refund registered candidates, and an apology to residents for the impacts on them for MCC’s failure to successfully administer the exams. and committing to issue an apology and full refund to all registered candidates.

RDoC’s advocacy continued beyond the announcement of the suspension, continuing to build support leading to the announcement on June 10, 2021 that the MCCQEII exam was abolished.

RDoC is incredibly grateful to last year’s board of directors for the willingness to be facilitated by experts to uncover the core elements that became the strategies deployed over the past twelve months. Many thanks to all of those who devoted so much time, energy, and skill in making this a reality.

#### **Team Updates:**

- **Accreditation Team:** The Accreditation team worked on developing accreditation resources and the implementation of an accreditation workshop for NOSM residents. The team created a 5-part FAQ series for residents in programs who will be undergoing a regular accreditation review. This series will be an essential resource to support resident engagement and education in the important process of program quality improvement. The FAQs are in the document library section on RDoC’s accreditation webpage, and they will be included in communications sent to residents by the PHOs, prior to a full accreditation review.

The NOSM Accreditation Workshop was successfully held virtually in June 2021 with 90 residents participating. The presentation was delivered by RDoC's accreditation team members in collaboration with representatives from the CFPC and Royal College. RDoC is grateful for the NOSM associate dean, PARO's NOSM Site Chair, the Royal College and CFPC for their help and involvement in this initiative.

- **Debriefing Team:** Last year's wellness team identified debriefing after negative outcomes as a key issue to explore. RDoC developed a team to share their expertise and insights on the practice of debriefing during residency.

RDoC heard that many residents do not feel they have the resources and support needed following a traumatic or otherwise stressful event, leading to feelings of anxiety, shame, and isolation. The debriefing team discussed some ways in which RDoC can advocate for or provide these important supports where they are needed.

- **Virtual Care, EDI, CBD, Resiliency, and Wellness Teams:** The virtual care team, equity, diversity & inclusion team, resiliency team, wellness team and the competence-by-design team were facilitated through clarification exercises by Anne Sutherland this year.

Team members contributed their expert opinions on success for RDoC in these areas, and what outcomes we seek to accomplish and key steps to achieve that success. The PHO's were consulted to gather information about the work they have been conducting in these areas of focus. In doing so, RDoC can assess how to best work collaboratively to advance these issues nationally, undertake work complementing the PHOs', and avoid any duplication.

#### **Volunteer Recruitment:**

RDoC launched multiple calls for volunteers throughout the second half of 2020 with the help from provincial partners. These calls were for numerous roles, including liaison representatives, resident surveyors, and project team members. RDoC has seen positive results from this new volunteer recruitment strategy of more targeted and specific requests as they come up over the year, which helps RDoC engage the right residents at the right times. Dr. Kim expressed sincere gratitude to all hardworking volunteers who committed their time and energy this year to drive all of this wonderful work forward.

## **Announcement of Outstanding Volunteers of the Year | Dr. Emily Stewart**

Dr. Stewart announced RDoC's Outstanding Volunteers of the Year Awards, recognizing those who have provided extensive contribution to RDoC during their volunteer term:

- Dr. Ramona Neferu, McMaster University
- Dr. Alexandra Manning, Dalhousie University



## Election of the Slate of the 2021-2022 Board of Directors by Membership Class |

### Dr. Esther Kim

Members from the seven regions elect the respective Board members representing their region.

Presidents/designates elect the board members representing their membership class.

The following board members were elected to their respective regional member classes:

**British Columbia:** Drs. Sarah Silverberg & Christina Schweitzer

**Alberta:** Drs. Jimmy Yimeng Guo & Seyara Shwetz

**Saskatchewan:** Dr. Amit Persad

**Manitoba:** Dr. Matthieu Bourrier

**Ontario:** Drs. Tehmina Ahmad, Deborah Brace, & Tal Milman

**Maritime Provinces:** Dr. Katie Lines

**Newfoundland & Labrador:** Dr. Shane Arsenault

The following board members were elected to the presidents member class:

Dr. Daphne Lu

Dr. Lauren Bilinsky

Dr. Karan Vats

Dr. Joshua Aquin

Dr. Carl White Ulysse

Dr. Courtney Gullickson

Dr. Sanampreet Gurm

These Board Members join the following:

**Appointed:** Dr. Yipeng Ge and Dr. Michael MacGillivray

**Past-President:** Dr. Esther Kim

All RDoC board members were welcomed to the 2021-2022 board of directors.

## Adjournment

**Motion** to adjourn RDoC Annual General Meeting to a date prior to December 12, 2021:

Moved by Dr. Elyssia Adamo, seconded by Dr. Michael MacGillivray. **Carried.**