CPSO'S Commitment to Anti-Indigenous Racism

CPSO

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https://locallove.ca/issues/land-acknowledgements-uncovering-an-oral-history-oftkaronto/#.YJGkWflKiUk



What We Do

The College of Physicians and Surgeons of Ontario (CPSO) regulates the practice of medicine in Ontario. Physicians are required to be members to practice medicine in Ontario. The role of the CPSO and its authority and powers are set out in the Regula*ted Health Professions Act* (RHPA), the *Health Professions Procedural Code* under the RHPA and the *Medicine Act*.

Mission

Serving the people of Ontario through effective regulation of medical doctors.



Most complaints of racism not meaningfully addressed

"Current education and training programs are inadequate to address Indigenousspecific racism in health care."

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"Complaints processes in the health care system do not work well for Indigenous peoples." "Requirements for cultural safety and humility and addressing of Indigenousspecific racism are not adequately embedded

throughout policy and standards."

"Where the complaint is founded on allegations of racial/cultural bias, the Committee has an obligation to assess a member's conduct and actions through that lens and to obtain such further information as may be necessary to assist it in understanding how cultural/racial bias may affect a physician's conduct and actions, whether conscious or unconscious...

if it considers it necessary, to obtain expert advice to assist it in understanding how cultural/racial bias may affect a physician's conduct and actions..."



CPSO's EDI Focus Areas



Implicit Bias



2022

Anti-Black Racism



2SLGBTQIA+ Health



2023

Ableism



Unhoused







The creation of an <u>evidence-based library of</u> <u>anti-discrimination resources and literature</u> for investigators and ICRC members;

Referring subject physicians to <u>EDI resources on</u> <u>our website</u>, and where appropriate, additional, and specific resources and/or specific education.



Having the College's <u>EDI Lead be available to</u> <u>assist staff</u> in identifying relevant resources during investigations.

Investigations and Complaints

Alternative Dispute Resolution (ADR)



Patient and Public Help Centre Language Line



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Policy Stakeholder Summits

Policy Work

Complementary and Alternative Medicine

COMPLEMENTARY AND ALTERNATIVE MEDICINE

Approved by Council: November 1997 Reviewed and Updated: February 2004, November 2011, September 2021

Companion Resource: Advice to the Profession

Policies of the College of Physicians and Surgeons of Ontario (the "College") set out expectations for the professional conduct of physicians practising in Ontario. Together with the Practice Guide and relevant legislation and case law, they will be used by the College and its Committees when considering physician practice or conduct.

Within policies, the terms 'must' and 'advised' are used to articulate the College's expectations. When 'advised' is used, it indicates that physicians can use reasonable discretion when applying this expectation to practice.

Additional information, general advice, and/or best practices can be found in companion resources, such as Advice to the Profession documents.

Definitions

Conventional Medicine: refers to therapeutic concepts, diagnoses, treatments, practices, and products that are considered mainstream medicine. This type of medicine is commonly provided in hospitals and speciality or primary care practices and taught in medical schools.

Complementary and Alternative Medicine: refers to a broad and diverse range of therapeutic concepts, diagnoses, treatments, practices, and products that are not commonly accepted as part of conventional medicine.¹

For the purposes of this policy, it also includes:

conventional treatments, practices, and products being used in non-conventional ways, and
 new or emerging treatments, practices, and products that are based on conventional medical understanding and scientific reasoning.²

Integrative medicine: a commonly used term within the complementary and alternative medicine environment, referring to an approach to patient

care that integrates conventional and complementary medicine.
Professional affiliation: For the purposes of this policy a professional affiliation is where a physician associates themselves with a clinic, treatment

product, or device. For example, where a physician invests in or owns a clinic, sells a product in their practice, or speaks publicly in support of a treatment or device.

Policy

The aim of this policy is to support and regulate the safe and appropriate provision of complementary and alternative medicine, not to prohibit or prevent its use.

The Medicine Act, 1991 provides that physicians shall not be found guilty of professional misconduct or incompetence solely on the basis that they practice 'a threapy that is non-haditional or that departs from the prevailing medical practice unless there is evidence that proves that the threapy poses a greater risk to a patient's healt than the traditional or prevailing practice'.

1. As in all other areas of clinical practice, physicians who provide complementary or alternative medicine must practice:

a. in their patient's best interests;
 b. in a manner that is in keeping with their professional, ethical, and legal obligations;
 c. in a manner that is informed by evidence² and scientific reasoning; and

d. within their conventional scope of practice and the limits of their knowledge, skill, and judgment.4



Nishnawbe Aski Nation





Human Rights In the Provision of Health Services Draft Policy



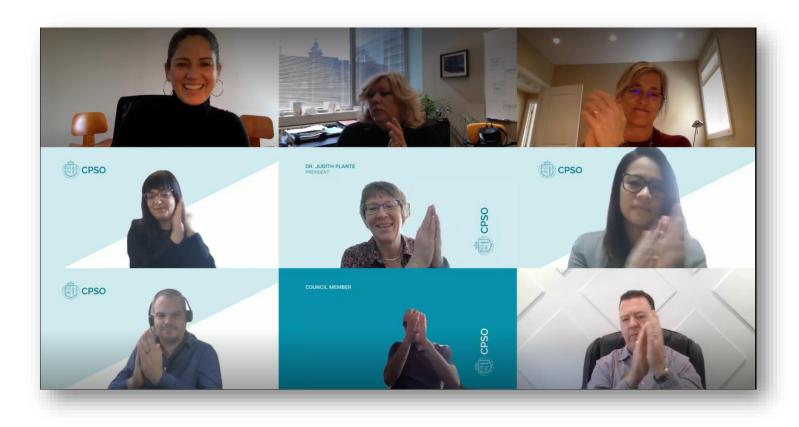






Cultural Humility Cultural Safety Anti-Racism

Anti-Oppression





Speaker DR. LISA RICHARDSON

Presented on Anti-Indigenous Racism

Council/Commitee Education

ICRC EDI Education

Excellent topics, presentations and cases. Very relevant for what we do. Having legal in the discussion groups was very helpful.

Interactive, very practical cases and discussions;

Very important and timely topics;

Excellent topics. Good discussion in breakout groups.

Staff Education

Elders Priscilla and Leo McGilvery

Drs Makokis and Langley

CPSA's approach to managing complaints from Indigenous patients



Brilliant education session by Dr. @DrMakokis, Dr. Jean Langley, and Elders Priscilla and Leo McGilvery, who spoke to our Investigations & Resolutions staff about building a culturally safe complaints process for Indigenous patients. #CPSOEDI #ONHealth



CPSO

Building a Culturally Safe Complaints Process for Indigenous Patients



Staff Education

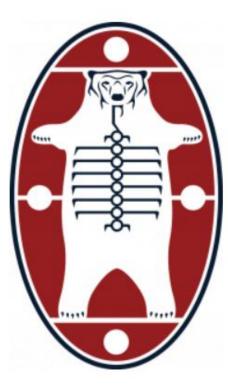


SAN'YAS ANTI-RACISM INDIGENOUS CULTURAL SAFETY TRAINING PROGRAM

"The training was an incredibly powerful resource which promoted both learning and un-learning on Indigenous culture. It has increased my self awareness and I will continue to evaluate how this learning can be employed in our engagement with and service to Indigenous people."



Stakeholder Collaboration





Framework on Wise Practices and Medical Regulation – Towards an equitable and safe experience for Indigenous People

Humility Relationship Reconciliation Respect Recognition Reciprocity Self-determination Non-appropriation



Federation of Medical Regulatory Authorities of Canada 0

Fédération des ordres des médecins du Canada