

**Allyship in Practice:
Recognizing Privilege and Leveraging It for Equity**

Date: **May 25th 2026**

Time: **11:00 AM-1:00 PM**

Location: **HSA 022**

Overall Learning Objectives:

By the end of this program, participants will be able to:

1. Describe key concepts related to privilege, power, and allyship within healthcare and academic medicine.
2. Examine the ways in which unrecognized privilege may shape clinical care, teaching practices, leadership decisions, and institutional culture.
3. Analyze the distinction between intent and impact in allyship-related actions and professional interactions.
4. Implement concrete allyship strategies that promote equity, accountability, and inclusion in clinical, educational, and leadership roles.

11:00 - 11:05	Opening Remarks & Speaker Name
11:05 – 11:25	<p align="center">Activity: Privilege Mapping Exercise</p> <p align="center"><i>By the end of this session, participants will be able to:</i></p> <ol style="list-style-type: none"> 1. <i>Identify visible and invisible forms of privilege that may influence experiences within medical training, clinical practice, and academic medicine.</i> 2. <i>Reflect on how personal and structural privilege can shape opportunities, interactions, and professional trajectories in healthcare environments.</i> 3. <i>Analyze how privilege and power dynamics may influence team dynamics, mentorship, and access to resources within clinical and academic settings.</i> 4. <i>Recognize how awareness of privilege can inform more intentional and responsible allyship behaviors.</i>
11:25 – 11:45	Facilitated Debrief and Group Reflection
11:45 – 12:00	<p align="center">Activity: Allyship in Practice - Decision Points</p> <p align="center"><i>By the end of this session, participants will be able to:</i></p> <ol style="list-style-type: none"> 1. <i>Identify moments within clinical, educational, or leadership scenarios where privilege, power dynamics, or bias may influence interactions and outcomes.</i> 2. <i>Analyze how the distinction between intent and impact may shape responses to inequitable situations in healthcare and academic environments.</i>

	<ol style="list-style-type: none"> 3. <i>Discuss potential allyship responses that support equity while maintaining professional relationships and psychological safety.</i> 4. <i>Recognize practical opportunities for leveraging influence or privilege to support colleagues, learners, and patients.</i>
12:00 – 12:20	Facilitated Debrief and Group Reflection
12:20 – 12:40	<p>From Awareness to Action: Practical Strategies for Allyship in Healthcare and Academic Medicine</p> <p><i>By the end of this session, participants will be able to:</i></p> <ol style="list-style-type: none"> 1. <i>Describe practical approaches for practicing allyship in clinical, educational, and leadership environments.</i> 2. <i>Recognize strategies for responding constructively to moments of bias, exclusion, or inequity in professional settings.</i> 3. <i>Identify ways to leverage personal influence, privilege, or institutional roles to support colleagues, learners, and patients from equity-seeking groups.</i> 4. <i>Develop an intentional approach to allyship that integrates reflection, accountability, and ongoing learning in professional practice.</i>
12:40 – 13:00	Small Group Discussion
13:00 – 13:05	Closing Remarks & Completion of Evaluations

25% of this program is dedicated to participant interaction.

CFPC (Mainpro+ Certified Activity)

This activity meets the certification criteria of the College of Family Physicians of Canada and has been certified by Continuing Professional Development, Schulich School of Medicine & Dentistry, Western University for up to 2 Mainpro+® Certified Activity credits.

For RCPSC (MOC Section 1)

This event is an Accredited Group Learning Activity (Section 1) as defined by the Maintenance of Certification Program of the Royal College of Physicians and Surgeons of Canada, and approved by Continuing Professional Development, Schulich School of Medicine & Dentistry, Western University. You may claim a maximum of 2 hours (credits are automatically calculated).

Non-Financial Sponsorship Statement

This program has received no financial support.