

Why Does EDI Matter in Health Professions Education? An Introduction for Educators

May 7, 2026, 12:00pm – 1:30pm

Location: Zoom

Overall Learning Objectives:

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

1. Describe why equity, diversity, inclusion, and anti-oppression are foundational to high-quality teaching, learning, and patient care in medical education.
2. Examine how individual positionality, power, and implicit bias shape interactions, assessment, and the learning environment, and recognize how microaggressions and mistreatment manifest within clinical settings.
3. Apply practical strategies to foster psychological safety and respond constructively to microaggressions and learner mistreatment using equity-focused and anti-oppressive approaches.

12:00 – 12:05	Welcome, Land Acknowledgement, Ground Rules & Positionality – Justin Lam
12:05 – 12:12	Opening Reflection: Breakout Room Check-In – Justin Lam (Facilitator) <i>Participants will discuss a teaching moment that felt unresolved in their clinical learning environment to prime engagement with core content.</i>
12:12 – 12:50	Didactic: Why EDI Matters, Evidence for Diversity, Microaggressions, Aversive & Systemic Discrimination, Impact on Learners – Justin Lam
12:50 – 12:53	Interactive Chat Activity: “When Have You Seen Silence Function as a Message?” – Justin Lam (Facilitator) <i>Participants will reflect on their experiences with silence and non-intervention in clinical learning environments using a simultaneous chat response format.</i>
12:53 – 1:00	Didactic: Responding in the Moment, What Not to Do, Barriers to Practice Change – Justin Lam
1:00 – 1:15	Small Group Scenario Discussion: Applying Response Frameworks to Clinical Cases (Breakout Rooms) – Justin Lam (Facilitator)
1:15 – 1:22	Plenary Debrief, Reporting & Institutional Responsibilities – Justin Lam <i>Key themes from breakout discussions will be synthesized and connected to institutional accountability structures and reporting pathways.</i>
1:22 – 1:30	Commitment to Practice: Individual Reflection & Chat Share – Justin Lam (Facilitator)
1:30	Completion of Evaluations & Closing Remarks – Justin Lam

25% of this program is dedicated to participant interaction.
This program has received no financial support.

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 1.5 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 1.5 hours (credits are automatically calculated).