

## An Intersectional Approach to Inclusion in Medical Education and Practice

Date: November 19, 2026

Time: 1:30 - 3:00 PM

Location: TBD

### Overall Learning Objectives:

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

1. Examine their own orientation toward inclusive practices through critical self-reflection.
2. Critically examine how multiple systems of oppression overlap, impacting experiences of both health education and health care practice.
3. Compare how different single-axis inclusion frameworks approach the problem of exclusion.
4. Identify the impact of single-axis framings of oppression on creating more inclusive learning or health care environments.
5. Assess how a multi-lensed approach to anti-oppressive practice may increase experiences of inclusion and belonging in educational and health care spaces.

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| <b>1:30 – 1:35</b> | <b>Welcome, Access Statement, Invitation to Engage</b>                                                                                                                                                                                                                                                                                                         |
| <b>1:35 – 1:45</b> | <b>Opening Reflection:</b> Was there a defining moment in your own experiences as an educator, health care practitioner, learner, or person in the world that has shaped your commitment to inclusive practices or your awareness of inequitable systems?                                                                                                      |
| <b>1:45-1:55</b>   | <b>Storytelling:</b> Presenters will share their own situated knowledge by sharing: <ul style="list-style-type: none"> <li>- How do we come to this work?</li> <li>- What experiences/identities/values shape our approach to inclusive and just educational design?</li> <li>- Where do we have gaps in our knowledge and how do we navigate them?</li> </ul> |
| <b>1:55 – 2:00</b> | <b>Reflective Writing:</b> How do your own identities, lived experience, and situated knowledge shape your understanding of and approach to inclusive practice? How do you know what you know about inclusion/ inclusive practices? What gaps might exist in your knowledge of systemic and interpersonal exclusion?                                           |
| <b>2:00 – 2:25</b> | <b>Interactive Lecture:</b> Defining key terms. Brief introduction to anti-oppressive frameworks and limitations. Detailed discussion of Intersectionality and overlapping systems of oppression and how this framing translates to practice.                                                                                                                  |
| <b>2:25 – 2:45</b> | <b>Collective Brainstorming &amp; Table Discussions:</b> Identifying key characteristics for taking an intersectional approach to inclusion and the potential barriers that practitioners might experience. (generate a shared resource/ artefact)                                                                                                             |
| <b>2:45 – 2:50</b> | <b>Individual Reflection:</b> Intention setting.                                                                                                                                                                                                                                                                                                               |
| <b>2:50-2:55</b>   | <b>Completion of Evaluations</b>                                                                                                                                                                                                                                                                                                                               |
| <b>2:55 – 3:00</b> | <b>Closing Remarks</b>                                                                                                                                                                                                                                                                                                                                         |

25% of this program is dedicated to participant interaction.

**Non-Financial Sponsorship Statement**

This program has received no financial support.