

SCHULICH FACULTY DEVELOPMENT

# EDID WORKSHOP SERIES

## ALLYSHIP IN PRACTICE: RECOGNIZING PRIVILEGE AND LEVERAGING IT FOR EQUITY

Workshop facilitated by: Aldo Espinosa, MD, MPE (he/him)



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**DATE: MAY 25, 2026**

**TIME: 11:00 AM – 1:00 PM**

**LOCATION: TBD**

### DESCRIPTION:

This interactive workshop invites participants to examine allyship through the lens of privilege, power, and responsibility in academic medicine and healthcare. Rather than centring on intent, the session emphasizes the impact of actions and how unexamined privilege shapes decision-making, professional interactions, and institutional culture. Participants will engage in guided reflective activities and applied scenarios that help identify visible and invisible forms of privilege and explore how privilege operates in clinical, educational, and leadership settings. They will consider how it can be intentionally and ethically leveraged to support equity-seeking individuals and communities, drawing on narrative humility, lived experience, and informed dialogue. The session focuses on allyship as an ongoing, accountable practice, highlighting strategies such as speaking up in moments of harm, redistributing opportunities, and recognizing when to step forward or step back. Participants will explore how these practices can be integrated into daily professional roles. The workshop prioritizes psychological safety and honest dialogue, offering practical approaches for more inclusive and equitable environments in teaching, leadership, and clinical care. It is suitable for faculty at all career stages seeking a more intentional and sustainable approach to allyship.

### ABOUT THE SPEAKER:

**Aldo Espinosa** (he/him) is an anesthesiologist and medical educator at the Schulich School of Medicine & Dentistry, where he serves as Course Chair for Undergraduate Medicine and Director of Undergraduate Anesthesia Education. A member of the Academy of Educators, he has extensive experience in curriculum and faculty development and learner assessment. Dr. Espinosa leads workshops on allyship, privilege, unconscious bias, and cultural humility for students, residents, and faculty. His teaching is grounded in narrative humility, reflective practice, and psychologically safe dialogue, with a focus on translating insight into meaningful action. He is committed to equity-informed medical education and supports faculty in navigating complex conversations and developing inclusive, reflective professional practices.



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