



Date: October 14, 2021

To: HHS Physicians

From: Dr. Michael Stacey,
Executive Vice President, Academic and Chief Medical Executive

Subject: **Call for Expressions of Interest
Senior Medical Director of Equity, Diversity, and Inclusion (EDI)**

The Medical Advisory Committee has approved the launch of a new physician leadership position at HHS: **Senior Medical Director of Equity, Diversity, and Inclusion (EDI)**. This position is under the auspices of the MAC with direct accountability to the CME/EVP. The Medical Director will be accountable to both MAC and the Board. The Medical Director role will require a commitment of 0.1 FTE for administrative work.

This message is a call for an expression of interest to apply for this position. Attached you will find details regarding the position, its responsibilities, and qualifications. All interested physicians are encouraged to apply. Please send a letter and your CV to Danielle Fama at famad@hhsc.ca. The deadline to apply is **November 12, 2021**.

Thank you for your interest and commitment to HHS.

Regards,

Michael Stacey

Senior Medical Director of Equity, Diversity & Inclusion (EDI) Hamilton Health Sciences (HHS)
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Role Description**Role Summary:**

Reporting in to the Executive Vice President & Chief Medical Executive (EVP/CME), the **Senior Medical Director of Equity, Diversity and Inclusion (EDI)** will work closely with the Senior Medical Officer (SMO) to engage and collaborate with medical leadership and the front line medical teams. The Senior Medical Director EDI will be accountable to the Board, through the Medical Advisory Committee. This position aligns with McMaster University's Associate Deal of EDI.

This new and critical position at Hamilton Health Sciences will include key accountabilities related EDI initiatives including: leadership, strategic partnership, planning and administration to promote and advocate for a positive culture of inclusivity among the medical workforce.

The Senior Medical Director of EDI will lead and work collaboratively with physician leaders, university partners, the Human Rights and Inclusion team, and other internal stakeholders on all work connected to medical staff at HHS as it relates to anti-racism and anti-oppression (ARAO) strategies, Indigenous Health initiatives, enabling inclusion of equity seeking leadership positions and groups, promoting psychological safety and ensuring alignment with HHS corporate initiatives. This position will serve as an integral advisor and works closely with the Medical workforce to cultivate a culture which opposes oppression and celebrates diversity and inclusion.

The Senior Medical Director of EDI will:

- Promote the Hospital's Mission, Vision and Values within the organization and the health system;
- Provide organizational leadership consistent with the Hospital's Vision and Values;
- Cultivate a strategic vision for anti-racism and anti-oppression (ARAO) among the Medical workforce (and affiliates) and influence strategies, structures, processes, and accountabilities to counter racism and strengthen diversity;
- Lead initiatives to build a Medical workforce culture of inclusion of equity-seeking groups; respect for diversity; and responsiveness to acts of racism, oppression, and micro-aggression;
- Establish an ARAO Medical workforce committee to support and guide the work of the portfolio;
- Facilitate connections and support the equity, diversity, and inclusion work across HHS, the FHS and other partners;

- Identify and/or co-create training for the Medical workforce, trainees and staff encompassing unconscious bias, micro aggression, and anti-racism, and develops an approach to implementation;
- Develop a framework for an ARAO focused intermediary/ombudsperson (a person who will investigate individual complaints against maladministration) in collaboration with SMO and Human Resources;
- Promote efforts that cultivate psychological safety and wellbeing as they pertain to equity seeking groups within the department;
- Respond to issues of professionalism as they relate to racism and oppression as required in collaboration with SMO and Human Resources;
- Work in collaboration with the University to promote academic faculty development within the areas of anti-racism, equity, diversity, and inclusion;
- Participate in the recruitment of new physician leaders;
- Contribute to the orientation of new faculty / physician leaders (i.e. Physician Leadership Orientation)

The Senior Medical Director will participate in a number of active committees related to EDI, including but not limited to:

- President's EDI Task Force (HHS)
- Medical Advisory Committee
- Physician Hospital Partnership (HHS)
- Anti-racism and anti-oppression committee (McMaster)

Qualifications and Competencies:

The ideal candidate will:

- identify as a member of an equity-seeking group;
- be an internal applicant and a practicing physician within Hamilton Health Sciences
- be qualified to practice medicine and be licensed pursuant to the laws of Ontario;
- have a Certificate of Registration in good standing with the College of Physicians and Surgeons of Ontario;
- have a current Certificate of Professional Conduct from the College of Physicians and Surgeons of Ontario or the equivalent certificate from their most recent licensing body;
- maintain hospital credentials and an active practice within Hamilton Health Sciences';
- a full-time appointment at the appropriate level within the Faculty of Health Sciences, McMaster University is required and will be available to the successful applicant;
- have completed moderate to significant training in EDI principles (i.e. workshops or other training in mediation, Unconscious Bias, Cultural Safety, or Intercultural Communication, etc.);

- possess a thorough understanding of Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code, Occupational Health & Safety Act – Bill168, the federal Employment Equity Act, and other relevant human rights legislation;
- possess exceptional leadership and motivational skills, including strong people development and team-building skills with the ability to initiate and model positive change;
- have a demonstrated ability to work effectively with individuals from diverse communities and cultures;
- have a thorough understanding of the Hamilton Health Sciences Professional Staff By-Laws, Public Hospitals Act, and associated regulatory requirements in Ontario/Canada, and commitment to the learning and development of others as related to these bylaws;
- possess advanced inter-personal skills with demonstrated ability to encourage open exchange of information and ideas to achieve results;
- demonstrate self-awareness of personal values, principles, strengths and limitations, and actively seek opportunities for personal learning;
- be able to purposefully build partnerships and build bridges with relevant internal and external stakeholders to create connections, trust, shared meaning and finding new ways to deliver care and support patient experience;
- have a demonstrated ability to navigate situations involving values-based code of conduct violations;
- have demonstrated the ability to remove barriers for patients and workers;
- have previous experience with formal or informal leadership positions (i.e. department leaders, Chair/Chief positions, committee Chairs) at HHS, McMaster University, or other hospitals or universities;

The Senior Medical Director EDI is accountable to the Executive Vice President and Chief Medical Executive. This position will have a time commitment of one half day per week (0.1 FTE). The term of this appointment will be subject to annual reappointment, and unless otherwise determined, will serve a four-year term which may be renewed for a second four-year term.