

Doctors of BC Diversity and Inclusion Engagement FAQs

Do you have a question about our diversity and inclusion engagement that we haven't answered below? If so, please send it to communications@doctorsofbc.ca and we will include your question and a response in this document.

Why is Doctors of BC undertaking a consultation on diversity and engagement?

- The issue of diversity and inclusion within our governance bodies has been raised by members at large, members of the Board, and the Representative Assembly.
- They have told us steps should be taken to encourage greater participation from underrepresented groups in our leadership bodies.

Who are these underrepresented groups?

- The groups include but are not limited to: women, young physicians, those from different ethnic and cultural groups, First Nations, physicians with disabilities, those with varying years of practice experience and many other groups.

Why is it important to address this?

- When new physicians from all genders, nationalities, years of practice (and from many more groups) are included in our leadership bodies, they bring fresh ideas and perspectives. This means we can do better job of strategizing and planning for the future of the whole profession.

What is your goal?

- **Long term goal** – Our goal over the longer term to encourage greater diversity and inclusion within our governance structures so they reflect the broader membership, and so that we can do a better job on behalf of the whole profession. We are not looking for 'quick-fix' solutions, but rather want to take the time necessary to conduct extensive engagement with members, to thoroughly explore the challenges, opportunities and possible solutions.
- **Immediate goal** – We can't get to solutions if we don't understand the challenges. So our first phases of engagement, including a survey and discussion groups around the province, will be striving to understand the barriers and challenges that are preventing some physicians from becoming leaders in our organization, as well as the opportunities before us.

Does this mean you will be ‘mandating’ equal representation and institute quotas for filling positions?

- Not at all. We are not looking to mandate changes, but rather to encourage more physicians who have never sought leadership positions before – particularly from under-represented groups – to participate in our governance structures.
- It is also important to remember that there are a lot of opportunities to get involved in Doctors of BC. We have had a number of elected positions open in the past that were uncontested and candidates won by acclamation. There are also many positions that open up in our committees, who are always looking for physicians who bring a new and fresh perspective with them.
- We want to encourage everyone to participate in the manner they like in the areas they find of most interest.

Are physicians involved in planning this engagement?

- Yes, seven physicians and one medical student make up the [Diversity and Inclusion Advisory Working Group](#), which provides advice to staff and our diversity consultant on the development of the engagement plan and implementation.

What will be done with the information collected?

- Upon completion of these three phases, a final report with findings and recommendations will be presented to the Board in late 2019 – a summary of the findings will also be shared with members, and work will begin on an implementation plan.

What will the member engagement entail?

- Our engagement will take place over the next few months in three phases: a member survey, focus/discussion groups with members around the province, and one-on-one interviews.

I want to take the survey, what do I do?

- Check your email inbox (and junk or deleted folders). The survey was sent to members from Doctors of BC on Monday, February 25th. If you do not see it or did not receive it, e-mail us at communications@doctorsofbc.ca and we will be happy to assist you.

What about the discussion groups?

- Watch for more information on our web site, and we will also be sending e-mail notices out to members when we will be in your regions. Discussion groups are expected to take place in April and May.

How does the current process work for appointing or electing leaders?

- **General committees:** A call for nominations is sent to members advising of [a committee vacancy](#). All applications are then sent to the Nominating Committee made up of physicians. This statutory committee reviews applications for committee appointments and makes recommendations to the Board. The description of the Nominating Committee in the [Doctors of BC Report to Members](#) says that committee members review “committee mandates, core functions, and demographic configurations with respect to type of practice, geographic location, stage of practice, gender balance, and culturally appropriate representation.”
- **Representative Assembly (RA):** a call for nominations is sent to members for required Delegate positions, these positions are then elected by the general membership during the annual Doctors of BC elections. Section Delegates are appointed by their individual Sections, Doctors of BC has no involvement in who they delegate to a position.
- **Board:** a call for nominations is sent to members for required Board positions, these positions are then elected by the voting members of the RA. For more information on both the RA and Board, [click here](#).

More information can be found in the [President’s Letter](#).