

DIVERSITY & INCLUSION

We all have our mark to make.

WHAT WE HEARD

What was the goal of this member engagement?

More diversity and inclusion within our physician leaders at Doctors of BC means our governance bodies will better represent all our members. When physicians of different backgrounds and experiences are engaged, they bring fresh ideas and perspectives. This means that we can do a better job of strategizing and planning for the future of the profession.

This engagement was intended to seek the views of our members on the barriers and opportunities to encourage greater diversity of physician leaders within our governance structures – the Board, the Representative Assembly, and committees.

Ms. Sandra Berman of Circa Enterprises, a consultant who specializes in diversity and inclusion, was contracted to work with Doctors of BC to conduct a diversity and inclusion barrier assessment. The Board approved the formation of a Diversity and Inclusion Advisory Working Group, comprised of seven physicians and one medical student, to support Ms. Berman's work.

How did we seek member input?

Representative Assembly

16 roundtable discussions at the February 2019 RA meeting asked about the current barriers and challenges, what actions Doctors of BC could take, and invited discussion.

All-member engagement

Building on the discussions at the RA, broader member input was sought through a 3-phased process of an electronic survey, focus groups, and one on one interviews.

What did we ask?

In 3 phases, members were asked what barriers or challenges exist and what actions could be taken to address them?



In phase one, TWI Surveys sent a survey to all Doctors of BC members, inviting input



In phase two, facilitated focus groups with members provided opportunity for more discussion of personal experiences



In phase three, one-on-one interviews did a deeper dive into some of the themes identified

Who participated in the survey?

1,408 members

Type of Practice

Family physician: 51%
Specialist: 41%
Other: 8%

Years in Practice

15+ years: 60%
6-14 years: 18%
0-5 years: 22%

Gender

Male: 49%
Female: 46%
Other/prefer not to say or self-describe: 5%

WHAT DID WE LEARN?

Overall, member experience with Doctors of BC governance is positive. But, certain groups of members consistently described less positive experiences and/or beliefs that there is little acknowledgement of issues that might prevent their participation. While lower in number, members' negative experiences applying for or participating in Doctors of BC's governance structures indicate that there are barriers that could be addressed to support greater diversity and inclusion.

Summary

- Members are generally aware of opportunities to participate, but don't always understand what any given position entails.
- 46% of survey respondents agreed there is a culture of safety and respect (social, emotional, physical), but 10% disagreed or strongly disagreed.
- While the majority of RA, Board, and committee participants felt their opinion mattered, 10-16% disagreed or strongly disagreed with those statements.
- Members generally supported this diversity work, but a number of respondents said they did not support this process and indicated that they believe there are more important issues Doctors of BC should be dealing with.

Barriers to Diversity & Inclusion

- Women agreed less strongly than men with all statements regarding opportunities to participate in Doctors of BC bodies.
- Younger and new to practice physicians reported feeling that their perspectives and skills are undervalued.
- Some physicians of colour indicated that colleagues

made assumptions about their ethnicity or affiliation and expected them to speak on behalf of others with those affiliations.

- Older physicians, at or near retirement, found they were offered fewer opportunities. Some felt disadvantaged by both age and gender.
- The underrepresentation of members from rural and remote regions was widely noted.
- There is a perception that although people change positions, governance bodies continue to be populated by the same small group of physicians.

Member Recommendations

- **Online meetings.** Video or teleconference meetings will assist those who find it difficult to take time away from family and practice.
- **Acknowledgement.** Acknowledge the organization needs to take action as a whole, not just members of underrepresented groups.
- **Childcare.** Provision of childcare for meeting participants may increase attendance.
- **Training/Mentorship.** Better training, orientation, and mentorship may encourage participation.
- **Commitment & Accountability.** Tracking data and effectiveness of initiatives will put policy into practice and hold governance bodies accountable.



WHAT'S NEXT

Doctors of BC is committed to taking steps to support greater diversity and inclusion in our governance structures. The consultant's report will be presented to the Board in late 2019 for decision regarding next steps.

This is only a summary and does not capture the full scope of issues or input received

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**doctors
of bc**

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