



IPAC Physician & Medical Learner Engagement Guidelines

1. Working Together in the Spirit of Reconciliation

In the spirit of reconciliation, Indigenous physicians, residents, and medical students are frequently asked to collaborate or provide feedback on work being done by other organizations on issues of EDI and anti-racism. The ability to integrate the biomedical model of Western medicine with the lived experience of being an Indigenous person takes years of practice, experience, and reflection.

When Indigenous professionals share this knowledge, they are providing more than expertise on a subject matter. They are putting themselves in a vulnerable position mentally, emotionally, physically and spiritually. This needs to be acknowledged and respected with recognition and compensation. IPAC developed guidelines that can be used as a reference when seeking the consultation of Indigenous physicians, residents, and medical students.

To create these guidelines, we considered our varied cultural practices around sharing knowledge, input from our members, and industry norms for remuneration. The first draft of these guidelines was published in November 2022 and was considered a living document. We continued to collect feedback from our members and partners, which has resulted in this second edition of the IPAC Physicians, Resident, and Medical Student Engagement Guidelines being published June 2024.

Please note that these guidelines are intended for consultancy work such as, but not limited to:

- Meetings
- Committees and working groups
- Offline work (e.g., document reviews, project feedback, etc.)

These guidelines are not intended for activities such as facilitation or presenting.

We endeavor to review this document every two years. If you have questions or suggestions, we encourage you to reach out. For the purpose of this document, we will refer to those seeking expertise and “the organization” and those providing the expertise as “the consultant”.

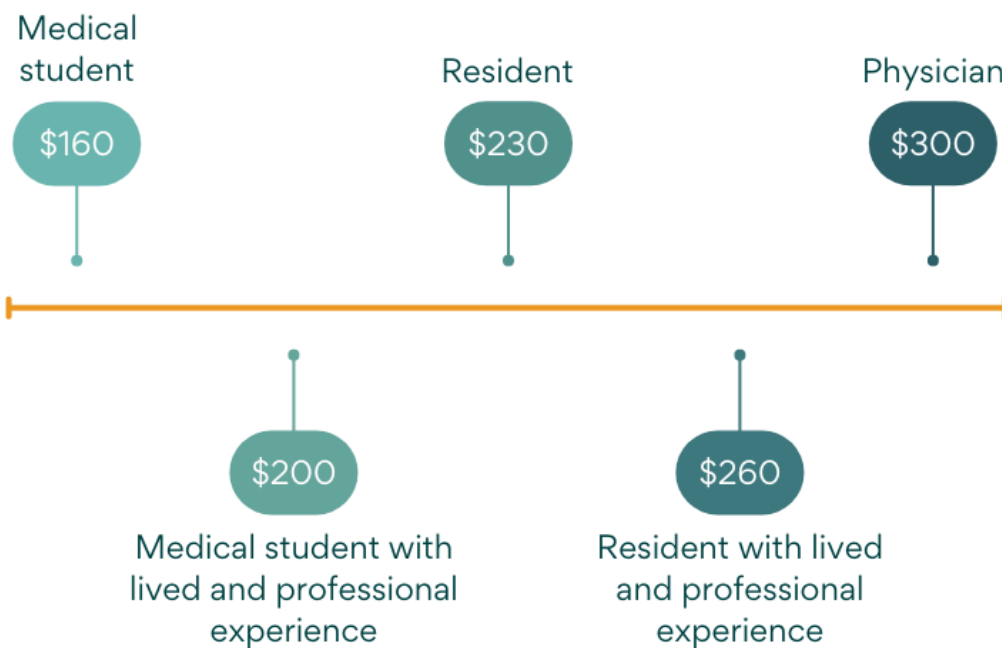
We recognize that these guidelines could be helpful for other groups who want to create similar tools and welcome you to use the IPAC Physician & Medical Learner Engagement Guidelines as a reference.



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2. Create a Compensation Structure

Including a budget for Indigenous consultation allows an organization to engage with respect and acknowledgement. The following suggested hourly consultancy fee/honorarium chart is based on IPAC member feedback and current industry norms.



3. Determine the details of the request

4. General Consultancy

- i. Information about your organization with a link to fuller details
- ii. Purpose/objectives of consultancy
- iii. Date/time if known
- iv. Time commitment (include time spent in/outside of meetings i.e., pre-reading, document reviewing, etc.)
- v. Compensation amount and type (i.e., honorarium, consultancy fee requiring an invoice, etc.)
- vi. Travel expense policies, if applicable



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5. Committees and working groups

- i. Information about your committee with a link to fuller details
- ii. Purpose/objectives of including an Indigenous physician, resident or medical student
- iii. Dates/times if known
- iv. Time commitment (include time spent in/outside of meetings, i.e., pre-reading, document reviewing, etc.)
- v. Compensation amount and type (i.e., honorarium, consultancy fee requiring an invoice, etc.)
- vi. Travel expense policies, if applicable

6. Reach out

Identify an Indigenous physician, resident or medical student you would like to work with, and send them a request including all the details above. If you are not sure who you might engage, consider contacting IPAC to have your opportunity and its details shared with IPAC membership.

7. Prepare

Create, encourage and ensure a safe space for all participants. Begin meetings with a mindful land acknowledgment and take the time for introductions. If it is a large group of non-BIPOC participants, consider inviting a minimum of two BIPOC healthcare experts. Ensure non-BIPOC participants have taken cultural safety training and are committed to their reconciliation journeys.

Helpful Resources:

- [College of Family Physicians of Canada Indigenous Health Committee Resources](#)
- [Royal College of Physicians and Surgeons of Canada Indigenous Health Committee Resources](#)
- [Indigenous Canada](#), an online course offered by the University of Alberta
- [Sanyas Cultural Safety Training for Healthcare Professionals](#)
- 'White Benevolence: Racism and Colonial Violence in the Helping Professions' by Amanda Gebhard, Sheelah McLean, and Verna St. Denis

8. Questions and Feedback

If you have any questions or suggestions for these guidelines please contact info@ipacamic.ca.