

# Calls to Action

for Indigenous Physician  
Wellness & Joy in Work



# Turtle

- Invest in recruitment expertise that supports Indigenous communities to engage Indigenous physicians to work in their healthcare teams.
- Compensate for consultation that allows Indigenous physicians to do the work without compromising themselves.
- **Develop and action equitable pay models for that:**
  - Allow for adequate time to care for patients with high complexity.
  - Consider depth of care rather than number of patients.
  - Recognize that Indigenous physicians bring unique experience and value to lead two-eyed seeing models.



# Sun

- Promote Indigenous physician well-being through culturally-specific programming and services, including funding for professional development and lost income for participation.
- Create program models where Indigenous practitioners work alongside each other rather than in isolation. (One strategy can include program development and hiring practices that ensure at least two Indigenous practitioners are hired.)
- Prioritize Indigenous-led interdisciplinary team-based models of care.



# Tree

- Embed Indigenous-specific student and resident wellness practices in accreditation standards (eg. protected leave for cultural activities).
- Invest in dedicated, well-supported Indigenous liaison or navigator roles within training programs to ensure that learners and practitioners enter community well-grounded in culturally safe approaches.
- Create and promote Indigenous-led yet school sponsored elective opportunities for Indigenous learners (at undergraduate and postgraduate levels of training) with Indigenous healers.
- Prepare and mentor Indigenous medical learners interested in working in Indigenous communities (eg. urban Indigenous community, on-reserve/settlement, off-reserve/settlement, rural Indigenous community, etc.).



# Berry

- Recognize the importance of traditional medicine and healing for Indigenous people. Work to accept and promote access to these modalities of treatment as much as Western biomedical approaches to treatment and care.
- Prioritize and fund Indigenous-led cultural and ceremonial aspects in the places where Indigenous medical students and residents learn, and where Indigenous physicians learn and work.
- Recognize consultation, advocacy work, community engagement and non-academic streams of mentorship as criteria toward academic promotion.
- Incorporate ceremonial time and cultural leave into applicable employment agreements.



# Flower/Plant

- Prioritize mentorship and peer support that acknowledges and addresses barriers to access.
- Increase administrative, logistical, peer and mentorship support for Indigenous physicians working in remote communities.
- Recognize and combat the unique pressures (eg. lateral violence, intergenerational trauma, colourism) faced by Indigenous physicians working in their home communities.
- Develop resources and partner with communities to create safe workspaces for Indigenous physicians.

## Provided by The NCIME Working Group on Indigenous Physicians Wellness and Joy in Work

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