



2024

QHS EDIIA INITIATIVES

An Annual Recap: Progress, Reflections, and
Future Directions in QHS EDIIA Initiatives.



TABLE OF CONTENTS

Introduction

3	Land Acknowledgement
4 - 5	Reflections
6	QHS EDIIA Action Plan Progress Tracker

Pillars

8	Pillar 1 - Outreach and Summer Program
9 - 11	Pillar 2 - Admissions
12 - 14	Pillar 3 - Recruitment
15 - 16	Pillar 4 - Retention
17	Pillar 5 - Mentorship
18	Pillar 6 - Curriculum
19 - 20	Pillar 7 - Professional Development
21	Pillar 8 - Research
22 - 25	Pillar 9 - Culture and Community

26 **Beyond the Pillars**

27 - 31 **Indigenous Initiatives**

32 **Staff Appreciation**



Land Acknowledgement

Queen's University is situated on traditional Anishinaabe and Haudenosaunee Territory. To acknowledge this traditional territory is to recognize its longer history, one predating the establishment of the earliest European colonies. It is also to acknowledge this territory's significance for the Indigenous peoples who lived, and continue to live, upon it – people whose practices and spiritualities were tied to the land and continue to develop in relationship to the territory and its other inhabitants today.

The Kingston Indigenous community continues to reflect the area's Anishnaabek and Haudenosaunee roots. There is also a significant Métis community and there are First Peoples from other Nations across Turtle Island present here today.

Associate Dean, Indigenous Health 2024 Reflection

In November 2024, Queen's lost an important Indigenous leader with the passing of Senator Murray Sinclair, Chancellor Emeritus and Special Advisor to the Principal on Reconciliation. His legacy lives on in our faculty as we work to address the Truth and Reconciliation Commissions' Calls to Action on health. I'd like to take a moment to provide a few highlights from the past year.

We held a formal opening of the office with love and support from Elder Al Doxtator in September 2024 where we invited our Queen's community to celebrate with us. The Office of Indigenous Health (OIH) teamed up with the Indigenous Interprofessional Primary Care Team to co-host Joseph Pitawanakwat who provided an inspiring talk on traditional plant medicines. We held the first Indigenous Health Scholars Network Meeting, an ad hoc group of faculty members who are leaders in Indigenous Health research, to identify scholarly activities we could undertake to promote Indigenous health research. Our office continues to engage with Indigenous learners from all our schools and programs in a variety of events throughout the academic year.

We welcomed a new staff member, Nathan Cheechoo, who joined us in December 2024 as the faculty's Indigenous Recruitment and Student Advisor. We could not have accomplished any of this work if it was not for the generosity of our Queen's community. I'd like to recognize our donors Nancy Tatham and Donna Henderson for their continued support of the Office of Indigenous Health. Along with the Carrick family for their generous donation in support of Indigenous learners.



Sarah Funnell, MD, MSc, CCFP, FRCPC. Associate Dean & Chair of Indigenous Health, Faculty of Health Sciences. Assistant Professor, Department of Family Medicine

Associate Dean, Equity and Social Accountability 2024 Reflection



Colleen M. Davison

Dr. Colleen Davison, BSc, HBOR, BEd (OCT), MPH, PhD. Associate Professor, Department of Public Health Sciences. Cross Appointed, Department of Global and Development Studies, Associate Dean, Equity and Social Accountability, QHS

The twelve months that make up 2024 were both challenging and exist as a source of inspiration in QHS. While difficult world events in the Middle East, United States, Ukraine, Ethiopia, and elsewhere brought their own challenges on campus, we have also made significant progress over this period towards attaining some of our goals in the [EDIIA Action Plan 2022-2027](#).

Over the past year, we have seen growth in all areas associated with the plan, with notable progress in recruitment, professional development, culture and community and mentorship. We were proud to complete a year of data collection in our Belonging Project and have mapped and assessed sources of identity-level information that can be used to guide decisions and better evaluate equity-oriented change across the faculty. We have also continued to be encouraged by and collaborate with EDIIA Champions who exist in units across QHS and who are advocating and creating actions in support of EDIIA every day. These Champions' actions are now better captured, celebrated, shared and hopefully supported across our community.

We remain committed to EDIIA and to being a responsive and socially accountable faculty. As we continue our work into 2025, I remain optimistic that we will continue to work respectfully and effectively together and that we can all continue to benefit from the diversity, joy and love that is inherent in QHS. Please come and visit us in The Nest, we will look forward to meeting and working with you.

PROGRESS TRACKER OF THE QHS EDIIA ACTION PLAN

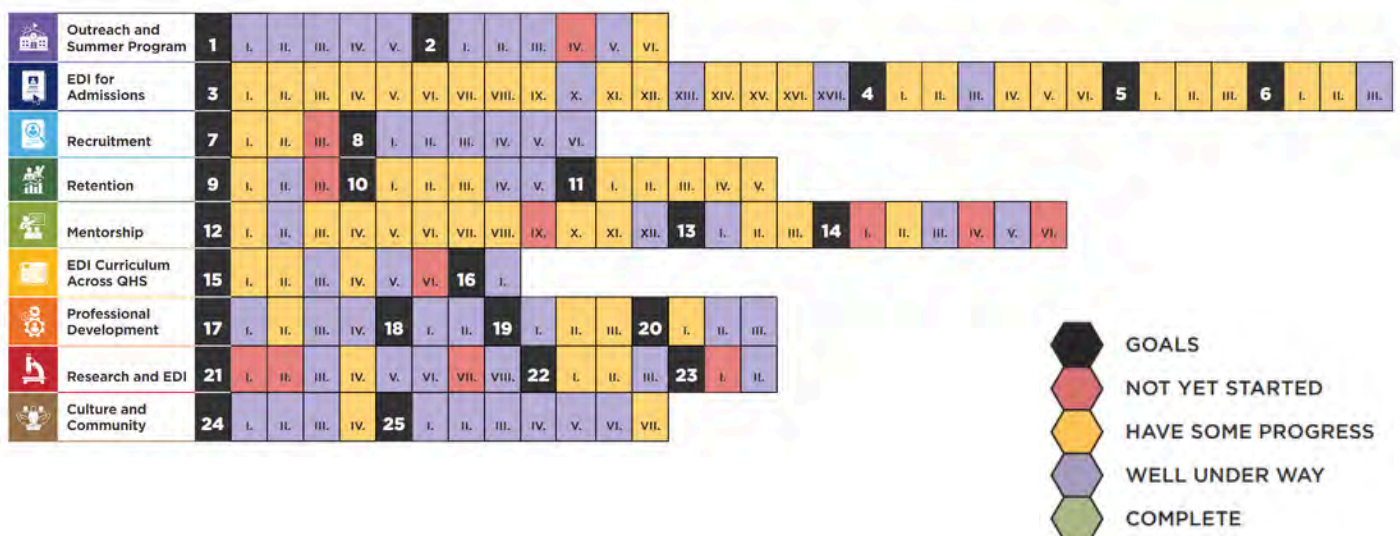
EQUITY, DIVERSITY, INCLUSION, INDIGENEITY, AND ACCESSIBILITY ACTION PLAN

QHS is accountable to its learners, faculty, staff, and alumni. We are also accountable to the Kingston, Frontenac, Lennox, and Addington community and more broadly, to the national and global community where QHS can play a role in improving health and health equity.

QHS has an obligation to take action to respond to the education and health needs of our communities in an equitable and inclusive manner. It is the responsibility of QHS to develop education, research, and clinical activities that prioritize “health for all” and which support health equity, accessible health care and population health. QHS is also accountable to the many commitments our University and Faculty have already made such as those to the Truth and Reconciliation Commission calls to action and the Scarborough Charter as well as to human rights declarations and to the UN Sustainable Development Goals.

Our current and future health professionals, scientists, educators, and communicators must advocate for community members and patients disenfranchised by power structures and social conditions negatively impacting their health. We commit to these multiple layers of social accountability and to regularly assessing and enhancing our social accountability mandate.

Each year we assess progress on the 25 goals and 127 actions in our [EDIIA Action Plan 2022-2027](#). Find below the state of progress across nine pillars as of December 31, 2024. Click [here](#) for the full transcript.





2. Pillars



The Nest



1 Outreach and Summer Program

The Queen's Health Sciences Outreach and Summer Program (QHSOSP) supports equity deserving (low socioeconomic status, first generation, racialized, immigrant, refugee, 2SLGBTIA+, persons living with a disability, amongst others) high school students from Kingston and the surrounding area. The program promotes health sciences education amongst equity-deserving youth, creates opportunities for these youth in the health sciences field, and fosters diversity within health sciences programs. Youth are provided monthly experiential learning workshops, mentorship, academic support, and a week-long summer camp.

In 2024, the fourth cohort of Kingston high school students were admitted to QHSOSP.

Students participated in monthly health sciences workshops (e.g. nursing, rehabilitation therapy, kinesiology, radiology, amongst others) and were paired with Bachelor of Health Sciences mentors. Over the summer, students participated in a weeklong immersive program that provided them with the skills to prepare for post-secondary programs, first aid training, and exposure to health sciences education. At the end of the program, each student received a laptop, a donation made by CDW Canada.

The program has maintained a continuing community relationship with Pathway to Education, Kingston, Immigration Services Kingston and Area (ISKA) Youth Group and KEYS Employment Centre who nominate refugee youth living in Kingston.



2 Admission

Radical collaboration focuses on integration of EDIIA and admissions

EDIIA and admissions is an identified focus for QHS as part of their strategic projects for 2024-2026 under the [Radical Collaboration Strategic Plan](#). Associate Dean, Equity and Social Accountability works with the various leads across QHS programs on the integration of equitable and inclusive practices in admissions. Over the course of 2024, we completed a scan of best practices and developed training material for use by units in QHS who are working on admissions renewal. Notably and with the support of our office, the MD program announced several [changes to its admissions process](#) in 2024 with the aim of ensuring processes enhance EDIIA. Additionally, we have worked with other QHS units and programs to explore similar approaches and to look at effective equity-oriented student application pathways to health sciences programs. This work continues into 2025.

Admissions Data Mapping

An undergraduate research student at the Nest completed a study titled, “Sociodemographic Data Mapping for Improvement of EDIIA within Queen’s Health Sciences”, which mapped the various data sources (e.g. Ontario Universities’ Application Center Applicant Diversity Census, Canadian Graduate and Professional Student Survey, iCount Census, etc.) for QHS programs/departments and the type of demographic data collected in each survey. This study helps to inform next steps as we work to better track EDIIA and student admissions and retention.



EDIIA Learner Action Committee

The QHS EDIIA Learning Action Committee is undertaking the following work:

- Lead a comprehensive scoping review on the equitable and inclusive admission practices for health sciences programs across Canada.
- Increase QHS program engagement with the [Unpacking Normalized Bias in Admissions](#) to ensure all learners, staff, and faculty who participate in admissions activities complete this training.
- Encourage QHS program to adopt [QHS EDIIA Statements](#) for prospective students to review.

EDIIA Admissions Interventions Module

An EDIIA Admissions interventions infographic and module have been completed for engagement by learners, staff, and faculty involved in admissions activities. The EDIIA Admission Interventions align with the recommendations outlined in the [QHS EDIIA Action Plan Admissions Pillar](#).

Admission Advisory Activities

The QHS EDIIA Initiatives team advised or participated in various admissions activities across the Faculty, including but not limited to:

- CaRMS Matching Process
- Review of BHSc supplementary essays
- Consultation on [MD Program new admission process](#)
- Consultations on OT and PT EDIIA and admissions
- MPH, MSc and PhD admissions reviews
- Convened meeting across all three schools to explore and discuss the available data to inform EDIIA and admissions



3 Recruitment



QHS Inclusive Recruitment Guide

QHS EDIIA Initiatives team collaborated with the QHS Human Resources and Staffing team to develop the QHS Inclusive Recruitment Guide. The purpose of the Queen's Health Sciences (QHS) Inclusive Recruitment Guide is to provide QHS program and departments with resources and guidance on how to align with Queen's University employment equity policies and procedures. With the aim of enhancing diversity and inclusion and reducing bias through the recruitment of staff and faculty. The guide, provides direction on how to integrate equitable and inclusive practices in job postings, the interview process, and candidate evaluations.

EDIIA Learner Action Committee - International Student Support Package

The QHS EDIIA Learner Action Committee developed an International Student Support package that outlines various resources available to international students on campus and off campus. The resources include information on registration and enrollment, Mental Health and Wellbeing, Funding, Kingston Community Supports, amongst other aspects.





Weeneebayko Student Summer Program visit to the Office of Indigenous Health

Collaboration with QHS Staffing Office and QHS Human Resources

The Office of Equity and Social Accountability continues to meet with the QHS Staffing Office to identify approaches to implementing equitable and inclusive processes in recruitment. There has been a strong emphasis on working with departments/ programs to:


- Implement a consistent process for QHS hiring panels
- Ensure diverse representation on all hiring panels
- Encourage all individual on hiring panels to complete EDIIA training
- Ensure departments identify the extent to which equity-seeking groups are (under)represented within their unit.
- Ensure exit survey completion and data collection for all staff and faculty roles at QHS to inform future strategies.

Tracking iCount Equity Census

Human Rights and Equity Office has provided the Office of Equity and Social Accountability with access to the Diversity and Equity Assessment and Planning (DEAP) tool platform to monitor Queen’s Health Sciences programs and departments demographic gaps in comparison to the Canadian workforce and population in the following designated groups: women, racialized, Indigenous, and persons with disabilities.

Faculty


(Includes: Academic, Academic Assistant, Adjunct, Archivist, Fellow & Librarian)

Faculty	Women	Visible Minorities	Indigenous Peoples	Persons with Disabilities
Canadian Population	51.0%	25.5%	4.4%	27.0%
Canadian Workforce	48.2%	26.8%	4.2%	9.1%
Most under-represented ranking		3	2	1

Persons with disabilities are the most underrepresented, followed by Indigenous Peoples and visible minorities. Women are adequately represented; however, it should be noted that women are predominately represented in adjunct and academic assistant positions.

Staff

(Includes: CUPE 1302, CUPE 229, CUPE 254, Executive, General Staff & Research)

Staff	Women	Visible Minorities	Indigenous Peoples	Persons with Disabilities
Canadian Population	51.0%	25.5%	4.4%	27.0%
Canadian Workforce	48.2%	26.8%	4.2%	9.1%
Most under-represented ranking		3	1	2

Indigenous Peoples are the most underrepresented, followed by visible minorities and persons with disabilities. Women are adequately represented; however, it should be noted that women are predominately represented in research and general staff positions.



4 Retention

Belonging Project

QHS EDIIA Initiatives launched the QHS Belonging Project at the QHS EDIIA General Assembly in December 2023. The QHS Belonging Project is an ongoing data collection platform that has two primary objectives. The first is to collect stories/testimonies of belonging or not belonging to translate into case studies for learners in academic settings and staff in professional settings. This objective aligns with the QHS EDIIA Action Plan's pillars of Curriculum, Professional Development, Culture and Community and Retention. The project's second objective is to continually track experiences of belonging on campus, in QHS and in local health care settings for evaluation, improvement and social accountability purposes.

The platform where stories can be recorded allows learners, staff, faculty, and community members to share experiences about their sense of belonging or not belonging. The stories collected will provide QHS with an idea of the areas for improvement required in the faculty and its related healthcare settings. The Belonging Project aims to support more inclusive culture and spaces in QHS. The [2023-2024 Belonging Project Report](#) was released in 2024, this work continues.



Use the QR code to the left to participate in the Belonging Project survey

Belonging Wellness Series

The Queen's Health Sciences (QHS) Belonging Series is a new initiative to help promote an inclusive culture and a stronger sense of belonging across the faculty. Supported through Queen's BeWell Grants, these QHS staff and faculty events give everyone a chance to build stronger connections with colleagues and enjoy some fun activities throughout the academic year. The Belonging series involved a yoga session, laughing for health event, financial well-being seminar, staff appreciation video, amongst other initiatives.



Trauma Informed Approaches Project

A Master of Public Health Practicum student undertook a scoping review to identify trauma informed approaches that can be applied in post-secondary classroom and workplace environments. This scoping review was translated into infographics to encourage the adaptation of these frameworks by QHS program/departments.



5 Mentorship

QHS EDIIA Mentorship Action Committee – Mentorship Guide

The QHS EDIIA Mentorship Action Committee is developing a comprehensive Mentorship Guide that aligns with the QHS EDIIA Action Plan Mentorship Pillar recommendations. The mentorship guide components include mentorship opportunities available across Queen’s University, mentorship training opportunities, and frameworks and strategies on how to engage in equitable and inclusive mentorship.



6 Curriculum



Collaboration with QHS programs

QHS EDIIA Initiatives team collaborates with various QHS programs to advise on the integration of equitable and inclusive practices in their respective curriculum. For example, the team supported the delivery of an Interprofessional EDIIA Session, Translational Medicine I-EDIIA in Health Sciences Symposium, Department specific trainings and participation as guests and speakers at student events like the Health and Human Rights conference.



Belonging Project Case Studies

As part of the QHS Belonging Project, the stories of belonging or not belonging at Queen's and across Kingston will be translated to case studies for use by educators across QHS. These case studies will inform actions to build more diverse representation in the QHS curriculum.

7 Professional Development

Respectful Collaboration: Teamwork in a diverse workplace

This learning series is designed to further understanding of key topics in pursuit of a kinder, more peaceful world. It is critically important to continually work on building a culture of respect, humility, and compassion at Queen's Health Sciences (QHS). That culture includes colleagues, learners, patients and their families, and extends to the workplace, classrooms, and community. Everyone in the QHS community is encouraged to build these learning modules into their personal educational and professional development journeys. Two modules (Jewish Identity and Islam 101/Islamophobia) also provide a certificate of completion with statement of hours for all participants and CME credits for physicians.

QHS EDIIA Simulation Pilot Session

QHS EDIIA Initiatives is collaborating with Office of Professional Development and Educational Scholarship to develop Moving Us Forward (EDIIA Simulation) training, which will be launched the spring of 2025. The aim of the session is to provide learners, staff, and faculty with the tools to respond to incidences of discrimination in the academic and clinical setting.



Queen's School of Medicine Drum Making Workshop

Mandatory Training

The Office of Equity and Social Accountability is collaborating with QHS Human Resources to increase participation rates of mandatory EDIIA training. Through a communication campaign, the participation rates continue to increase.



EDIIA Training Resource Bank (OPDES)

Upon the request of the QHS EDIIA Initiatives team, the Office of Professional Development and Educational Scholarship compiled a list of [EDIIA modules](#), sessions, and resources that are currently available across Queen's University. It is now much easier to access these courses all in one location.



EDIIA Professional Development Events

QHS EDIIA Initiatives has supported a series of speakers at Queen's University:

- Blackness on the in(out)side: Disruptive Pedagogies and Medical Education: A Conversation with Dr. OmiSoore H. Dryden
- Traditional Medicine Talk with Joe Pitawanakwat



Research

Research Guide in Development

We are in the process of developing a Health Sciences Research Guide to support researchers integrate equitable and inclusive practices into all research activity (e.g. developing a research team, recruiting participants, data analysis, knowledge synthesis).

Work with Research Students

QHS EDIIA Initiatives collaborated with four (4) undergraduate research students who undertook work to support recommendations outlined in the QHS EDIIA Action Plan. The research projects included:

- Indigenous Cultural Safety training scoping review
- Social Accountability and Community engagement scoping review
- Black Student Admission Pathways in Health Sciences Higher Education scoping review
- QHS Belonging Project



Culture and Community

EDIIA Champions Forum

The QHS EDIIA Champions Forum aims to form a closer-knit community committed to EDIIA with a focus on transforming QHS structures for accessibility, inclusivity, and belonging while embedding equity, inclusion, and anti-racism into education, research, and care. Members (e.g. Departmental EDIIA Committees, Program EDIIA leads) help to ingrain EDIIA principles in the culture of QHS to establish and sustain a culturally safe and inclusive environment by:

- Sustaining a QHS community of support
- Communicating EDIIA initiatives to their respective departments/programs
- Sharing resources
- Advancing social accountability (e.g. QHS EDIIA Action Plan)

The Office of Equity and Social Accountability hosted a specific champions forum session in early March 2024 to provide a space for collaborating on EDIIA initiatives.

DEAP Tool Engagement

The Diversity, Equity, Assessment and Planning (DEAP) tool is a self-audit tool used by Queen's departments/programs to understand their demographic profile, assess the inclusivity of a unit, provide opportunities to reflect on areas for improvement, amongst other components. Queen's Human Rights and Equity Office (HREO) provide the QHS Office of Equity and Social Accountability with access to the [DEAP Tool](#) platform to monitor QHS departments/programs engagement with the self-audit tool and their progress. The Office of Equity and Social Accountability has reached out to various QHS programs and departments to better facilitate the adoption of the DEAP tool. The meetings have helped us to determine how to better support departments/programs.

QHS EDIIA General Assembly

QHS EDIIA Initiatives hosted the annual QHS EDIIA General Assembly on December 3, 2024. The event involved updates from the Associate Dean, Equity and Social Accountability and the Associate Dean, Indigenous Health, a panel discussion facilitated by Dr. Aba Mortley on engagement with community partners that included: Dr. Oyedeji Ayonrinde (Associate Professor, Department of Psychiatry, Queen's University), Yu Jier Kou (Program Coordinator, Kingston Immigration Partnership), Vanessa Mensah (EDI Manager, City of Kingston), Piotr Oglaza (Medical Officer of Health, KFL&A Public Health), and Wendy Vuyk (Community Health Director, Kingston Community Health Centres), QHS EDIIA Innovation updates from Champions, and a presentation from central University on the Queen's University community engagement strategic focus.





Specified Advisory Committee

A Specified Advisory Committee advised on the development of Black Student Admissions Pathway for the Queen's MD Program and met with the admissions team for the School of Rehabilitation Therapy as they develop new recruitment and admissions interventions aimed at increasing Black student admissions and retention.

Supporting EDIIA-focused Student Events

The QHS EDIIA Initiatives team supported various student led events hosted by QHS learners:

- Black History Month Event hosted by the Black Medical Student Association
- Sponsored the Black Medical Student Association to attend the BMSA AGM

QHS EDIIA Clinical Assessment Tool

QHS EDIIA Initiatives collaborated with the Division of Cardiology and a Master of Public Health student to develop the QHS EDIIA Clinical Assessment Tool. The purpose of the tool is to promote the integration of EDIIA practices and processes into the design and evaluation of clinical programs. The tool provides an EDIIA checklist that can be used to assess a clinical programs' outpatient clinics, diagnostics, invasive procedures and mentoring of health sciences learners.

The Nest – QHS EDIIA Initiatives Space

With the official opening of The Nest in November 2022, QHS has a space to advance equitable and inclusive initiatives across the Faculty. The Nest – QHS EDIIA Initiatives houses the Office of Equity and Social Accountability and Office of Indigenous Health, which officially opened in September 2023 with the recruitment of Dr. Sarah Funnel as Associate Dean Indigenous Health. The space has a boardroom for learners, staff, and faculty to host meetings, as well as a breast/chest feeding space, study spaces, lounge, and kitchen. Please come visit The Nest!

The Nest Team

The QHS EDIIA Initiatives team includes:

- Associate Dean, Equity and Social Accountability
- Associate Dean, Indigenous Health
- QHS EDIIA Initiatives Director
- Indigenous Recruitment and Student Support Advisor
- QHS EDIIA, Administrative Assistant
- QHSOSP Student Coordinator
- Promise Scholar Intern
- MPH Practicum Placement Student
- QHS EDIIA Student Coordinators

The larger team meets regularly for QHS EDIIA Initiatives social activities. The leadership team meets regularly for strategy and operational planning.



The Nest Logo

The 2024 Promise Scholar Intern developed a logo design for the Nest that represents QHS EDIIA Initiatives including a Nest, a sprig of sage for the Office of Indigenous Health, and a bird for the Office of Equity and Social Accountability. We printed copies of the logo as stickers, which were given out during the QHS EDIIA General Assembly and are available at The Nest for any visitors who would like them.



Beyond the Pillars

Broader Accountability

QHS EDIIA Initiatives continues to monitor how it meets the call for actions in:

- The Queen’s University Principal’s Implementation Committee on Racism, Diversity, and Inclusion (PICRDI) Report, helping to foster a welcoming campus for a diverse community. The QHS EDIIA Action Plan has helped the Faculty to align its strategic priority with the broader University.
- The Truth and Reconciliation Report, demonstrating a commitment to advancing reconciliation with a strong focus on health-related call to action. The formation of the QHS Indigenous Health Office has helped to prioritize this work.
- The Scarborough Charter, advancing Black Excellence in Queen’s Health Sciences through consultation and collaboration. The work of the QHS EDIIA Senior Advisor has helped QHS EDIIA Initiatives strategically focus on the Scarborough Charter.

Indigenous Initiatives

Office of Indigenous Health Grand Opening

A soft launch of the Office of Indigenous Health was hosted in June 2024 to align with National Indigenous History Month. The grand opening took place in September 2024 when all students returned to campus. The space provides a safe space for Indigenous learners, staff, and faculty.

Indigenous Recruitment and Student Advisor

Nathan Cheechoo was hired into the role in early December 2024. The advisor is responsible for the development and implementation of initiatives that will increase both enrolment of and support to First Nations, Inuit, and Métis (Indigenous) students within Health Sciences Academic and Professional Programs. The Advisor will have a special focus on supporting Indigenous youth in the WAHA communities and the nearby James Bay coast to access health sciences education.



Indigenous Learner Support

The Office of Indigenous Health has hosted a series of events that included:

- Winter Feast
- MMIP Auction Fundraiser
- Medical Student Orientation Session – Drum Making
- QHS Indigenous Learner Orientation Session – Medicine Bag workshop
- Weekly Beading group
- IPAC Mentorship Session
- Fall Feast
- Indigenous Health Sciences Student Club Advocacy Event

The office also continues to find ways to support Indigenous Student Interest Groups (e.g. QuIMSA, ILHS), and Indigenous learners recruited through QuARMS and Indigenous Admissions Pathway. The office also collaborates with the [STEM:InA](#) program.

Indigenous Staff/Faculty Support

Associate Dean, Indigenous Health continually meets Indigenous staff and faculty across QHS and Queen's University to build connections with the Office of Indigenous Health.

Indigenization and Decolonization of Curriculum

Associate Dean, Indigenous Health delivered a series of seminars and lectures across QHS Programs and courses and provides continuous strategic advice on Decolonizing/Indigenizing QHS programs.



Queen's University at IPAC Gathering in Halifax, Nova Scotia

Research Chair

In her capacity as Indigenous Health, Research Chair, Dr Sarah Funnell achieved the following:

- Established Indigenous Health medical studentships to help mentor medical learners and advance Indigenous Health research
- Formed an undergraduate student Indigenous Health research group
- Built relationships with various researchers across Queen's Health Sciences conducting Indigenous Health Research
- Became a member of a committee forming the Queen's University Indigenous Research Ethics Board
- Assumed the role of Senior Editor on the Canadian Journal for Public Health

- Worked with Office of Professional Development and Educational Scholarship on a large SSHRC grant
- Was co-applicant on a successful CIHR grant (\$638,776) titled: Food as Medicine: Enhancing food sovereignty and promoting healthy aging for Indigenous older adults through culturally informed food programming in long term care homes
- Collaborated with Dr. Iman Bayoumi on a successful grant application for a SEAMO Innovation Fund. The project is titled: Walking together: a community academic co-design approach to implementation of an Indigenous patient navigator embedded in primary care
- Transferred multi-year funding (\$80K) to Queen's University to run an Indigenous Health Research Project
- Recruited to the Indigenous Advisory Committee for Connected Minds, an CFREF funded research project that seeks to explore the impact of technology on society
- Became a member of Centre for Studies in Primary Care Advisory Committee at Queen's University
- Advised on the Department of Biomedical Sciences Indigenous youth health sciences research mentorship program spearheaded by Dr. Bruce Elliot



Formation of Indigenous Health Scholars Network

Dr. Sarah Funnell collaborated with Dr. Amrita Roy to form the Indigenous Health Scholars Network that is composed of Indigenous and allied researchers who conduct Indigenous Health research. The network met in early October to identify key priorities for the group.

Indigenous Health Summer Studentships

The Queen's Indigenous Health Medical Studentship funds two (2) Queen's Indigenous Medical Students to advance Indigenous Health research. They work under the supervision of the Indigenous Health, Research Chair. Students are funded during the summer months to engage in research activities to advance the work of the Indigenous Health, Research Chair.



WAHA and other community building

Progress with the WAHA Partnership:

- Increased participation of clinical faculty in healthcare delivery within the communities served by WAHA
- School of Nursing has increased opportunities in their clinical training partnership with WAHA for NP and BScN students
- Queen's Weeneebayko Education Program deepened relationships with Moose Cree Education Authority and worked with Delores D Echum Composite School (DDECS) to roll out the first Specialist High Skills Major program outside of a provincial school. The first cohort of SHSM students enrolled in September 2023, and they all attended the Weeneebayko Student Summer Program in June 2024.
- Queen's Weeneebayko Education Program continues to build community-centred program development teams for the proposed, co-developed Health Science Campus in Moosonee, and has begun building relationships and first meetings with MoCreebec Eeyoud and the Town of Moosonee; contact established with Attawapiskat First Nation.

National Day for Truth and Reconciliation (NDTR) Activities

The Office of Indigenous Health collaborated with the Queen's University NDTR Planning Committee to promote initiatives happening across campus leading up to September 30th. In addition, a series of initiatives were led by the office:

- Hosted viewing of the Canadian Medical Association apology in mid-September 2024.
- Collaborated with Indigenous Interprofessional Primary Care Team on the delivery of the Traditional Medicine Talk with Joe Pitawanakwat
- Supported the Queen's University Indigenous Medical Student Association event

Indigenous Physicians Association of Canada (IPAC)

The IPAC Gathering brings together Indigenous physicians, medical learners, and allies for workshops, discussion, and collaborative opportunities. The Office of Indigenous Health sponsored three (3) medical students to attend the 2024 IPAC Gathering in Halifax, Nova Scotia. A number of Queen's Indigenous learners and faculty attended the gathering. Dr. Sarah Funnell was awarded the IPAC Mentorship Award and Dr. Jamaica Cass was awarded the IPAC Community Impact Award.



Staff Appreciation

Words of Gratitude from the Associate Dean, Equity and Social Accountability and the Associate Dean, Indigenous Health

The remarkable work to advance an equitable and inclusive cultural transformation across QHS is the result of the QHS EDIIA Initiatives team and Champions who continue to advocate for justice and social change. This headway would not be possible without their commitment and diligence in support of QHS learners, staff, and faculty. A huge thank you to everyone in the QHS community who champions equity, diversity, inclusion, Indigeneity, accessibility, and all forms of anti-oppression. We would also like to acknowledge the important work of Nathan Cheechoo, Indigenous Recruitment and Student Advisor, Connie Wighton, Administrative Assistant, and the Nest front desk staff in 2024-2025: Haley Kombargi, Jessica Zhang, Lindsay Yu, Simi Oluwole, Shania Sheth, and Idorenyin Williams. The hard-working QHS Outreach and Summer Program coordinators and assistants were Mishaal Allidina, Megha Banka, and Radwan Kassoma - thank you! We also acknowledge Giselle Valarezo who has been a leader in and tireless advocate for many of the initiatives listed here. We also express gratitude to the QHS Executive team and our former Dean and always fearless leader Dr. Jane Philpott. Dr. Philpott was instrumental in supporting the launch of QHS EDIIA Initiatives. Her departure has left a huge gap in your faculty, but we are forever grateful for her perseverance to prioritize EDIIA, reconciliation and an inclusive cultural transformation across QHS. Thank you for providing us the vision of radical collaboration and a sense of certainty that EDIIA Initiatives are critical and central to the work of our faculty and University. We carry on, onwards and upwards together.





Queen's
UNIVERSITY

HEALTH SCIENCES
Equity, Diversity, Inclusion, Indigeneity,
and Accessibility Initiatives