



**EDI Conference Agenda and Learning Objectives**  
**September 26-27, 2025**  
**The Hotel Saskatchewan, Regina**  
**Total Education time: 12 hours**

**Title:** The intersectionality of EDI and physician wellbeing

**Theme:** Understanding why intersectionality matters, how it impacts physician wellbeing, and identifying tools to mitigate the effects of it.

**Overall Objective:** At the end of the conference participants will be able to describe the concept of intersectionality, its role in building an inclusive workplace culture, improving physician wellbeing, and addressing systemic barriers.

Time	Topic	Learning Objectives	Presenter
<b>Day 1: September 26, 2025</b>			
09:00 – 10:00HRS	Building a Long-term Relationship with Truth and Reconciliation	<ol style="list-style-type: none"> <li>1. Analyze the historical and contemporary relationships between Indigenous Peoples and non-Indigenous Canadians, and their impact on Indigenous health and wellbeing.</li> <li>2. Explore strategies to integrate Indigenous knowledge systems, values, and practices into Canadian health education and service delivery.</li> </ol>	<b>Mr. Cadmus Delorme</b>
10:00 – 11:00HRS	Racism in Medicine Physician Survey Findings	<ol style="list-style-type: none"> <li>1. Describe the demography of physicians and medical learners experiencing racism in Saskatchewan.</li> <li>2. Describe the impact of racism among physicians and medical learners in Saskatchewan.</li> <li>3. Identify strategies to address racism within the Saskatchewan medical community.</li> </ol>	<b>Dr. Nnamdi Ndubuka</b>
11:00 – 12:00HRS	Joy in Medicine	<ol style="list-style-type: none"> <li>1. Define what “joy in medicine” means and why it is important for physicians' well-being and patient care.</li> <li>2. Describe the role of intersectionality in shaping individual experiences in medical training and practice.</li> </ol>	<b>Dr. Gbenga Adebayo</b>

		<ol style="list-style-type: none"> <li>Describe key factors that impact joy in medical practice and contribute to burnout.</li> <li>Recognize the importance of purpose, connection, and belonging in restoring joy within the healthcare environment.</li> <li>Identify evidence-based strategies to promote joy at the personal, team, and system levels.</li> <li>Commit to one action that can help create a more joyful practice environment.</li> </ol>	
13:00 – 14:00HRS	Kimāmawi-pimohtānaw: Walking Together, in a Good Way	<ol style="list-style-type: none"> <li>To hear traditional Cree teachings around intersectionality and diversity.</li> <li>To understand how these teachings lead to improved health and wellness, including for physicians.</li> </ol>	<b>Dr. Veronica McKinney</b>
14:00 – 15:00HRS	A Collective, Human Centered Approach to Healing Ourselves, Others and Our System	<ol style="list-style-type: none"> <li>Understand the impact of social constructs on intersectionality, stress and wellbeing.</li> <li>Explore a collective, human-centred approach to intersectionality, shared accountability, inclusivity and connection in medicine.</li> </ol>	<b>Dr. Alana Holt</b>
	Microaggression, Racial Gaslighting, and Allyship	<ol style="list-style-type: none"> <li>Define and differentiate microaggressions, racial gaslighting, and other forms of covert racism within professional and social contexts.</li> <li>Identify the impacts of microaggressions and racial gaslighting on individuals and communities, particularly those from racialized and Indigenous backgrounds.</li> <li>Apply principles of effective allyship to interrupt microaggressions and support a culturally safe, inclusive environment in your workplace or community.</li> </ol>	<b>Dr. Nnamdi Ndubuka</b>
	Intersecting Identities, Internalized Doubt: Countering Imposterism in Structurally marginalized Physicians	<ol style="list-style-type: none"> <li>Define imposterism in the context of medicine and medical leadership and describe how it disproportionately impacts women and racialized individuals in healthcare settings.</li> </ol>	<b>Dr. Tito Daodu</b>

		<ol style="list-style-type: none"> <li>Analyze how structural racism, gender bias, and exclusionary medical culture contribute to the development and persistence of imposter feelings among women in medicine.</li> <li>Recognize the intersectional experiences of women leaders in medicine, including how race, ethnicity, and other identities influence leadership trajectories and perceptions of competence.</li> <li>Critically evaluate the dominant narratives around imposter syndrome, shifting from an individual pathology framework to a systemic and organizational responsibility model.</li> <li>Identify anti-racist and equity-informed strategies that healthcare institutions and leaders can implement to foster inclusive environments that reduce imposterism and support diverse women in leadership roles.</li> </ol>	
15:00 – 16:00HRS	A Collective, Human Centered Approach to Healing Ourselves, Others and Our System	<ol style="list-style-type: none"> <li>Understand the impact of social constructs on intersectionality, stress and wellbeing.</li> <li>Explore a collective, human-centred approach to intersectionality, shared accountability, inclusivity and connection in medicine.</li> </ol>	<b>Dr. Alana Holt</b>
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<b>Day 2: September 27, 2025</b>			
08:15-09:15HRS	White Coats, Glass Ceilings: Past Lessons, Present Barriers & Future Solutions for Gender Equity in Medicine	<ol style="list-style-type: none"> <li>1. Recognize systemic biases in medicine impacting women and gender-diverse colleagues.</li> <li>2. Describe strengths-based leadership and the impact it can have on promoting an effective workplace</li> <li>3. List examples of the evidence base on the impact of diversity and inclusion in medicine on patient outcomes.</li> <li>4. Discuss current context of shifting political views on equity, diversity and inclusion practices.</li> <li>5. Commit to advocacy and leadership in promoting interventions that improve</li> </ol>	<b>Dr. Joss Reimer</b>

		healthcare for both healthcare providers and for patients.	
09:30-12:30HRS	Psychological Safety as a Clinical Competency: Advancing Equity and Inclusion Through Safer Work	<ol style="list-style-type: none"> <li>1. Define workplace psychological hazards within the medical profession, including how they present through bullying, racism, discrimination, and systemic power imbalances.</li> <li>2. Identify the signs and symptoms of psychological injury in physicians, including burnout, trauma, and chronic stress-related conditions.</li> <li>3. Expose the hidden epidemic of harm experienced by doctors—particularly those from marginalized communities—and unpack the stigma, fear, and systemic failures that silence them.</li> <li>4. Introduce trauma-informed tools and strategies for doctors who have been harmed, with a focus on internal recovery, peer support, and safe communication.</li> <li>5. Examine current system navigation options and highlight critical gaps in support, advocacy, and legal protection for physicians facing workplace abuse.</li> <li>6. Empower physicians to take informed action, build collective advocacy, and push for policy and cultural reforms that ensure psychological safety for all medical professionals.</li> </ol>	<b>Ms. Linda Crockett</b>
13:30-14:30	Rethinking Physician Well-Being - Addressing Ableism and Improving Accessibility in Medicine	<ol style="list-style-type: none"> <li>1. Recognize how doctors living with disabilities and chronic illnesses bring valuable perspectives and insights to their medical practices.</li> <li>2. Examine the current challenges in physician well-being strategic planning and how they may unintentionally contribute to structural ableism in the medical workforce.</li> <li>3. Identify ways organizations and individuals can improve accessibility and inclusion in medicine,</li> </ol>	<b>Dr. Michael Quon</b>

		creating a more supportive and equitable work environment.	
14:45-15:45HRS	Panel Discussion: Intersectionality and Physician Wellbeing	<ol style="list-style-type: none"> <li>1. Understand how intersectionality shapes both personal experiences and systemic dynamics within medicine, including its impact on physician wellbeing.</li> <li>2. Identify tangible actions they can take – as individuals, team members, or leaders, to foster a more inclusive, equitable, and joyful medical culture.</li> <li>3. Recognize ongoing areas for growth, advocacy, and collaboration to advance equity, diversity, inclusion, and physician wellbeing in medicine.</li> </ol>	<b>Dr. Michael Quon</b> <b>Ms. Linda Crockett</b> <b>Dr. Joss Reimer</b> <b>Ms Olivia Mensah</b> <b>Dr. Tito Daodu</b>  <b>Moderated by Dr. Gbenga Adebayo</b>

### Session Description

#### Panel Discussion: Intersectionality and Physician Wellbeing

**Panelist: Dr. Michael Quon, Ms. Linda Crockett, Dr. Joss Reimer, Ms Olivia Mensah, Dr. Tito Daodu,**

As we close the conference, this dynamic panel brings together physicians and subject matter experts who have presented critical equity, diversity, and inclusion topics throughout the event. In this facilitated discussion, panelists will reflect on the intersections of identity, power, and wellbeing in medical practice. They will explore how overlapping systems of advantage and disadvantage shape physicians' experiences, relationships, and capacity for sustained engagement and joy in their work.

Attendees will be invited to engage in an open dialogue where they can ask questions, share insights, and explore pathways for both personal and collective growth. Whether you are a physician, healthcare leader, learner, or advocate, this conversation provides a space to deepen understanding, challenge assumptions, and collaboratively develop strategies for a more inclusive, equitable, and compassionate medical culture.