OMSA Executive Council Meeting #1
July 3, 2021 9:00AM EST
Zoom

Ontario Medical Students Association

Association des étudiant·e·s de médecine de l'Ontario

Present via teleconference: Ushma Purohit (President), Angie Salomon (President-Elect), Mahdi Zeghal (VP Communications), Faran Khalid (VP Operations), Leah Bennett (VP Student Affairs), Zack Chuang (VP Finance), Connie Li (VP Education), Sinthu Senthillmohan (VP Advocacy), Sauliha Alli (VP EDI)

Guests: Joseph Boyle (CFMS Ontario Regional Director)

Regrets: None

1. **Welcome, Introductions, and Adoption of the Agenda**

    1.1. Motion to Start the Meeting
    - ○ Mover: Sinthu Senthillmohan
    - ○ Seconder: Ushma Purohit
    - ○ Motion passes

    1.2. Motion to Adopt the Agenda
    - ○ Mover: Sinthu Senthillmohan
    - ○ Seconder: Zack Chuang
    - ○ Motion passes

    1.3. Motion to Approve Last Meeting's Minutes (AGM)
    - ○ Mover: Connie Li
    - ○ Seconder: Leah Bennett
    - ○ Motion passes

2. **Question Period**

3. **OMSA Orientation**

    - ● Slide Deck
        - ○ Topics covered: OMSA mission, vision, and values; council structure; roles & responsibilities; governing documents; OMSA strategic & financial plan; OMSA and its relationship with the OMA (Section of Medical Students); OMA General Assembly Structure and Governance Transformation; meeting logistics and Robert's Rules of Order

- - Problem with the naming of the committees and subcommittees (e.g. there's no wellness committee; only subcommittees within the portfolio); plan to follow-up with VP Communications & VP Operations to reframe/reorganize these committees/subcommittees, followed by approval by executive board and then re-creation of the organizational chart
  - Q (President): Can you raise your hand to speak or the only way to be on the speaker's list is to write "speaker" in the chat (i.e. raise hand function only for voting)?
    - A (President-Elect): Let's go with raising hand to put yourself on the speaker's list and during voting; to speak it's nice since it orders raised hands it based on who raised their hand first; gentle reminder to lower your hand after speaking; and raise your hand during voting
  - For voting nemo contra, we ask if anyone wants to discuss it; if no one wants to speak, then we can say it passes nemo contra (but still need a mover and a seconder; just no vote)

4. **Communications Orientation**

- [Slide Deck](#)
  - Topics covered: overview of the Communications portfolio; website headshots; email signatures; overview of Trello and task request process; social media platforms
  - Q (VP Advocacy): How do you delete a card? And do we get notifications to our emails when we are added to a card or do we need to go to Trello?
    - A (VP Communications): If you are tagged in a card (with @) or even added as a member to a card, you should get an email notification. Be on the safe side and do both - add the member to the card and @ the individual. For deleting the card that function isn't there; any cards are marked completed and moved to the "Completed" section
  - Q (VP Student Affairs): Are there any sections in Trello that are portfolio-specific?
    - A (VP Communications & President-Elect): The sections are organized by Communications subcommittees and organized for use by the Comms team. Any other specific requests can be sent by email or Whatsapp
  - Q (VP Education): For marking cards as complete, who does that? (VP Comms, another VP…); since there are many outdated cards
    - A (VP Communications): Usually VP Comms marks it as complete; the individual assigning the task can feel free to also mark it and/or move it. Will complete a cleaning of Trello cards with transferring outdated cards to "Completed"

5. **Director Updates (+ Overview of Work Plan)**

5.1. Communications
- Please review the update here.
- Q (President): Is there a deadline for the headshots? And as we submit social media posts via Trello, how do we indicate that we would like a translation?
  - A (VP Communications): Let's set it for mid-late July; President-Elect will set a date and include that in the post-meeting email. For the translation question, you can submit your translation request in the "Bilingualism" section right in Trello. In other words, the original request and translation request are separate
- For biographies, we can look into gathering bios from each of the execs and including it on the website and/or posting to social media

5.2. Advocacy
- Please review the update here.
- VP Student Affairs: Having everyone in OMSA give their thoughts/suggestions may be a concern as it takes a lot of time. Could alternatively have people make a video of themselves explaining their goals/ideas; would be more palatable.
  - VP Advocacy: Original idea was for each subcommittee to get ~2 min. to explain what they do and when to reach out; if too much, could have that meeting within the portfolio (so that subcommittees know what others are doing), and at larger meetings, have VP overview with a few points under each subcommittee
  - President-Elect: This idea has come up several times. Have a more welcoming environment for subcommittee members to feel like they are a part of OMSA and be engaged. Will look into this.
- President: On a similar note, the President's work plan includes an orientation meeting for all committee members this year, as well as VP Externals. So more orientations to orient everyone; President & President-Elect to attend all town halls at all schools. For large committee meetings, the President or President-Elect would attend and use that time to explain to members what OMSA is and what they do. We'll do orientation for all committee members across OMSA but feel free to also hold portfolio-wide meeting(s) as well. We'll figure out whether VP Directors should also need to attend or simply submit a video outlining their roles and responsibilities.
  - VP Advocacy: Could also ensure we include a list of names and emails of committee members on the website
  - President-Elect: We already have a list of committee members' names; adding emails would be a good addition

5.3. Education
- Please review the update here.

5.4. Student Affairs
- Please review the update [here](#).
- Q (President): Systemic barriers to wellness research project is a great idea. Who in the Student Affairs team will help out with it?
    - A (VP Student Affairs): Thinking about putting out a call for students in September; also thinking about going to the Mental Health Committee to gauge any interest.
    - President: Good idea to approach existing team members to create an ad-hoc working group on this one project; are you initiating a whole new formal role for someone to take on this year, or is this just a 1-year project (and hence no need for the formal role)?
    - VP Student Affairs: Thought about recruiting one person dedicated to this; if so would need to ensure the application process isn't too close to committee applications
- Q (VP Education): Some members of the Mental Health committee are really interested in research rather than creative projects so if that call was sent out to them first, many would want to be involved. Wanted to add a point to initiatives on diversity and medical school admissions: many mentorship programs exist, so so how do we effectively partner with those initiatives (i.e. how can OMSA partner with these schools)
    - A (VP Student Affairs): Would love to relay and direct people towards these initiatives at schools; can see if mentorship team members can reach out to them and see how they can help (e.g. with recruitment). Would be better than starting a new mentorship program.
- VP EDI: With regards to pronoun pins - they're great, but can be exclusionary in some cases. There's collection of information, disclosure, and privacy of this data. Maybe there's a way where if someone doesn't want to share pronouns, can we give them something different or alternative in place?
    - A (VP Student Affairs): Didn't necessarily want to collect info asking for students' pronouns. Was thinking of first using available data of people who identify by certain pronouns, distributing pins based on that information plus 10% extra pins. WHen people come to pick up pins, there can be boxes of pins and they can grab whichever they would like (without having it in their kit). Wants to get a pin-machine maker to have a cheaper way to create pins. If someone uses other pronouns like ze/xe, do you guys think we should also get pins with these other pronouns?
    - VP Finance: Could set up a special request form ahead of time; avoids overspending. Indicate what's available in the kit, and if you would like something else, submit this form (no need to indicate name; just school).

- - President-Elect: Similar thing done at Queens; all clerks got pronoun pins. Will follow-up offline about considerations made and education around use of pronouns and responsibility of it.
    - VP Finance: For the mentorship program at Western, there's an LGBTQ2+ mentorship with med students paired with mentors. Could reach out to the VPEs and see what already exists at other schools. If need any help with financing of clerkship kits → did negotiate for Wellness Weekend a bulk deal where we got it for cheaper, so could help with getting a bulk deal if needed.
  - Q (VP Advocacy): Likes the idea of the research project; in terms of sustainability, will this be something OMSA does year-to-year with different topics? If we open up this possibility of research projects, this might mean that in future years, this will be the standard we're held to.
    - A (VP Student Affairs): Doesn't see this as recurrent; sees this research proposal as an important step and key solution that fits this issue. Would be hard to make an impact without it. It's coming forward more out of need; don't want to have to recurrently come up with future topics for future research. Can proceed with future discussions on this.
  - President-Elect: This is becoming more of a discussion item; due to time constraints, we can continue further discussions involving these topics in the September meeting.
  - President: there's OMA Ambassador program which is similar to mentorship program similarly done here; could look into collaboration moving forward between VP Student Affairs and President-Elect while planning OMA Ambassador program. Because many other schools are offering pronoun pins, we need to think about if we'll be giving them 2 pronoun pins. Could do a survey which schools already have it so we only provide it to schools that don't already do this. On another point, several position papers are likely to come out of this research project; will likely give birth to many action items spanning years.

5.5. Operations
  - Please review the update [here](#).

5.6. Finance
  - Please review the update both in this [document](#) and [slideshow presentation](#).
  - Please email/message if you'd like to discuss or know your budget; can hold appointments in July. Please message to make any budget changes or discuss ideas.
  - Keep in mind that the purchase for lunch is the same day and reasonable to 1 person in one sitting.

- VP EDI: Wondering about the selection process for grants; would like to meet to see what selection criteria we're using, having applications include at least 1 question requiring the applicant to reflect on EDI consideration, and overall how we can make it more equitable
    - A (VP Finance): Sounds good; application for each grant is different so would have to go through each one individually.
    - VP EDI: This will be across OMSA, with not only considerations when selecting winners but also selecting people for committees; all part of the big picture.
- Q (President): UofT bulk purchases stethoscopes for 1st-years, but the OMSA deal is better and students don't know this. So is there any timeline for the stethoscope promotion?
    - A (VP Finance): Not tweeted yet, but something VP Communications can look into doing.

5.7. EDI
- Please review the update here.
- President: Clarification that VP EDI, as an ex-officio member of the Governance committee (under Operations portfolio) doesn't have to attend meetings, but has the right to attend (i.e. not obligated); can sit in to advise. Similar to how Sinthu is an ex-officio member on EDI roundtable. It's an automatically appointed position.
- President-Elect: When we do the anti-oppression training, is that in September (i.e. should we be getting things in motion during the summer)?
    - VP EDI: Wants to clarify with that point who the training is intended for?
    - President: Previously it was primarily for execs but some VP Externals were present. Wasn't recorded for fear of limiting ability to have conversations freely on these topics (issue of safety). Considering waiting until October until VP Externals are recruiting and so even committee members can attend. Also need to consider restrictions on the number of participants in sessions (small vs bigger sessions), and how many facilitators are available. Will be a decision to make by VP EDI and VP Operations
    - VP EDI: Sounds good; will pursue discussions with VP Operations offline
- The form of anti-oppression training provided last year was free, but OMSA donated $500; was a UofT organization led by clerks. After anti-Black racism rose as a significant issue, a statement was made indicating that anti-oppression training would be created; a month later, it was made. It was mandatory for all execs but not VP Externals.

5.8. President & President-Elect
- Please review the update here.

6. **Motions**

   6.1. Motion to Transfer Mental Health subcommittee from Education portfolio to Student Affairs portfolio
       ○ Please review the motion here.
           ○ VP Education: This move is more administrative; EdCom can still collaborate with Student Affairs. This is more to streamline efforts.
       ○ Mover: Connie Li
       ○ Seconder: Leah Bennett
       ○ Motion passes

7. **Discussion Items**

   7.1. Intro to Honoraria, Finances, OMA/OMSA forms – *VP Finance*
       ○ Please review the presentation here.

   7.2. Grant Marking – *VP Finance*
       ○ Please review the presentation here.
       ○ President: Might be better to set-up an Excel spreadsheet and have people sign-up for grant marking.
       ○ VP Finance: Since it's just 6 people at this point, we can just share in the chat what VPs would like to sign-up for, and then once VP Externals sign-up, we can organize the spreadsheet.
       ○ For in-person meetings where travel is less than 30 min, you cannot claim honorarium on it (unless you're paying for travel such as taxi).
       ○ VP Externals do 1 and execs mark 2.
       ○ Grants are all on the OMSA website
       ○ Q (VP Advocacy): Last year, did we have grants related to advocacy/EDI?
           ○ A (VP Finance): Those would be the OPAC grants; they are part of the student sponsorship grants. When students apply they can choose to apply as either school sponsorship or OPAC grant.
           ○ President-Elect: Last year we prioritized events/initiatives with an EDI focus for sponsorship grants
           ○ VP Finance: That's right; the grants are spaced out throughout the year so we can discuss if we want a priority and hence change the rubric (e.g. September - focusing on events that bring students together that haven't been able to meet yet or in a long time; weighing points based on what the event/initiative entails)
       ○ Q (President-Elect): MSERG grants were 6x the amount of work compared to other grants; was there conversation about allocating more people there or having a process of recruiting students to specifically mark those

- ○ Can further discuss this with Connie; briefly discussed with Ushma about bringing on a couple of dedicated markers and still having two members from the executive board to average scores; that way people get a chance to do grant marking while not overburdening students with the amount of marking
  - ○ Q (President): We have a rubric created last year for sponsorship grants specifically; could a version of this be created for other grants? (since this rubric was very useful). Second question: for those who have previously sent reimbursements, when does a new EFT form need to be submitted?
    - ○ A (VP Finance): Submit the form in January; for now it still seems to be ok since the OMA year starts in January. For the first question, different rubric versions can be made; will depend on what is required in marking for each grant (e.g. some grants are mostly based on completion followed by a random draw).
    - ○ President: VP EDI can be involved in parts of rubric making from EDI perspective for increased criteria transparency
  - ○ VP Finance: Just to clarify that marking process is completely anonymized (no name, no year, only school as an identifier)
  - ○ President-Elect: Will send clearly written-out instructions on submitting reimbursements and honoraria in post-meeting email. For now we won't claim honoraria; stick to lunch reimbursements.

7.3. Meeting Meals/Rules – *VP Finance*
  - ○ Covered during the VP Finance update.
  - ○ Please review the presentation [here](#)

7.4. Dedicated Council Time for EDI Discussions – *President*
  - ○ Last year it was called "Conversations on Race" - a brief time period within discussion items, where an individual leads discussion on a certain topic (last year being primarily related to racial issues). Was on a volunteer basis from both VP Directors and VPEs; topics included anti-Black racism, races effect on physician compensation, Filipino population and healthcare and their unique challenges they face and representation within the field, defunding the police… Individuals lead discussion in different ways: presentation, reading an article beforehand, etc. and are free to do as they please!
  - ○ This year planning on expanding beyond race and including EDI in general - including but not limited to LGBTQ2+ populations, gender identity, religion, etc. This allows us to continuously engage in these conversations and learn from each other. Can also give us ideas on action items to pursue. Decision was made with the President-Elect and VP EDI that we will continue it this year. Want to

gauge feedback on how we would want to organize it (volunteer-basis, assigning execs, etc.). Starting with the next meeting we'll start with these discussions.

- ○ VP EDI: Feel free to add your name to a slot on the spreadsheet. There could be fear of not knowing enough or saying the wrong thing, but it's alright since it's part of our learning. We want to get ourselves engaged in this and it doesn't have to be a lot of preparation. Strongly encourage this to avoid having the burden of EDI falling on just a few individuals; we need to all show commitment to this. Can be super brief and prepare some discussion questions.
- ○ President: Doesn't take a lot of time to prepare and discussions usually flow easily. Easy to choose a topic you're passionate about, or can choose a topic you're not very knowledgeable about and pose it as questions so you can learn more.
- ○ Q (VP Advocacy): How do we encourage people who don't usually engage in this?
    - ○ A (President-Elect): Hopefully we present this in a way that doesn't come across as intimidating. Would like to have some of our execs take the lead but would also like to leave some slots for VPEs.
    - ○ VP EDI: That's right; execs and VPEs can think about areas that you are already familiar with and bring up an issue related to it
    - ○ President: Another thing we could do is pass it on from one school to the next; the problem is increased representation from a few schools (e.g. UofT). Last year I personally reached out to people to ask if they'd be interested, so we can think about creative solutions like this to encourage engagement.

7.5. OMSA Surveys – *VP Student Affairs*
- ○ Worried about the survey burnout that students would feel; so it would be good to get everyone on the same page about what surveys we want to do and to be prepared to make sure that people aren't exhausted from surveys. So how can we maintain participation in surveys and also manage posting? This is a concern coming in this year because of the pandemic. The survey for the peer-reviewed study can only be on one topic (i.e. can't combine other topics), so this survey in particular would have to be standalone but going forward maybe we can combine surveys. Then again would it be better to do multiple small surveys or larger combined surveys? And what are other portfolios planning in terms of survey and what are the group's thoughts when thinking about burnout from surveys?
- ○ VP Finance: One thing we can do is offer gift cards or other compensation for survey participation; can set it up as a draw rather than awarding all participants. Another potential solution for reach can be like what the CFMS has: have a general repository to individuals who are interested in surveys and when surveys arise we provide that offer. We'd have to be careful not to overload FB pages with

surveys; this solution targets only those interested plus can drive participation (without blanket email)
- ○ President-Elect: Idea of a centralized platform has been heard before so it's worthwhile to explore this solution.
- ○ VP Advocacy: On the topic of requiring REB approval for one study and hence limiting number of possible topics in one survey - VP Education & Advocacy do position papers and we can go back and see which ones were related to wellness (e.g. discrimination) and those can be included in a survey. That way the survey can have education/advocacy topics while still marketing it with a wellness aspect.
- ○ VP Education: Surveying from my end (as part of attending external meetings) is really getting a sense of what each school's biggest concerns are; wouldn't necessarily want to run a whole Ontario-wide survey; it would be more efficient to reach out to VPEs directly. So Leah can go ahead with what she does; doesn't take away any opportunity for Education to run surveys since the type of surveying isn't exactly the same.
- ○ President-Elect: So there's the survey on advocacy priorities; seems to be the only annual survey released
- ○ President: Would be a good idea to create a spreadsheet where everyone writes the surveys they want to conduct, the date of release, and who it's targeting. Everyone can commit to doing that, and VP Communications can then hold that spreadsheet and organize the dissemination of surveys. That way everyone can see dates of release of surveys and time theirs accordingly (to space it out). So this is something we can take on, if someone would be interested in organizing.
- ○ VP Student Affairs: Yeah I can make that spreadsheet and share it with VP Communications. On a side note, will reach out to Zack later on a question about possible conflict of interest with a funded study passing through REB.
- ○ VP Student Affairs: On the post side of things: Wellness Initiatives team made a FB group; if we want to transition to an OMSA communique FB group, is that an option?
  - ○ VP Communications: OMSA has a FB page; so it's easier to invite people to like and follow the page itself. Usually more complex posts like applications usually through FB or communiques, but something short like the advocacy survey with a quick blurb can be put up via Twitter. Hard to say; it seems that more people are using Twitter than other platforms.
  - ○ VP Student Affairs: Shared the FB group in the chat; not sure how to best advertise their initiatives. Can still think about how we want to do this.
  - ○ VP Education: CFMS has a lot of groups for many different sub initiatives; so if it's just the wellness initiatives group, then only people who want to engage will join/follow the group. Worried about inundating people since

not sure how many people read the OMSA communique, plus it seems that our schools VP Comms doesn't forward the OMSA communique.

- ○ VP EDI: Can confirm that this seems to be an issue I noticed as well.
- ○ President-Elect: We don't have a list of Ontario students; we send the communique to VPEs, and they forward it to their respective student bodies. But Mahdi, do we have a process by which medical students can sign-up to receive communique?
- ○ VP Communications: Not yet but if we set-up some form of survey, we can then create a master list after which the communique can be sent to all students directly. And yes we also have Mailchimp.
- ○ VP Advocacy: We could also, like CFMS does, send out an email at the start of the year with the communiques, and/or like OMA Insurance, get a sign-up link to provide to students during orientation week and provide that offer to sign-up
- ○ President: This was brought up several times last year, but Comms team was probably overwhelmed. Good to start in the summer, where we revisit how we do communiques. Technically VPEs forward communiques to student bodies and this wasn't happening at some schools, so students raised this issue. So a solution was proposed to let students subscribe individually to getting communiques. From experience leading the CFMS Global Health FB page - we created a live document pinned at the top where opportunities were listed and was frequently updated and always pinned at the top. This worked out well. Fully support turning the Wellness group into an OMSA page; just need to warn them ahead of time as well. Another question, Mahdi, would be seeing which member of the Comms team would take that on; if it's feasible to assign to one person the entire year. So overall: thinking about a FB group and getting a way for med students to sign-up to the communique.
- ○ President-Elect: Also might be interesting to set-up a "Follow our page" with entering to win a prize.

7.6. Anti-Oppression Training – *VP EDI*
- ○ Wanted to get feedback on this. The training is offered by the Kojo Institute (they've won a number of awards in EDI); it is 2 training sessions, with the first focusing on foundations of equity (2-hr), meant to be more of a collective brainstorm session (e.g. what issues do we want to address?) and discussing key issues, and the 2nd session is, based on the priorities discussed in the first meeting, implement them (2-hr). Cost is about $10K. All for this training, especially if we have the budget, so two main questions are : do we have the money for this? And do people think this would be enough? Because from my experience, discussion is important but sometimes we also need an opportunity

to get information (listen and learn) and I'm not sure if this approach would meet that expectation.

- ○ President: Last year's group was "Invisible Challenges in Medicine," which is separate from this in terms of anti-oppression training. Last year the group was giving us training and tools in the way that we function; Kojo is an external consultancy group that uses EDI to incorporate it into the framework of an organization. It's meant to be taken only once, where we rebuild our entire framework based on the tools we received, so it's really organization-based EDI training. Issue is that $10K is too much for 4 hours; given this, we decided to take the 10,000, passed a vague motion to hold onto the cash for some form of EDI training in the future, so we do have that money to some extent. But we can use that same money to give students robust EDI funding; we need to make sure we use the money appropriately and if Kojo is the right choice. So the plan then was to consult other groups providing similar service at cheaper cost and wait before confirming with Kojo.

- ○ President-Elect: Pool of money was freed up due to the pandemic; so conversation came up with how we can spend this money to improve our organization for the future and do something new and big.

- ○ VP Student Affairs: $10K is a lot; anti-oppression training is critical for OMSA but there's consideration that that a medicine-specific group is doing it free; could also think about hiring a student in September interested in spending the entire year analyzing our structure (which would be what Kojo similarly accomplishes); really likes the idea of giving that extra money to students for efforts they are doing versus an external group. If it's $10K training that's 4 hours, that's almost a little performative - how much are we really getting out of that training. Is this mostly intended for companies that have done something large and controversial in the public eye, and so it came about to address that?
  - ○ VP EDI: Yeah it does seem to serve large companies/businesses; their training gave a list of topics but a lot was missing and there isn't a medical focus so there would be gaps.

- ○ VP Finance: For funding, the amount is about $7000; this money hasn't been spent yet, and it's marked here as "External Review of OMSA Practices and Policies" (nothing about Kojo). Has that money been promised, Ushma?
  - ○ President: It was $9000-something, getting $3000 from a different location to get to $10,000. But the motion was kept vague for that reason. But in terms of asking what exactly they are doing; we've asked multiple times but they won't exactly say because it's trademarked and made with expertise; no objectives outlined. Also want to add that the reason we said "External Review" is because med students have limitations on how much we know, so we may benefit from expert external opinion, given lack of formal teaching in EDI. Hence it brings in a credible expert.

- - VP Finance: So the money that was set aside was meant for Kojo but wasn't spent. So wanted to know if it was spoken for.
    - President: Yeah so it was spoken for external review, but doesn't necessarily have to be Kojo; any external organization.
  - VP EDI: Knows other places and looking into those while considering their prices. Knows that other organizations out there are more transparent. Kojo's priorities aren't well defined; didn't see Indigenous issues which are important for OMSA. So leaning towards finding another place for the training, but recognizes importance of external review and may be a separate thing: anti-oppression training versus external review.
    - President-Elect: That's exactly right. Even within Kojo, the idea was to have 2 hours of equity training for OMSA council, then extra 2 hours for framework workshop (institutional level), so how we engrain these principles in our policies and procedures
  - Q (VP Student Affairs): Wondering if the $10K needs to be used on the external review, or also for EDI training?
    - A (VP Finance): $7K needs to be for external review; other $3K is more flexible
    - VP Student Affairs: Would be cool to hire BIPOC and/or LGBTQ+ students that may not be in medicine; but provide funding to youth rather than corporations that are well established
    - VP EDI: Yeah if we want to support students, they may actually be better! Anyways will go back to the drawing table, and scrap the idea of training from Kojo
    - President-Elect: In the interim, we need to figure out a preliminary anti-oppression training for our council, find a group, figure out the cost, and then with regards to institution-level, we can figure that out longer term
    - VP Finance: Didn't the CFMS just do this, but with a specific Indigenous lens? Did they only use an Indigenous service? Might be worth asking them what they did and who they did it with.
    - VP EDI: Yeah I'll reach out to whoever is the board member on CFMS responsible for this

7.7. OMSA Advocacy Values and Guiding Principles* – *VP Advocacy*
  - Please refer to the following document.
  - Would like feedback, thoughts, concerns, questions about this document
  - One of the big issues raised during elections was what we shouldn't advocate on, and a big response was international affairs, yet medical students are involved in some way. Plus CanMEDs have some definitions related to the health advocate role which arguably can tie in communities to include global communities. So I

would like to get thoughts on what is the need for OMSA to do advocacy work (i.e. what is our goal?). Should we advocate on topics that are not medicine-related or medical-student related? What are topics that we should and shouldn't be advocating on?

- VP EDI: Understands the reluctance around global issues, but feels we should keep it. Don't the CanMEDs roles reflect advocacy on a global level...do they use that language?
- VP Advocacy: Will look into it right now and get back to you.
- VP Education: There's a lot of room to be clear in, for example, "Community and Society at Large"; we could indicate that OMSA engages in global and societal advocacy efforts so long as they intersect with patient populations that Ontario medical students will encounter; can say that it will prepare students as stipulated in the CanMEDs roles
- President-Elect: For "Community and Society at Large" which was added, we felt that this was the piece that was missing to address global issues; anybody else who has a different opinion or any other thoughts to add?
- VP EDI: One thing NOSM does is that they talk about social accountability, so that terminology can be included here. Also we should probably use the term culturally safe (what practices/principles can always be in place regardless) rather than culturally competent (having knowledge about different cultures). So yeah we can add wording on social accountability.
- President: The specific wording will require further review; the purpose of having this discussion here is to hear from other execs who are not involved in this process. One major question we need to ask is why we think it's important to advocate on anything? (i.e. why do we advocate?) Also need to reflect on if there's anything we feel uncomfortable advocating on, or what issues are not within our jurisdiction. That way we'll know how to write it up to reflect these considerations. If we address global issues, which ones should we advocate for?
- VP Student Affairs: I feel that we have peers in our classes all over the world, and I know if a tragedy were to happen in my homeland, I would feel much more safe if my group or OMSA acknowledged it. So for the wellbeing of our students we should advocate for global issues. A lot of global issues aren't as complex as the Israel-Palestine issue, and so if we restrict it too much, we may be eliminating a lot of ways we can make our students feel comfortable. So this would be a great avenue to show support to our students.
- VP Education: Not sure if it's what we should not advocate on; more on how the advocacy is done. There are really difficult issues, but inevitably it will touch student lives in some ways. There are good and not-so-good ways to advocate, so this will also be important to consider.

- President-Elect: Yes; at what point is trying to address anything result in not being effective at any advocacy efforts? Not sure how we can draw these lines.
- VP Communications: Not sure about pursuing global affairs advocacy, but if we do pursue it, there could be some rough guidelines but also situation-specific. I see it as whether it's one-sided or there's two-sidedness; e.g. Indigenous graves or mass shootings don't have two sides and are simply founded on a humanitarian crisis or loss of human life, something so fundamental that there's no conflicting side. But something like the Israel-Palestine situation is more complex, where wording itself to describe it is tricky and sensitive. So we should try to outline it based on what the situation is (i.e. is it political, is it based on war, etc.), but also we might need to see it on a case-by-case basis which might warrant a statement of some sort from OMSA indicating our decision with our mission, values, and responsibilities as medical students, which furthers our transparency
  - President-Elect: Yes, and this document is something we can refer to on a frequent basis when considering what to advocate on and how to make those ad-hoc decisions.
- VP Advocacy: The question also is what is our goal with this advocacy? The Israel-Palestine situation was unique, but on the flipside it also highlighted issues with censorship, intimidation, etc. So we need to ask if our purpose is also to make political movements? Because anything beyond just supporting students and their wellness can fall within the political realm. So what is the purpose of doing advocacy? Do we only want to support students? Are we trying to make progress within political advocacy?
- President-Elect: Very important question. We'll have to have a meeting dedicated to discussing this document, because this goes beyond just the EDI and advocacy portfolios. The four of us who worked on this come back and clean it up a little based on discussions here, then we schedule another meeting focused just on this (and those interested can also attend).
- President: Completely agree. Helps us get input from outside the four of us. Mahdi you draw a good point in terms of approaching an issue that's contested with debate versus an issue with little to no debate. Maybe we can outline an approach to delineating somewhere in the document, and how we can be democratic in that decision-making process. To Leah's point, yes we should make it less performative, where actions correspond with our words. Now there are some issues that we cannot advocate on - for example physician compensation - because we don't have the expertise on this and OMA covers this. So it's okay that there are some things we can't advocate on; with recognizing limitations comes greater credibility.

7.8. OMSA Restructuring – *VP Advocacy*
- ○ Purpose here was to talk about what we are doing with our subcommittees, if there's any shifting around of (sub)committees or even just responsibilities to someone else. Not sure if there's any further discussion needed here.
- ○ VP Student Affairs: In transition meetings, has let the leads know that if they feel that their subcommittee needs additional members, less members, additional roles, then they can work with her to change these up. Did want to get your opinion with the New Initiatives committee, where they struggled a lot with attendance. One of their ideas was to have an additional general member, one from each school, to form a subcommittee of ~11 people. Seemed like a lot of people; wanted to see if other portfolios are also restructuring subcommittees and giving them these options of restructuring.
  - ○ President: The issue is that with more people, there's diffusion of responsibility (feel less responsible to do less tasks). Point of the New Initiatives group is idea generation, so more people wouldn't be a problem, but if the point is also to enact on certain things, then would need to make subgroups within that group. But that's more a decision of the person leading the committee and how comfortable you are with that. Another thing is that when you recruit, if you just want representation from each of the schools, then you can hire your committee in that way (i.e. tell Faran to include which schools applicants are from and select one from each school)
- ○ President-Elect: From a constitutional standpoint, you only need approval for the creation of a new subcommittee (with description, justification, etc.), but shuffling roles and people around is at your discretion and doesn't require a vote/approval. So big changes we've seen are to move the Mental Health Subcommittee from Education to Student Affairs. Is this the time to also talk about renaming (sub)committees; any thoughts on that?
  - ○ President: Definitely want to address this; can work with Angie to come up with the new list of committee/subcommittee names, send it to Director VPs, and get approval from everyone
  - ○ President-Elect: Similar to VP External 1-pager, we can create 1-pager of OMSA governance structure, and one-line description for all subcommittees. CFMS does it pretty well with their (sub)committees so we can do it like them.
  - ○ President: Yes so we can prepare a one-page OMSA summary of all the committees and subcommittees within each portfolio. That way we all have a better idea of roughly how many members are in each committee/subcommittee.

- ○ VP Student Affairs: If anyone has ideas for a new name for our New Initiatives subcommittee, we want to gear it towards wellness programming (where WAP came from), feel free to let me know!

8. **CFMS Update**

- Please refer to this [document](#).
- Joe Boyle and David de Launay are the CFMS Ontario Regional Directors; will work closely with OMSA in connecting it with CFMS to support each other and promote each other's events. They are welcome to join our council meetings and get insight into what we do.
- CFMS ORD (Joe):
  - ○ Not much to present; a lot of time has been taken up with the president responsibilities
  - ○ Has been a tough year for the CFMS, trying to make a lot of changes. Our portfolio directors have put out statements and we have as a board as well as to where we are at, the direction of our portfolios, etc. which will be in the document (see link above)
  - ○ As part of these changes, an update on the nominations committee process (how we recruit members to sit on our committees): looks a bit different now and we've scaled back for this current iteration (usually a couple a year); for Spring NomCom, directors will only recruit for roles deemed only essential for the portfolio. There will be a lot of reforms over the next year or so, so to that end recruiting full scale isn't in the best interest.
  - ○ We're hiring a new General Manager; announcement coming shortly
  - ○ We'll be having by-elections soon (July 11th); our Spring General Meeting allowed us to fill most but not all positions. Is currently holding Interim-President role; no one for QRD; VP Communications also resigned not too long after starting; and unfortunately will also be stepping down from ORD following these elections. The Interim-President role took a lot of effort, and the time I'd like to give to the role doesn't match the time needed to give to the role. Just stepping down from the board, so I'll still be around to help the CFMS, OMSA and anyone else that might need my help as well
  - ○ So overall will be a bit of a weird time for the CFMS.
- Q (President): Wanted to thank Joe for his dedication and what he's done in this crazy time by taking on the President's roles, and very understanding of stepping down. He's always welcome to attend our council meetings. We've been trying to increase student engagement with our council, so we welcome any of Joe's ideas to try to address this. Question: when do you think each of the committees will be fully recruited for CFMS and National Officers in place so we know when we start conversations in collaborating with them?

- - A (CFMS ORD, Joe) Each of our portfolio directors are taking different approaches with recruitment during NomCom; for some it might not be until the fall or even later. Overall I would look ahead to later this summer for some of the positions that will be returning (Student Affairs, Government Affairs) - so that would be late-July / early-August. For other positions, it wouldn't be until the fall or later. But feel free to reach out to portfolio directors for more detailed information.
  - Q (President): EDI Roundtable was brought up today; in the past the Director of Global Health & Government Affairs came together to chair that, but last year because a lot was going on with the CFMS board, the roundtable didn't happen. Now we have VP EDI who will lead the Ontario-wide EDI roundtable. But I want to make sure if there's a similar role at the national level (CFMS)?
    - A (CFMS ORD, Joe): Yes, so that's Lunan Zhao, our Director of Global Health who would be leading that. It still in the construction phase, but I'll make sure to let Lunan know to get in touch with them when that is ready
  - Q (President): When would you last day be in office as Interim-President and as ORD?
    - A (CFMS ORD, Joe): July 11th is our by-elections and the point of transition; so if all goes well, then at that point we'll have a new president and ORD on July 11th.
  - Q (President-Elect): Mahdi, did we share the CFMS promotions for the NomComs and by-elections yet?
    - A (VP Communications): Not yet, but we can do that.

9. **Varia**

   9.1. Update on OMSA Donation to Salman Family
   - President-Elect: Don't forget to get donations in to Zack so we can match them; tweets also went out today so feel free to take a look at them and share those

10. **Next Meeting**

    10.1. Saturday, September 11, 2021 from 10 AM - 3 PM EST (tentative)
    - Tentatively because it's hard to know if and how many VP External Jr.'s are hired; want a full council meeting but hard to say if all will be present
    - Will send an email with the next meeting's date a month in advance; will then approve the full meeting schedule at the next meeting in September

    10.2. *Tabled items*

       10.2.1. Meeting Dates and OMA Leadership Topics – *President-Elect*

11. **Meeting Closure**

    11.1. Motion to end the meeting

- ○ Mover: Sinthu Senthillmohan
- ○ Seconder: Leah Bennett
- ○ Motion passes