

**CFMS BOARD 2021/2022 TELECONFERENCE #3**  
**MEETING MINUTES**  
**Saturday, May 22nd, 2021**  
**17h00 EDT - 18h30 EDT**

**Chair:** Joe Boyle

**Present:**

Joseph Boyle, **Interim-President and Ontario Regional Director, Northern Ontario School of Medicine**

Edgar Akuffo-Addo, **Vice-President Finance, University of Toronto**

Neha Malhotra, **Director of Education, University of Toronto**

Lunan Zhao, **Director of Global Health, University of Toronto**

Montana Hackett, **Director of Government Affairs, Western University**

Alex Lee, **Director of Student Affairs, University of Ottawa**

Sherry Mahmood, **Western Regional Director, University of Alberta**

Alvin Qiu, **Western Regional Director, University of British Columbia**

Stephanie Roberts, **Atlantic Regional Director, Memorial University of Newfoundland**

Stephanie Houwer-van Nelfen, **Administrative Assistant, CFMS**

**Regrets**

Dave de Launay, **Ontario Regional Director, University of Ottawa**

**Vacant**

**President**

**Past-president & Board Chair**

**Quebec Regional Director**

**Vice-President Communications**

**Welcome**

- Motion to start, approve agenda
  - Moved, seconded
  - Motion carried unanimously
- Rotate Indigenous land acknowledgement
  - Hear/ learn about different parts of the country

**C2021 Concerns**

- Advisory Group and several Board members approached by students
  - MCCQE (Medical Council of Canada Qualifying Examination) get cancelled and need to be rebooked
  - Cancellation and refund takes too long
  - Need to book sooner rather than later
  - End up paying fee for 2nd time (\$75)
  - Ask for refund

- Where do we stand on cancelling this exam?
  - Nothing can be done right now
  - Similar conversation happened after challenges with the MCCQE exam last year
    - There is definitely support for moving away from the exam
- Focus on students that are having difficulties right now, pick up advocacy later
  - ART (Academic Round Table) yet to come together for discussion
- WRD (Western Regional Director) and Dir Ed (Director Education) will work on this, Dir GA (Director Government Affairs) to join after June 3rd
  - Let Dir GA know contacts if know any with e.g. RDoC (Resident Doctors of Canada)

### **VP Communications Update**

- WRD has taken over some of the issues from VP Comms for time being
- Email to VP Comms from Justin Schellenberg (Firenet Designs) about signing of contract
  - Contract to encapsulate working on the following projects:
    - HHRTF (Health Human Resources Task Force)
    - ADA (Americans with Disabilities Act) Compliance
    - CFMS Forum
  - Old Board finished negotiations, but didn't get to the signing
  - Been in contact with Adel Arezki (VP Comms 2019-2020)
- Making changes to the website too difficult, need something different
  - Could be part of rebranding
  - Outsourcing because website is too difficult is too expensive
    - Usually have NO ITs (National Officers Information Technology) who make changes to website that portfolios can't make themselves

### **Individual write up**

- Fill out document by tomorrow night (23rd May)
- Dir Ed and Dir GH to help edit/frame into a cohesive narrative

### **Current Advocacy Topics in Canada**

- Humanitarian crises in Gaza
  - Advocacy efforts being done across Canada
  - Many medical students involved in those efforts and many affected by what is going on
  - Dr. Ritika Goel, Faculty Lead for Social Accountability, Department of Family and Community Medicine, University of Toronto
    - Very supportive of Palestine and calling Israel on war crimes and violating human rights
    - Letter was written calling her anti-semitic and asking for her removal from Faculty
    - As a result letter written by students that those in the medical profession should have the freedom to be able to advocate on health justice issues
      - Over 1000 signatures across Canada (2nd letter)
      - 300 signatures (1st letter)

- There has been an increase in antisemitism
- People don't feel safe supporting the Palestine people
- 3rd letter was written by Health Community, anyone providing healthcare
  - [https://docs.google.com/forms/d/e/1FAIpQLSfgy-evTsPAbdag\\_itlXhS64KWihgpY50BECuLiVHXg3pAtw/viewform](https://docs.google.com/forms/d/e/1FAIpQLSfgy-evTsPAbdag_itlXhS64KWihgpY50BECuLiVHXg3pAtw/viewform)
  - 3000 signatures with names attached
- University of Toronto under fire for not hiring (revoking offer) professor who wrote on human rights violations in Gaza
  - Uof T being boycotted
  - Events being cancelled
- Where does CFMS stand?
  - Med Socs (Student Medical Societies) hesitant and fear of repercussions
    - Look for some direction
  - Med Socs looking how best to support all students at their schools
  - Students from region reach out to chat
    - Both sets of people are really hurting in different ways
    - Conflicts between students in school
  - Faculties don't want to speak out, too worried
  - What do medical schools want/ need from us right now?
    - Do we wish to send out a statement?
    - Do we wish to support existing statements?
    - Creating safe space for all students?
  - Making a statement requires taking a stand
    - Don't want to make things worse
    - Think carefully
    - Neutrality may be worse than say nothing
  - In the same vein as with the Match process offer safe spaces, guide to professionals for emotional support
    - Peer-to-peer support sessions
    - Get people who feel the same way in the same room
    - Do we want to create two sides, something to think about?
  - CFMS can offer
    - Community
    - Funding
  - Reflect on what the impact of a statement can be
    - To ensure students feel comfortable to engage
    - Make sure no reason for discrimination or harm
  - Do something to support local level student organizations
    - Advocacy Toolkit
  - Fear of repercussions, can what we put out come back to bite us?
  - Difficult to create nuance that is required in this kind of situation
    - Can make the distinction between standing up for people who are being killed and having human violations put against them and also demanding that there should be no antisemitism as a result of these conflicts

- Interpretation by students will be tough to predict
    - Not pro-Palestine enough
    - Neutral for both sides
  - Chance of losing respect of certain students
- Make sure comfortable with what we put out and stand by it
- Fear of missing something crucial
  - State bombing civilians is wrong
  - Antisemitism is wrong
  - Both should be defensible
  - Not sure which words to use
- Statement can be about supporting communities, bringing people together, and safe spaces for voices to be heard
- Do a blind poll tonight to get a sense of where everyone is at to decide how to continue
  - Peer-to-Peer support session
  - Advocacy tool-kit for local student groups to be able to write a statement
  - Statement directly from CFMS
  - Statement endorsing other statements already written
  - Compilation of other letters being written
    - Summary of what is happening for students that have not been able to keep up
- Action items and timeline
  - Things are moving quickly, need to get started right away
  - Poll to be blind
  - Have something in place in next few days
  - To be set up by VP Ed, WRD and VP Fin
    - Reach out to VP Externals (CFMS Representatives/ Reps RoundTable)
      - What is happening in schools?
      - What are they doing?
      - What know now is very informal
      - Survey?
    - ARD is chair of RRT as Communications portfolio Attache/Dyad
      - Informal WhatsApp Group
      - Can communicate with them on what to get their thoughts on

### **Nominations Committee Update**

- Released Call for Nominations for Board positions in social media (By-Elections)
  - Up until 28th of June
  - Needs to be open for 6 weeks
- Next deadline for NomCom this Monday (May 24th) for VPs and Directors to have the spreadsheet updated
  - Highlight changes in red for benefit of Bilingualism Committee
- Will send out the Google Forms to portfolio directors to be updated
  - Same template for every portfolio
- Question: Has VP External for Quebec (McGill) been notified?

- Answer: VP Externals not notified yet
  - One line of communication for By-elections and NomCom
  - Will be done but not yet
- Question: When do the Google Forms need to be ready?
  - Answer: Also Monday, May 24th
- Question: One Google Form per portfolio and list positions with questions?
  - Answer: Yes, would be easiest for marking
- Question: Is there a rubric (template) for marking?
  - Answer: Available on the Google Drive under the Nominations Committee folder
- Question: Where does the marking go, who does the marking?
  - Answer: It goes to the specific/ relevant Roundtable(s)
- Issue on clarity of marking
  - EDI Task Force: not enough transparency on NomCom
    - What is it?
    - Where is an application going?
    - Who does the marking?
  - Rough sketch of what happens, organizational workflow
    - Post graphic as part of the calls for nominations
  - Have EDI TF involved in reviewing applications
    - Part of integrating EDI
    - Financial reimbursement for EDI support (Ask from EDI)
    - Do we need to change by-laws?
      - Don't think so, but will make sure before June 28th when the 2 weeks marking takes place
- Wish to meet on Monday with the portfolio leads
- Global Health postpone all positions hoping to do a whole rehaul this year
  - Having information sessions with leads to know what's going on
    - Implement for future calls
- Question: Would Summer NomCom be doable?
  - Answer: Would need to review bylaws, and the timeline might be tight
  - Timeline might not work. In talking with other NOs, try and prioritize NOs that need to be filled for this call, because the transition may leave a big gap when the time comes later this year
- Question: Can one leave an open box to make up a position and create it as needed?
  - Answer: Like idea, though may be difficult if large number students applied
- Remark: If need to run more NomComs be cognizant of the budget
- Question: if this process is causing headaches, what can we do to change it?
  - Answer: If it's a headache that's probably because it's the only one we know
    - Need to fill the positions creates pressure
    - Can look at changes for the Fall NomCom
  - Could be creative with open calls, call it something to the effect of "File Lead at Large"
  - Can also find volunteers without formal process
  - Titles confer some recognition re: volunteers, can they be given titles, and is there rules around numbers?

- Remark: some concerns about establishing a marking procedure with “open box” calls
  - Solution could be for the “suggestion box” to go towards positions in the FallCom
  - Dir Ed will write it out and send it out
- Question: Who are the members of the NomCom committee?
  - ARD, with Yseult’s (previous Quebec RD) help
  - Dir SA (Director Student Affairs) offers help with committee
  - Dir GH also very keen on helping with NomCom
    - Also hoping to welcome folks that want to join leadership circle
    - Wonders if a conversation around creation of new position would be helpful
    - Hoping to have conversation with applicants for any GH position

#### **Appointment of Executive Vice-President**

- Bylaw requirement for Executive VP to be named from Board
- Responsibilities would be
  - To act in the role of president should they be unable to complete their responsibilities
  - To communicate with the Minister any bylaw changes
  - Any other tasks as delegated by the board

#### **CFMS General Manager Update**

- Rosemary has given rough terms of reference for position
  - Would like to have new person in place by the end of June
    - 1 month transition period to follow
- Open up discussion on what want role to look like, and who might be up for helping with the hiring process
  - To the previous discussion around General Manager vs Executive Director
    - Director position often require a higher salary and different tasks
    - Might not be good fit for this position right now
  - Want this role to be restricted to BIPOC individuals?
  - There has been precedent for that
- Is there anyone who would like to be part of this process with Dir SA and Interim-President?
  - Dir GH would be up for helping with this process

#### **CFMS Board Teleconference Meeting Minutes Posting**

- Received reminded that, to get meeting minutes onto website, need to approve them at a meeting
  - Will send out minutes from previous meetings for review
  - Review before approving them at a subsequent meeting
- There is an AI program that can help with minute-taking by transcription, perhaps look into it

#### **EDI National Survey from Quebec Medical Association**

- Link to the survey: [ENG - Sondage EDI](#)
- FMEQ (Fédération Médicale Étudiante du Québec) asked for endorsement from the CFMS
  - Similar surveys have been sent out in the past
- Motioned, Seconded, Motion Carried

### **VP EDI Roundtable**

- Dir GH and Dir GA trying to set up meetings with VP Equity from different schools to help develop the framework, including roles and responsibilities, for CFMS VP EDI
  - CFMS VP EDI will work with VP EDI from various schools to lead initiatives and develop position papers
  - Purpose of VP Equity Roundtable is more administrative, building structure
    - Not meant as way to definitely shape role of CFMS VP EDI
- Creation of CFMS VP EDI position will need the general membership vote
  - Will take place at upcoming Annual General Meeting
- Role of VP EDI will be discussed in the future meetings
- Action Item: Formulate what accountability looks like in each of portfolios

### **Eagle Law Update**

- Board has decided to go with Eagle Law for further consultation
- Agenda item was discussed in camera

### **The Indigenous Medical Student Association of Canada (IMSAC)**

- IMSAC received Strategic Innovation Award
- Proposed further funding from the CFMS
  - Idea accepted by the CFMS Board
  - VP Finance will examine how to further support the IMSAC initiative

### **Meeting adjourned**