

FALL BOARD MEETING MINUTES

(Zoom Platform)

DAY 1: SATURDAY, October 31st, 2020

Welcome

- **Motion** to adopt the agenda
 - **Motion Carried**

Introduction to the CFMS

- Our mission is to support and represent medical students, all portfolios should reflect it
- Presentation of vision, values and guiding principles
- CFMS governance :
 - 8300 + members from 15 Medical Student Societies
 - Board has different management and governance responsibilities (direction, fiduciary, legal, strategic plan execution, daily operations and oversight)
 - Board members are legally responsible for a non-profit organization
 - Be familiar with the governance structure, and help ensure students on your committees/roundtables are aware of the extensive work CFMS is doing-onboarding process is very imp
- Strategic Plan 2017-2020
 - Operational directions all have measurables (details in Strategic plan)
 - Operational direction 1: Improve efficiency and committees and GAs (General Assemblies)
 - Operational direction 2: Engage and develop member volunteers
 - Operational direction 3: Increase human resources and financial health
- Be familiar with our Delegation of Authority Framework-key document for organization operations
- Roundtable: discussion group with 1 representative from all Med Socs who hold a similar position in their local organisation
- Committee: skill based, working horse of CFMS, skills-based group of people with set goals to achieve, overviewed by National Officer or Board executive
- Task force: 6-12 people working on a specific time-limited project, recruited through Nominations Committee
- Working group: created by board members, national officers or file leads for more urgent work to be done. Does not need to be recruited through Nom Com.

Communications & Media Relations

- Presentation from, discussion with Annick Losier, CMA Director of Communications

Perspectives for a Successful CFMS Board

- Board Meetings
 - Board meets at least once a month
 - Discussion items should be run by board chair
 - Ask strategic questions, not small details
 - Have action items/questions prepared before meetings
 - Provide pre-readings ahead of meetings
- Evaluations
 - How do we measure and evaluate CFMS?
 - Based on workplan and strategic vision
 - After each meeting will also have meeting evaluations
 - AGM (Annual General Meeting) SGM (Spring General Meeting) have evaluations to ensure meeting needs of general assembly.
 - 360 Director Review
 - 2x a year
 - Past-President does an evaluation of each Board Member
 - All contribute (feedback) to each member's evaluation
 - Will happen around WBM
 - Helps with professional development
 - Being productive on the board means a lot of different things
 - Not necessarily just giving input at meetings
 - Be engaged, listen, do what you need to do as a Board member
 - Usually evaluations are generally positive
- Survival Tips for the Board
 - Lots of potential for the organization
 - Role of Past President
 - Board Chair
 - Board Operations
 - Makes agenda
 - Needs to know what's going on to help manage operations
 - Helps with voting procedures
 - Objective to issues (does not vote)
 - Organizational memory
 - Sounding board for ideas
 - Mentor for all Board members
 - Role of President
 - Overall vision and direction of CFMS
 - Outward facing representative of CFMS
 - Be patient with each other
 - All Board members have good intentions
- Fiduciary Board responsibility
 - Being on board is never about "you" (except for taking care of ourselves and each other)
 - Sometimes have to vote in a manner you don't personally like on behalf of the Board and the organization's best interests

- Always think what is best for the organization, same as what's best for the students
- CFMS Operations/Observations
 - Are a working Board
 - Operational work is a part of your daily work
 - Utilize committees for operational work of organization as much as possible.
 - Organization has high turnover
 - Committees are often all new people
 - Bring new ideas but often reinventing the wheel
 - Might not be aware that we already tried something before
 - Ask Past-President, General Manager, and/or past Board members what's already been done when considering something "new"
 - Overall high efficiency as an organization-what we do given our budget and that we are almost all totally learner volunteer managed.
 - A lot of respect within MedEd (Medical Education) community
 - Representation on committees quadrupled last year
 - Close relationship with many medical organizations including CMA (Canadian Medical Association), AFMC (Association of Faculties of Medicine of Canada)
 - Culture of medical education shifting to integrate learners more but these need to be carefully foster
- Assumptions of our organization
 - We encourage complexity and disruptive thinking
 - MedEd is not black and white
 - Issues dealt with are complex
 - This doesn't mean throwing out new ideas all the time
 - Can pull things back to fundamentals
 - We believe conflict is necessary for being advocates and the representative body of medical students
 - Might not always agree with organizations, yourselves, student body
 - Opportunity to find common ground and make long-lasting solution
 - Embrace conflict to bring new ideas
 - Not helpful to argue without finding common ground
 - We don't expect chaos but must be prepared for it
 - Expect the unexpected
 - Be prepared to adapt
 - Amongst the board there should be no "surprises"
 - If disagree with something or don't like how something is going talk to (Past-)President and/or General Manager to work through issues
 - If unhappy with a portfolio, a Board member, an organization
 - Keep good open communication
 - Need to operate as a team together
- Complex/Wicked Problems (Opportunities)-
 - Situations that are very difficult to navigate, multi-faceted and thus don't have an easy clear cut win-win situation
 - Navigating these to find the best outcomes
- Common Early Board Member Qs

- How do I do more?
 - Employ teams and accept help
 - Empower others
 - Trust your committees
 - Let them do amazing work
 - Engage them early and often
 - Spend your time doing Board work and strategy
- But why do we do it like that?
 - Ask previous Board members about decision making for old ideas and initiatives
 - Think: Is it really that this idea/method isn't good or do I want it done the way I like?
 - CFMS uses organizational best practices and insight from highly productive Boards
 - Give our operations a chance
 - Trust the process
- Can we work with x person, group
 - Always consider why
 - What does this add and what risk might this bring
 - Will receive a lot of emails from people who want to work with us
 - Talk to Board about what's appropriate
- Survival tips
 - Know your portfolios well
 - Know the people in your portfolios better
 - Will come to you with advice, questions, ideas
 - Create safe, effective environment
 - Take care of yourselves
 - Take care of each other
 - Expect something to go wrong (and have a plan for how you will respond)
 - Lots of opportunity to learn what other portfolios are doing throughout the year and collaborate

Vision for 2020-2021

- What is ahead of us for this year? What are our focuses? Objectives:
 - Provide overview of the current state of CFMS
 - Outline current factors in which we are currently operating
 - What are some of the questions we should be asking ourselves?
 - Discuss topics of increased focus
 - Planning and follow up. Why? And how to ensure proper follow up?
- President's role
 - Guide direction of organization
 - How to best achieve this direction
 - Think more big picture
 - Represent organization in external meetings

- Continue to support the different CFMS groups in the work being done. Create an environment to empower volunteers
- Ensure decisions are made to support and promote a healthy working environment
- Current state of CFMS
 - Lots of support for the work the CFMS has done throughout the pandemic with an increasing awareness of what we do
 - Still work to be done in terms of engaging students and maintaining the momentum that we have moving forward
 - Supporting the MSA's (Medical Student Associations) through providing tips, tools, and best practices may be beneficial
 - Increasing transparency through blogs and opportunities to provide feedback informally may be beneficial
- Current Strengths of CFMS
 - Have good support structure (General Manager and Administrative Assistant)
 - Organization encompasses lots of areas and there is a lot of place for work. We have an engaged set of volunteers on board
 - CFMS was the first medical education organization to have an EDI task force.
 - Important venue for students to get to share ideas.
 - Effective advocacy and ability to represent perspectives
- Current Challenges
 - How to better engage medical students. Are their ways to engage throughout the year aside from meetings?
 - How to support and improve the experience volunteers have at CFMS? Make them feel appreciated
 - Is bigger necessarily better? We need to try to find better opportunities that improve the work we do rather than purely expanding it
 - Need to spend more time in optimizing governance. Need to find ways to lighten the load....
 - Can't do everything so need to be critical about what to do
 - High turnover. Important to have the strategic plans to formulate vision. Ensure our core values and goals stay the same
- Environmental Factors
 - Pandemic. Transitions into virtual
 - Changing nature of medicine
 - uCMGs (Unlicensed Canadian Medical Graduate) continue to be an important topic even as other topics continue to grab our attention. Huge impact on wellbeing and ability to continue in careers
- How to decide if something is a priority?
 - Think about who is the best organization to carry this out. Is someone else better equipped to carry out certain initiatives?
 - Focus on what we are doing right now? What is something that we need to focus on right now?
 - Consider time, money, impact when deciding priority. "Get the best bank for the buck".

- Is it better to focus on things where we can get people involved to get things done
- Opportunities this year
 - Need to continue reevaluating the things that need to focus on to achieve goals and optimize accomplishment
 - Are there things to take away from the changes made for CoVID and apply to the future?
- What's different this year?
 - Not meeting in person this year
 - Increased accessibility of having virtual meetings
 - Multiple schools have had their largest delegations ever for general meetings
 - Zoom i/o Teleconference is a great change
 - There is lots of value in having general meetings in person. Losing that opportunity to build relationships in person.
 - It would be great to maintain/continue to improve accessibility of Board elections in the future for general meetings
 - Students have become more aware of resources and things that the CFMS is putting online. This is an opportunity we can try to capitalize on as students are less in their school bubbles than before
- Strategic Focuses
 - Educational equity: Ensure students are not being disadvantaged because of CoVID-19 restrictions
 - Leadership & Advocacy: Training, learning opportunities, and absence policies
- Operational Focuses
 - Collaborations are great, but we need to think strategically about how we work with our partners
 - Planning:
 - Workplans will hopefully help keep us on track and assist with institutional memory as we continually have turnover
 - Strategic Plan Focuses:
 - Highlighted focus on portfolio and committee work plans to provide more information to the membership about what we are doing
- Strategic Planning for the Future
 - Current plan is meant to run until AGM 2022
 - Much of the engagement work should be started by the end of our terms, so we will need to set the groundwork for next year's development
 - Priorities change over the years. How long should the next strategic plans be?
 - Portfolio Plans:
 - Continue to report on plans at future general meetings
 - Work Plans:
 - Discussion on Sunday (2nd day of FBM)
- Board Function
 - Teamwork is key
 - Ask questions when you don't know

- There will be continued opportunities for personal development throughout the year
- Self and Team Care
 - Get to know and support your teams
 - CFMS should not come in the way of studies or personal time. Need to effectively time manage and prioritize tasks
 - Think “ill before evil”?
 - Set-up out of office days over the Holidays in December: “Mandatory”
- Theme
 - Dynamic
 - Lots of changes and we need to be able to adjust as new opportunities come to us
- Motto
 - Unwavering in change, for you, with you

Communications Portfolio Updates

- Communication Coordinators have been chosen
 - Portfolio requests go through them for each portfolio
- Graphics: email graphics@cfms.org at least 1 week in advance
- Bilingualism: email bilingualism@cfms.org at least 1 week for website translation, 48-72 hours for social media
 - Can translate all social media messaging
 - 2 pages - at least 4 days
 - 3-5 pages - at least 8 days
 - Reach out to Bilingualism lead with any questions
- Communications workflow:
 - Google form for Communique submissions (every 2nd Monday)
 - Deadline Friday before Communique
 - Social Media
 - Requests made at least 1 week before goal publication date
 - Comms has a tight timeline so please submit requests on time
 - Website updates
 - Each portfolio does own website updates
 - Complex website features, please involve IT officer
 - Documents need to be in pdf format
- Annual Review
 - Community Initiative, Innovation, Wellness, Social Change
 - Call ends at end of January 2021
 - Board members are heavily encouraged to submit articles related to respective roles (one per portfolio = goal)
- Podcasts
 - The CFMS Connection podcast
 - Life as a Doctor to be
 - CFMS Research in Medicine
- Website Update

- Priority for Communications portfolio
- Biannual check in with portfolio directors to ensure website is up to date
- Updates coming to:
 - Who We Are section
 - Resources section
 - What We Do section
 - Website translation
 - Our Team template
- Question: Can we better utilize the front page of the website?
- Question: Can we showcase/highlight specific events. Can we have criteria for things to highlight?
- Question: Do we track how engaged certain schools are on the website? When people log on, what do we track?
- Question: Could we see how many people looked at positions vs applied (e.g. Atlantic schools)?
- Forum update
 - Recently finished HHR (Health Human Resources) Platform development
 - In consultation phase for next IT project
- Marketing/IT Strategy
 - Defining CFMS “Brand”
 - Documentation on long term sustainability of IT
 - No documentation on IT progress
 - Want to transition this into something more concrete to create a resource for future IT officers
- Question: Interested to know more about the forum, is there a different platform that would be less work intensive to create?
 - Response: With COVID and virtual environment- to allow students to connect across country
 - CFMS specific topics to talk about, connect similar initiatives, as well as issues affecting medical students to share experiences
 - Still in early consultation stages and figuring out what this will look like (could be an app? New website section?)
 - IT looking for new project now that HHRTF (Health Human Resources Taskforce) project is wrapping up
- Question: Can we try and have a central calendar for all CFMS events?
- Ideas for Virtual Engagement
 - Showcase Thursdays
 - Social Media Contests
 - Competition between schools
 - Instagram story events
 - Zoom events

Global Health Portfolio: EDI (Equity, Diversity, and Inclusivity) & URM (UnderRepresented in Medicine) Initiatives

- EDI Task Force Recommendations from AGM 2020
 - Different tasks have different people designated as most responsible

- Portfolios to try to assign tasks over the next month
 - Need to be cognizant of the timelines to ensure success
 - Check-in at WBM (Winter Board Meeting)
 - Role of EDI TF:
 - To assist with work or help review ideas and implementation of EDI recommendations
 - Provide guidance related to best practices and support ongoing decision-making
 - Consultation regarding deviation from recommendations
- EDI Task Force and VP EDI's
 - EDI RT (Roundtable) and URM Committee passed at AGM
 - Some confusion regarding the naming and titles of different groups
 - Suggestion to split the EDI TF into 2 different TFs for time being:
 - EDI TF: Composed of Nom Com applicants
 - Work on follow-up regarding recommendation
 - VP EDI TF: Composed of local VP EDI's or designate from schools who do not have local EDI's
 - Take the role of the EDI RT until it is officially passed at a future General Meeting
 - URM
 - Composed of RT representatives, CFMS designates, and external partner representatives
 - Advocating for URM (E.g. LGBTQ+ (Lesbian, gay, bisexual and transgender), low SES (socioeconomic status), rural/remote, BIPOC (Black, Indigenous, and People of Color))
 - What is the criteria for invitation?
 - National groups primarily to start, but may be worth revisiting throughout the year.
 - Want to ensure we aren't missing groups.
 - Governance Comments:
 - VP EDI TF: Is this a TF or a WG? TF's are typically filled through nom com.
 - "Working Group" may fit better
 - URM Question:
 - Given conversations with these groups in other contexts we expect these groups will have a lot of ideas for reform. How can we give these members a larger voice and support their work?
 - Much of our support may come from inviting them to participate in relevant discussions, ask for feedback, and providing guidance as they navigate through their advocacy work
 - Do not need to identify as a "minority" to be involved in these committees. May be important to have some background knowledge in the area however.

Student Affairs Portfolio Update and Perspectives on Advocacy

- Vision and Strategic Directions:
 - Vision: Healthier Physicians
 - Develop health-promoting communities, positive medical education culture, increase collaboration
- Silos and Moving Toward Integration:
 - Common problem in many portfolios
 - Limited awareness of all that is going on in the big picture
 - Need stronger effort to help others see what is going on
 - Could improve collaboration across committees and portfolios
 - May have overlap and redundancies
 - National Wellness Committee Revitalization
 - Recruit volunteers to general positions instead of specific
 - Invite participants to secondary roles
 - Can have bigger goals for volunteers to take into account than specific tasks in one committee
 - File lead and committee member positions
 - Discussion: How else can we break down portfolio silos? What barriers exist?
 - Making others aware of the role description. Help them know if there is a partner they should regularly collaborate with. Introducing them to each other online, could really help to delineate role responsibilities
 - How do the structures in our portfolios contribute to the work we do. Don't want to miss opportunities for collaboration.
 - How to collaborate most effectively outside of portfolios? What are the barriers?
 - Important to consider this question
 - May feel like silos for a time, but in part because still learning roles
 - Board meetings show what others are doing
 - As year goes on, can help others make these connections
 - Not realistic for everyone to know everything going on
 - Responsibility to give strategic guidance
 - Get busier over the year and idea to connect falls away
 - How do we make it sustainable?
 - Lot that can be done to work on this issue
 - One barrier is being busy in own portfolios
 - When make work plans don't always think about collaboration with another portfolio
 - Add column in work plans to identify who else to bring on board
 - Decide as a board when a topic deserves a think-tank, but not reasonable for every topic
 - Role for internal task forces with board members in the future
 - Before embark on major project, make a checklist including how the project interacts with other portfolios
 - Doing this with every decision could cause paralysis but important to consider with major decisions
 - Create a guidance document, include timelines
 - Keeping track and assigning tasks makes project more feasible
- Impact with Advocacy:

- Values vary between portfolios and schools, ie. national vs. local wellness challenges
 - Trends in leadership, all have different interests and changes the focus
 - Lose knowledge in transitions
- Position paper follow-up is limited when the authors move on
- The National Officer of Wellness wants to collate recommendations from recent papers to one master document
- How do we create more long-term impact?
 - Reply: Education also struggles with the position paper follow-up
 - Want action items with sooner-than-later actions
 - Authors normally check in with Directors but sometimes forget
 - Can help direct to have relevant and actionable items
 - Relevant papers to portfolio should be seen by Director
 - Can be integrated in handover if it is on radar
 - Barrier is time and so many other demands for attention
 - Hard to incorporate everything

Day of Action 2021 Topic

- Large document including draft report on top 6 topics for National Day of Action
- Will present the top 3, but will look at passing top topic in a motion today
- Lot of research and time went into these 6 topics
- Would like feedback on new process to know if it is appropriately transparent
 - The topics were presented and then discussed at representative meeting of engaged students on topic
 - After meeting, survey was sent out
 - Each school 2 votes
 - Each committee member 1 vote
 - 83% response rate to survey and ranking was conducted
- Top 3 Topics:
 - Housing and Homelessness
 - Opioid Crisis
 - Environmental Racism
- Housing and Homelessness:
 - A large population experiences homelessness
 - affects excluded populations
 - Current advocacy for housing first model
 - Adverse relationship to homelessness and health
 - Work has stalled, lots of lack of support for housing at this time politically
 - Hold government accountable to promises they made
 - Interesting overlap between federal and provincial governments
 - Could provide opportunity for advocacy locally
 - Topics very tied together, very large topic, so need to focus in on asks
- Opioid crisis:
 - Exacerbated by COVID-19
 - Many authorities advocate for safe supply

- Accounts for more deaths than suicide and MVCs (motor vehicle crash)
- Included something affected by COVID-19 that will exist post pandemic
- Environmental Racism:
 - Intersectional topic that is relevant
 - Work done industrially negatively impacts many communities, particularly Indigenous and Black communities
 - Leads to higher levels of a/o cancer, kidney disease
- Housing and homelessness was voted the number 1 priority
- General questions:
 - Still thinking the same timeline or adjusting for virtual meetings?
 - Timeline will remain the same
 - Research committee now formed
 - Target time Feb 8 - Mar 8
 - Any feedback on the topic selection process?
 - First Govt Affairs round table on Monday to discuss topic selection process
 - No feedback yet, but will be getting some soon
 - Process was well received
 - What have the past topics been?
 - 2017 - Opioid crisis
 - 2018 - Indigenous mental health
 - 2019 - Seniors care
 - Try to have a second day of action based on internal issues that are more student-centric as has been done previously
 - Any topic in mind for NDoA2 (smaller version of National Day of Action)?
 - Traditionally uCMG
 - Probably something about transition to residency
 - Met with Dax Bourcier, lead for HHR platform
 - Looking at advocacy related to increasing residency spots in areas with data from HHR platform
 - Use the data, amplify the platform
 - Continued talks with Dax
 - Not totally solidified but may collaborate with Education portfolio
 - What is the role of the federal government in Housing and Homelessness advocacy compared to municipal and provincial governments?
 - Mostly funding related
 - Some funding from federal to provinces, provinces distribute it
 - Could advocate for strategy and requirements
 - Can see trickle down effect from federal government
 - More info to come with research committee
 - Who is involved in research after the topic is passed?
 - Jessica Froehlich (National Officer) chairs research committee
 - Was open to everybody, Fall Call process
 - Any physicians working in the field we can collaborate with?
 - Yes, so many
 - Help to motivate and inspire students

- Can put forward any names to Government Affairs Director
- **Motion** to approve topic
 - Moved, Seconded, **Motion Carried**

DAY 2: SUNDAY, November 1st, 2020

Welcome

- **Motion** to adopt the agenda
 - **Motion Carried**

Regional Discussion

- Atlantic
 - Meet with Atlantic societies
 - Concern with member engagement in Atlantic region
 - Concern impact of COVID-19 (14 day isolation, remote proctoring)
 - Suggestion for central CFMS calendar
 - Conference of Atlantic Medical Students (hosted by Sherbrooke this year)
 - Atlantic Task Force: physician recruitment and retention strategies
 - Plan position paper for SGM
 - Toolkit for Atlantic health authorities
 - Work on governance structure and TOR (Terms of Reference)
 - Webinar
 - To increase engagement in Atlantic students by alumni
 - Regional Advocacy Group
 - Connect the 3 Atlantic schools for advocacy
 - Discussion
 - Physician retention and recruitment?
 - Meeting with MPs/MPPs, municipalities to share recruitment and retention data
- Quebec
 - FMEQ (Fédération Médicale Étudiante du Québec) General Council
 - AFMC Portal discussion
 - Motion to advocate for closure to remain for Class of 2022 was rejected
 - Position is now to reopen portal for visiting electives as soon as possible
 - CaRMS advocacy
 - advocate to reduce letters of reference and structured rotation evaluations
 - National DoA
 - For education component chose telemedicine in medical education

- For government chose elderly and health care
 - CMA-Quebec committee
 - New committee, created this Summer
 - Rationale is to have greater presence with students similar to CMA with CFMS
 - Want to target student wellness
 - Start similar forum as CFMS to connect students to share experiences
 - IFMSA General Assembly
 - Workshops
 - Adopted Quebec Chapter of Project Green Healthcare (HEART initiative) as official IFMSA-Quebec project
 - Means students will get funding
 - Bilingualism Committee update
 - 25 members, 5 teams
 - Infographic explains how to work with committee and what they do
 - Need to plan ahead demand for translation because the committee has different translation reviewing steps
 - Accept urgent requests depending on availability
 - Contact Bilingualism@cfms.org with questions
 - Goals for the role
 - Work towards systemic bilingualism
 - Wish to contract someone for website translation
 - Increase member engagement, and partnerships with FMEQ
 - Feedback
 - Students in Atlantic are able to help in translating
 - Aim for translation of all documents
- Ontario
 - Outreach and Engagement with Ontario Students
 - Want to work directly with Ontario MedSoc
 - Attend meetings to increase communication
 - Host virtual town halls to educate on CFMS ongoing and gain insight to issues, and find better ways to give info to schools
 - Mitigate the stress of CoVID-19
 - Facilitate meetings with stakeholder students (C2021/2022, Ontario MedSocs) to understand concerns
 - Increase transparency about COVID curricular changes at all schools
 - OMSA and CFMS collaboration
 - Consult with students, administration, and public health to establish and adapt opportunities for student engagement and career exploration within COVID
 - Continue to build services for medical students
 - Work with MedSocs to overcome school-specific barriers to student engagement by making use of existing effective communication channels
 - Ensure equity among schools in access to resources

- Help expand successful local initiatives nationally
 - OMSA Collaboration
 - COVID tracker
 - Discount for Student Resources
 - Attend COFM (Council of Ontario Faculties of Medicine) meeting with ON Deans
 - Attend RAC (Regional Advisory Committees) meeting
 - Next Steps:
 - Meet with Ontario MedSocs to discuss specific needs of Ontario schools and plan for the year
 - Townhall at each school in collaboration with OMSA by early 2021
 - Regular meetings with other RDs (Regional Directors)
 - Preceptor best practices paper with OMSA for SGM 2021
 - Clerkship preceptors
 - Goal to operationalize what makes a good preceptor
 - Connecting OMSA VPs and CFMS Directors
 - Feedback: How can we collaborate with OMSA in ways that are more effective, and balancing supporting OMSA to help advocate for Ontario Students (and in collaboration with appropriate CFMS Portfolio RD's)?
 - CFMS Student Affairs portfolio has discounts
 - Interested in hearing about how Townhalls go
 - Help provide CMFS perspective to OMSA and vice versa
 - Important part of this role
- Western
 - Engaging and connecting
 - Focus on connecting and uniting across a large region
 - Western Deans cancelled
 - Find ways to share CFMS resources, activities, committees
 - Support initiatives to increase collaboration and connection between students and Western schools (Ice Bowl cancelled too)
 - Hope to build on existing programs/resources
 - Bimonthly teleconference meetings, focus on communication
 - Western Dean's Cancellation
 - Western Deans: conference of 5 faculties in one city to brainstorm, discuss common goals
 - Western RDs 2019-2020 made big strides in improving representation from all our Western schools and putting together one presentation of student priorities
 - Now: Developing common goals between schools, and coordinate having each school meet locally with faculty, then follow up with asks virtually
 - Can set precedence for future years to improve follow up on Western Deans meeting post-COVID
 - Political Adventures
 - Provincial re-elections in BC and Saskatchewan
 - COVID pandemic is impacting Manitoba more so than previously
 - Political issues Alberta between government and physicians, nurse

Education Discussion: National Annual Survey, Unmatched Canadian Medical Graduates and Medical Council of Canada Strategy

- Unmatched Canadian Medical Graduates:
 - Why is it important? What factors contribute?
 - Match results show number of current year (not prior year) that did not match after first and second iteration
 - Became a bigger problem after 2017 match
 - Overall match rate has started to improve but still a problem
 - Why does it matter
 - Wicked problem
 - Compounding over time
 - Acting sooner is better than later
 - Problems with physician workforce
 - Hidden curriculum
 - Loss of taxpayer dollars
 - Burden on students who don't match
 - Impacts approach to learning
 - Focused on learning or matching?
 - Numbers/Facts to know
 - Last year 67 students unmatched. Same as 2019
 - More students did not participate in second iteration
 - Trend of students not participating
 - Prior year CMGs participating too
 - 13 previous year CMGs went unmatched after 1st iteration
 - 31 prior year unmatched after second
 - 12 have never been matched at all
 - Number of residency positions is the biggest contributor to the problem
 - Down from 1.1:1 to 1.04:1
 - 56 unfilled positions
 - 33 in Francophone schools
 - 49 in Family Medicine
 - Residency selection and entering residency
 - BPAS (Best Practices in Application and Selection)
 - Guidelines for equitable selection and interviewing of candidates
 - Slow uptake by programs
 - Electives diversification policy
 - Cap on electives for career exploration
 - Entry routes harmonization TF
 - Reduce entry routes to residency
 - Talked about for 20 years
 - Key stakeholders
 - MedEd (Medical Education)
 - AFMC - all 17 medical faculties
 - UGME (Undergraduate Medical Education)
 - PGME (Postgraduate Medical Education)

- SA Deans (Student Affairs)
 - Residents
 - Transfer students?
 - Royal College (of Physicians and Surgeons of Canada)
 - Entry routes
 - CFPC (College of Family Physicians of Canada)
 - Promoting family medicine
 - IMGs (International Medical Graduates)
 - Matching to same positions in second iteration
 - Government
 - Federal
 - Physician Resource Planning Advisory Committee
 - Supply and demand tools
 - Provincial
 - Ministry of Health
 - Ministry of College and University (funding residents)
 - Task force this year to further discuss issue
 - Remarks:
 - Address the culture of med school in relation to feelings about rural generalism
 - Need to consider supports to unmatched grads
 - Second day of action with coordination at provincial level
 - Doing it every year
- MCC: Medical Council of Canada
 - What is MCC?
 - Created to highlight concerns about patient safety
 - Enable physician mobility
 - Currently no learner positions on council
 - Learners are part of an advisory forum
 - Assess Canadian and International Medical Graduates
 - IMGs need to do NAC exam (National Assessment Collaboration Examination)
 - Issues during COVID-19
- Many ongoing concerns noted
 - Short term:
 - Be proactive for MCC I
 - Accessibility for students with disabilities
 - Proctoring options
 - Back up dates for tech difficulties
 - Clear policy about what will happen if there are tech difficulties
 - Increase French options
 - Support RDoC
 - Write in solidarity to them
 - Advocate for learner seats in Council again
- Additional longer term priorities relate to exam requirement and licensure
- National Annual Survey:
 - Slides were presented at AGM. To increase member engagement in the survey.

- Purpose is to get direct insight from CFMS membership
- Response Rate of 24.7%
 - Western region had the most engagement (UoA)
 - Most engagement was from Yr 1 and Yr 3 students
- Burnout:
 - No symptoms only 12%
- Applicants highest rated topics that CFMS should increase advocacy on
 - CaRMS application system
 - AFMC Student Portal
 - UCMGs
- Satisfaction with MedEd
 - Students over all are satisfied
- Negative impacts on WellBeing
 - Duty hours and workload overall ranked highest in negative impact
- Student Mistreatment
 - Did not ask about race
 - Don't have enough demographic information to correlate to the data
 - Over 25% of learners reported mistreatment
 - In future consider adding more demographic questions in the survey
- Household Income vs Debt
 - About 50% of respondents had a household income of over 100,000
- Vast majority of med students are not satisfied with the AFMC Portal
- No time to finish discussion today. Will discuss possibly at a future meeting

Board Work Plans & Volunteer Strategy

- **Motion** with amendment to remove reporting at WBM
 - Moved, Seconded, Not unanimous, **Motion Carried**
- Volunteer Strategy
 - How to reorganize portfolios to best utilize our volunteers?
 - How to engage students more frequently throughout the year outside of official roles?
 - Comments: Working groups can be really effective for short-term projects, allows for representative thoughts and input as well.
 - Support
 - Need to ensure volunteers are meaningfully engaged in the discussion, have opportunities to learn, and are being recognized for their work
 - Mid-term check-in with volunteers to see how they are doing
 - Highlight committees, task forces, and various volunteers periodically on social media
 - Interviews with volunteers about the work they are doing periodically to highlight members
 - General Principles
 - How do we grow effectively and avoid becoming bloated?
 - Working Group
 - Trying to create some standardized processes to ensure ongoing

- 6 Board members interested
- Feedback
 - Concerned about people who are part of external committees disappearing after their terms without being thanked or having true opportunity for transition/handover
 - Suggested keeping an eye on them and ensuring support
 - Mechanisms to connect with people that have been in the position previously
 - Super important to ensure volunteers are being responded to and provided support
 - Can give volunteers something to show appreciation for what they've done and say thank you? Swag? Pens?
 - Working on Thank-you cards this year for team
 - IFMSA prints out certificates for participation in volunteer opportunities and show appreciation for support
 - Maybe provide certificate in PDF form for volunteers
 - Suggestion to give volunteers cute awards at the end of the year.

Meeting Adjourned