

2020 TRUTH AND RECONCILIATION CALLS TO ACTION 23, 24 MEDICAL SCHOOL REPORT CARD

In 2014 the Truth and Reconciliation Commission (the "TRC") called upon Canadian medical schools to respond to the undeniable health disparities that exist between Indigenous and non-Indigenous people in Canada. The TRC recognized that to address these disparities we must both increase the number of Indigenous medical students in Canada, and at the same time, appropriately educate non-Indigenous students about the history of Indigenous peoples on these lands. This education must include dialogue into how colonizing healthcare practices themselves have created these health disparities and must stress that it is the responsibility of all involved in the healthcare system to close these gaps. Medical schools across Canada have now had nearly six years to respond to the TRC's calls to action.

Indigenous medical students across Canada decided now was the right time to provide schools with feedback on how well they have been integrating the TRC's 23, 24 calls to action into the curriculum. Two Indigenous students at the University of British Columbia designed and distributed a survey to Indigenous medical students across the country. The survey was sent via email to Indigenous liaisons at each medical school, who then sent the survey out to Indigenous medical students years 1-4 and to Indigenous residents. The survey was also distributed across Facebook and was sent out with the Indigenous Physicians Association of Canada Newsletter.

The purpose of this survey was to give Indigenous medical students across the country an opportunity to provide feedback on how their schools have been implementing the TRC's 23, 24 calls to action. Many students wanted to celebrate the tremendous changes that so many Indigenous leaders, allies, and schools have worked hard to create and also wanted to be the voices that help guide the changes that still need to happen.

We have analyzed the results from each university and have generated a report card. The report card provides a grade for each section of the TRC, and a final grade for how well you have been implementing the TRC's 23, 24 calls to action overall. Specific feedback from Indigenous students at your school, along with specific recommendations that follow the TRC's 23, 24 calls to action, are provided on the final page.

In an effort to measure growth and commitment of each school's implementation of the TRC's 23, 24 calls to action, this same survey will again be administered the next academic year and another report card will be issued to your university following up on the recommendations that were made.

The ultimate goal of the report card is reconciliation and closing the healthcare gaps between Indigenous and non-Indigenous people. Indigenous medical students across Canada would like to acknowledge the work and advocacy you have already demonstrated to integrating the TRC's 23, 24 calls to action

The grading system we chose is based on the University of British Columbia.

Percentage (%)	Letter Grade	
90-100	A+	Outstanding achievement. You are at the forefront of reconciliation in this part of the TRC's calls to action. We would like to commend you for your commitment to reconciliation and closing the healthcare gaps between Indigenous and non-Indigenous people. You are leaders in shaping the doctors of tomorrow and creating a more equitable world. We raise our hands to you and honour your dedication.
85-89	A	Exceptional achievement. Your commitment to the TRC's calls to action should stand as an example of reconciliation in action. We raise our hands to your allyship and thank you for creating a more equitable curriculum and honouring your responsibility to closing the healthcare gaps between Indigenous and non-Indigenous people.
80-84	A-	Commendable achievement. Your dedication to reconciliation and response to the TRC's calls to action is remarkable. It's clear you have been working hard to integrate this part of the TRC's call to action into your curriculum. We raise our hands to you and thank you for your allyship and your dedication to closing the healthcare gaps between Indigenous and non-Indigenous people.
76-79	B+	Considerable performance. Your response to the TRC's calls to action and your dedication to reconciliation is notable, though there is still room to grow. Please take note of the recommendations made for how to improve equity within your program in order to lessen the healthcare gaps between Indigenous and non-Indigenous people.
72-75	B	Good performance. You have laid the groundwork for implementing the TRC's calls to action and stand as an ally. Students at your school recognize you are making efforts to integrate this part of the TRC. There is room to grow, and an opportunity to take action. Please take note of the recommendations made for how to improve equity within your program in order to lessen the healthcare gaps between Indigenous and non-Indigenous people.
68-71	B-	Valued performance. It is clear you have made efforts to respond to the TRC's calls to action and are working as an ally. There are still a number of changes you can make to increase equity within your program however. Please take note of the recommendations made to help close the healthcare gaps between Indigenous and non-Indigenous people.

Percentage (%)	Letter Grade
64-67	<p data-bbox="391 323 1438 537">C+ Acceptable work. We recognize you are taking steps to implement the TRC's calls to action and thank you for your efforts. There is marked room for improvement and your students would like to see further changes made. We call upon you to increase equity within your program and have made recommendations for you that will help close the healthcare gaps between Indigenous and non-Indigenous people. Now is the time to act.</p>
60-63	<p data-bbox="391 617 1438 793">C Moderate work. Your efforts to implement the TRC's calls to action are noted but there are still many steps that need to be taken. We strongly recommend you take note of the specific recommendations made for you that will help close the healthcare gaps between Indigenous and non-Indigenous people. Now is the time to act.</p>
55-59	<p data-bbox="391 873 1438 1087">C- Inadequate work. This is a failing grade in UBC medicine. We recognize there may be a number of barriers preventing you from appropriately implementing the TRC's calls to action so we call upon those with power to take action. We urge you to pay attention to the specific recommendations made for you that will help close the healthcare gaps between Indigenous and non-Indigenous people. Your program can do more for reconciliation. Now is the time to act.</p>
50-54	<p data-bbox="391 1167 1438 1381">D Incomplete. You have failed to implement the TRC's calls to action in an appropriate way. In order to help close the healthcare gaps between Indigenous and non-Indigenous people of Canada your program will have to do much more. It is absolutely necessary you read the specific recommendations made for you and work harder to implement change. We call upon those with power to take action and to take reconciliation seriously. Now is the time to act as an ally.</p>
0-49	<p data-bbox="391 1461 1438 1673">F (Fail) Unacceptable. Although there may be barriers to implementing the TRC's calls to action, they are not enough to account for this degree of failure. You have the power to help close the healthcare gaps between Indigenous and non-Indigenous people of Canada and you are neglecting to take action. It is absolutely vital you take the recommendations on how to better implement the TRC's calls to action seriously. We call upon you to start acting as an ally.</p>