



Indigenous Physicians Association of Canada

Physician & Medical Learner Engagement Guidelines

In the spirit of reconciliation, Indigenous physicians and medical learners are frequently being asked to collaborate or provide feedback on the work being done by other organizations and governing bodies on issues of equity, diversity, and inclusion; this has often been done without due recognition or financial compensation for their time or expertise.

The ability to integrate the biomedical model of Western medicine with the lived experience of being an Indigenous person not only takes years of practice, experience, and reflection but, when requested to do so on a volunteer basis, can negatively impact one's mental, spiritual, emotional, physical and financial health.

IPAC has developed the following guidelines that can be used as a reference when seeking the consultation of Indigenous physicians and medical learners:

1. Determine the details of the opportunity you are proposing; these details might include the committee's title, description of the committee, location, schedule of meetings, expected time commitment, expenses covered, and honorarium or remuneration.
2. Discuss these details with the Indigenous physician or medical learner you have in mind and ask if they would like to be involved. If you are not sure who you can engage, consider contacting IPAC to have your opportunity and its details shared with IPAC membership.
3. *Suggested* Indigenous healthcare expert consultancy fees:

Indigenous medical learner	Indigenous physician
\$160-200/hr	\$200-300/hr

The *suggested* fees are for services where you are sharing your expertise in a meeting, through written feedback or on a committee. They do not include facilitating or presenting. Discretion may be used by the Indigenous physician/medical learner in negotiating a higher (or, at times, lower) consultancy rate depending on the situation.



Indigenous Physicians Association of Canada Physician & Medical Learner Engagement Guidelines

4. Create, encourage and ensure a safe space for all participants. Begin meetings with mindful land acknowledgments and take the time for introductions. If it is a large group of non-BIPOC participants, consider inviting a minimum of two Indigenous healthcare experts.
5. It is important that any Indigenous physician or medical learner invited into these roles be recognized for their time, insight, contributions, or work done, whether through written or oral acknowledgment or by other situationally appropriate means.

Helpful Resources:

- [College of Family Physicians of Canada Indigenous Health Committee Resources](#)
- [Royal College of Physicians and Surgeons of Canada Indigenous Health Committee Resources](#)
- [Indigenous Canada](#), an online course offered by the University of Alberta
- [Sanyas Cultural Safety Training for Healthcare Professionals](#)
- 'White Benevolence: Racism and Colonial Violence in the Helping Professions' by Amanda Gebhard, Sheelah McLean, and Verna St. Denis