



Faculty of
Medicine and
Health Sciences

Faculté de
médecine et des
sciences de la santé

A low-angle photograph of a classical building with large stone columns and arches. Green tree branches with small red flowers are in the foreground, partially obscuring the building. The sky is a clear, pale blue.

Réunion du Conseil de la Faculté et assemblée générale

24 novembre 2020

Bienvenue aux nouveaux membres du Conseil

- Corps professoral
 - Institut des politiques sociales et de la santé : **Jonas-Sébastien Beaudry**, professeur adjoint, représentant professeurs permanents/candidats à la permanence
- Corps étudiant
 - PGSS (postdoc) : **Harmehr Sekhon**, chercheur postdoctoral U2, Département de médecine
 - Résidents (ARM) : **Anne Sophie Drouin**, médecin résidente, Médecine d'urgence
 - Déléguée ARM : **Marie-Louise Daigneault**, médecin résidente, Médecine de famille
 - Délégué ARM : **Aisin Ibrahim**, médecin résident, Radiologie diagnostique



Bienvenue aux nouveaux membres des comités

- Comité directeur
 - **Anne Sophie Drouin**, médecin résidente, Médecine d'urgence, représentante des résidents (ARM)
 - **Marie-Louise Daigneault**, médecin résidente, Médecine de famille, déléguée ARM
 - **Aisin Ibrahim**, médecin résident, Radiologie diagnostique, délégué ARM
- Comité des candidatures
 - **Marie-France Rollin**, chargée d'enseignement PEC (clinique), Médecine de famille, Campus Outaouais, membre élue



Ordre du jour

Section I – VP-doyen David Eidelman

1. Mot de bienvenue
2. **Adoption de l'ordre du jour**
3. In Memoriam

Section II

4. COVID-19 : impact et innovations
 - a. Perspective des étudiants, **Anish Arora (PGSS), Dennis Rompotinos (MSS), Lysanne Desharnais (GCSS), Lucille Xiang (POTUS), Nadia Demko (ARM)**
 - b. Perspective du corps professoral, **Annette Majnemer, Michelle Elizov**
5. Le point sur la recherche sur la COVID-19, **Timothy Evans**
6. Cadre facultaire de lutte contre le racisme, Consultation ouverte, **Saleem Razack**

Section III – VP-doyen David Eidelman

10. Rapports du Comité directeur et du Comité des candidatures
11. Résolutions en bloc – procès-verbal du Conseil de la Faculté (22 septembre 2020)
12. Affaires courantes – postes à pourvoir au sein des comités

Section IV – VP-doyen David Eidelman

13. Félicitations

Section V

14. Séance ouverte/assemblée générale



In Memoriam

Pierre Assalian

Professeur agrégé, Département de psychiatrie

*

Marlène Gauthier

Professeure adjointe (clinique), Département d'anesthésie

*

C. Kirk Osterland

*Professeur émérite,
Départements de médecine et de microbiologie et immunologie*

*

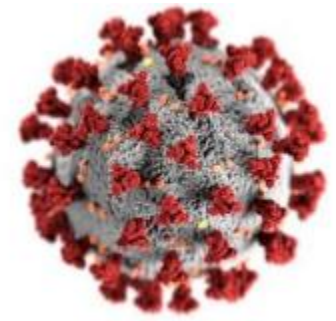
Luis Vacaflor

Chargé d'enseignement, Département de psychiatrie



COVID-19 : impact et innovations

Perspective des étudiants et perspective du corps professoral



COVID-19 : perspective des étudiants

Anish Arora, Association des étudiantes et étudiants en santé de McGill

Dennis Rompotinos, Association des étudiant(e)s en médecine

Lysanne Desharnais, Association étudiante du Centre de recherche sur le cancer Goodman

Lucille Xiang, Association étudiante au premier cycle en physiothérapie et ergothérapie

Nadia Demko, Association des résidents de McGill



MASH

Activities in an Era of Social Distancing

Faculty Council – held on November 24th, 2020



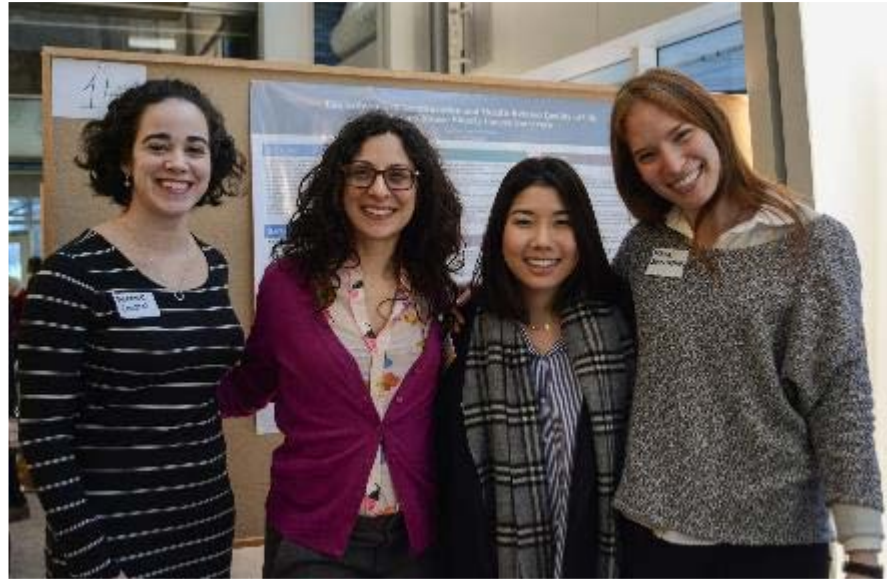
McGill

**Faculty of
Medicine and
Health Sciences**



McGill Association for Students in Healthcare

- Established in 2016
- **Umbrella Organization:** Represent 27 different student associations and groups interested in healthcare
- **Goal:** build a connected and collaborative community among healthcare learners across McGill
research <--> clinic <--> policy



Positives, Negatives, & Learnings (so far...)

- **Positives**

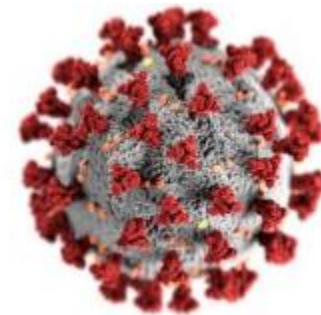
- Convenient: connect from home
- Cheaper & Less Resource Intensive: No need to book rooms & pay for catering

- **Negatives:**

- Lack of in-person interaction
- Difficulty with fluid communication & rapport building (interprofessional connections?)
- Scheduling is quite difficult
 - Workday/Classes vs. Evenings vs. Zoom Fatigue

- **Learnings:**

- Time for informal (unrecorded) discussions in formal meetings
- Use of break-out rooms
- Doodle for meetings



COVID-19 : perspective des étudiants

Anish Arora, Association des étudiantes et étudiants en santé de McGill

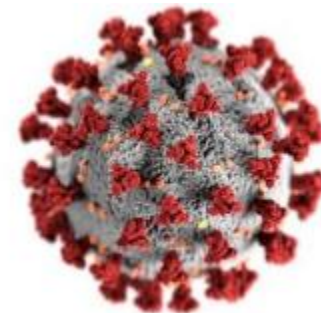
Dennis Rompotinos, Association des étudiant(e)s en médecine

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Goodman Cancer Centre Student Society

Weekly Spotlight Seminar Series

- 70+ attendees each week
- Presentations from students, post-docs and core facilities



Centre de recherche sur le cancer
Rosalind & Morris Goodman
Cancer Research Centre



Goodman Cancer Centre Student Society

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GCRC Frontiers in Cancer Research Lecture Series

- Weekly seminars from speakers located around the world
- 2 speakers invited on behalf of GCSS



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Other events

- Mouse model workshop (November 2020)
- Research Day (Spring 2021)



Centre de recherche sur le cancer
Rosalind & Morris Goodman
Cancer Research Centre



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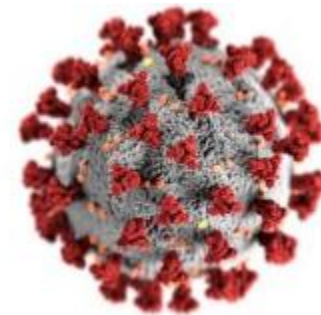
- Mouse model workshop (November 2020)
- Research Day (Spring 2021)

Young Women in Bio outreach event (Nov. 30th)

- 180 high school students
- Quizzes, virtual tours of the labs and core facilities
- Brief presentations from graduate students and Dr. Daniela Quail

Challenges

- Scheduling conflicts due to lab shifts
- “Too many events”
- Zoom fatigue



COVID-19 : perspective des étudiants

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McGill

Faculty of
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School of Physical and
Occupational Therapy

EXCELLENCE THROUGH GROWTH



Physical and
Occupational Therapy
Undergraduate Society

Fall 2020 Remote/Hybrid Student Learning Experience

Faculty Council Meeting
November 24, 2020

Presented by Lucille Xiang, POTUS President 2020-21
On behalf of SPOT undergraduate students

Overview

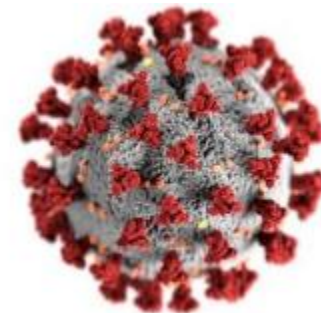
Remote Delivery

- Microsoft Stream Videos
- Microsoft Paint Drawing
- Group Projects & Team Tests
- Guest Lecturers
- Zoom Fatigue + Breaks

On-Campus Clinical Learning

- Labs
- SIM Center (Mock + Evaluated OSCEs)





COVID-19 : perspective des étudiants

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Faculty Council Meeting

November 24, 2020

Nadia Demko, PGY-3, Pathology

VP Pedagogical Affairs – Specialties, ARM

Virtual Learning Enhancements



Academic Half Day content has **remained** excellent or improved

E.g. Fam Med site: new Problem Based Learning modules in small groups



Access to even more learning opportunities

Cheaper, travel-free conferences and online courses



Convenience of attending half day remotely

Not having to rush to another site



Zoom & Microsoft Teams both effective tools

May be a use for training in enhanced use of digital tools: breakout rooms, etc.

Clinical Training

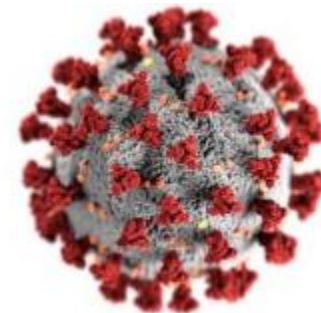
- Decreased outpatient clinics & specialty electives, community rotations
 - Much more telemedicine: less physical exams
- Decreased exposure to ORs, trauma, surgical specimens
 - Initially not given PPE, situation has improved since spring
- No Sim Centre exposure, surgical & procedural skills courses (e.g. airways management, sinus courses)
- Decreased ward / "bedside" teaching: creative solutions in response:
 - "X-ray rounds": going over cases online with an imaging focus
 - White board teaching of "approach to" various clinical presentations (with masks & distancing)

Opportunities

- Continued access to excellent content (e.g. conferences, courses)
 - Funding, flexibility for "conference days", training in digital tool usage
- Continued monitoring of clinical exposure in evolving context
- Continued monitoring of CBME in the context of pandemic, especially with regards to EPA numbers & mapping
- Access to workshops for procedural skills
 - Virtual reality simulations as an interesting avenue to explore
- Continuing to encourage daily, "bedside" teaching
 - Whiteboards, infrastructure for "virtual rounds"

Special thanks to:

- Dr. Sofia Nene, President, ARM
- Dr. Melody Aghourian, VP Pedagogical Affairs – Family Medicine, ARM
- Residents on ARM's CBME Subcommittee



COVID-19 : perspective du corps professoral

Annette Majnemer

Vice-doyenne exécutive, Éducation

et

Michelle Elizov

Vice-doyenne, Formation professorale



Impacts of COVID-19 on Education: Covid-19 as an accelerant for change and a commonality of purpose



Annette Majnemer, OT, PhD, FCAHS
Vice-Dean, Education

Educational pivot with the pandemic

REMOTE DELIVERY OF COURSES: IMPACTS ON INSTRUCTORS

- Training requirements (teaching on zoom)
 - Faculty Development, Teaching and Learning Services
- Logistical planning for on-campus teaching
- Resource supports
 - Software: Virtual science lab (3D4 anatomy, Labster, Lt, DNA Master), crowdmark/peer grade, jamboard, camtasia
 - Videography support
 - Teaching Assistants
 - Remote Learning Assistants (25 students in 14 units) (*RENEWED*)
 - Remote delivery guidelines (*NEW*)

<https://www.mcgill.ca/tls/instructors/class-disruption/guidelines-remote-w2021>



Impacts on health professions programs

CHALLENGES

- Clinical placements
 - Reintegration after lockdown
 - Telehealth access/supervision
- In-person clinical teaching
 - Logistical planning, costs
- Maintaining high level of engagement online
- Exams on-site

INNOVATIONS

- ✓ Group and interprofessional clinical placements
- ✓ Telehealth across professions
- ✓ Experience with blended learning

Impacts on biomedical science/graduate programs

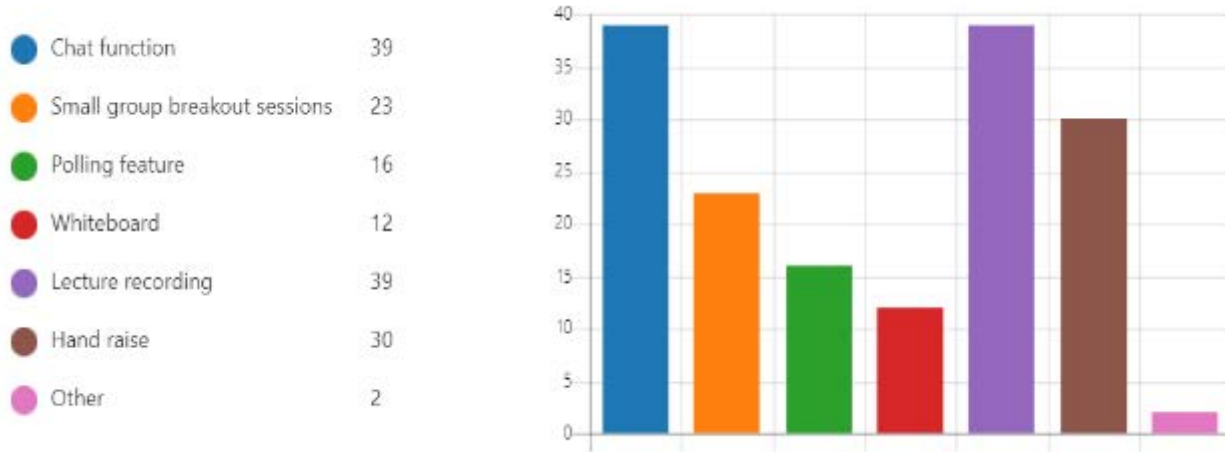
CHALLENGES

- Teaching by zoom
 - Applying features
- Laboratory experiments
 - Going virtual, homekits
- Changing assessment strategies

INNOVATIONS

- ✓ Application of student-centred learning principles, formative assessments, teaching software
 - future uptake?
- ✓ Exploration of Translational Science program and other interdisciplinary initiatives
- ✓ Reimagining the educational mission within the new School

Survey of instructors teaching in biomedical sciences



47.5% using flipped classrooms



“Less content, more discussion”
 “Have to be more engaging when teaching”
 “Students ask more questions”
 “Changed assessments”

“Miss personal interactions”
 “So much more work!”



6/7 courses with lab component going well



Survey of learners in the FMHS: Fall term

(n=1130)

<25% rate overall experience VG-E, as compared to 65-80% for Fall 2019



Positives:

Academics progressing well;
Appreciate recordings;
More flexible hours

>65% have been on campus for classes, research, student services



Negatives: lack of =
Campus community life;
Social engagement;
Connectivity



Impacts on learners

CHANGES IN RESPONSE TO FEEDBACK

- Some highlights (town halls, surveys)
 - Respecting class time
 - Recordings
 - Revisiting workload, assessment strategies
 - Greater student engagement

- Remote delivery guidelines 

<https://www.mcgill.ca/tls/instructors/class-disruption/guidelines-remote-w2021>

- <https://teachingblog.mcgill.ca/2020/11/12/how-can-you-support-student-wellness-in-your-remote-courses/>

Crisis innovation: Accelerant of change, a commonality of purpose

... Common purpose

- Working together, learning from each other
- Within McGill, stronger collaborations with
 - Teaching and Learning Services
 - Faculty of Science
- New Office of Education Technology

... Accelerant for change

- Student-centred learning (ESP)
- Telehealth – Learning, teaching

BETTER

NEW



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IMPACTS OF THE PANDEMIC ON WELLNESS: LEARNERS, FACULTY AND STAFF
An ongoing preoccupation of the leadership team



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FACULTY DEVELOPMENT

Innovations and Opportunities

Faculty Council

Nov 24, 2020



FACDEV TURNING ON A DIME

- Impacts of the pandemic
 - Logistic
 - Cancellation of Leadership Development Program (flagship spring programming), postponement of Faculty Honour List, Telemachus Scholars' Program (with AA)
 - Team members other commitments (clinical, School requirements)
 - Content development
 - Semi-urgent requests to support faculty who need to provide Telehealth and Teaching and Supervising remotely
 - We were not experts!
 - Educational principles
 - Face-to-face discussions and learning with and from colleagues
 - Facdev as educational “spa” and wellness of faculty



ALL TOGETHER NOW!

- Open discussions and collaborative spirit:
 - Telehealth Task Force and CPD
 - Academic Affairs
 - Department of Family Medicine
 - Campus Outaouais
 - TLS
 - ...

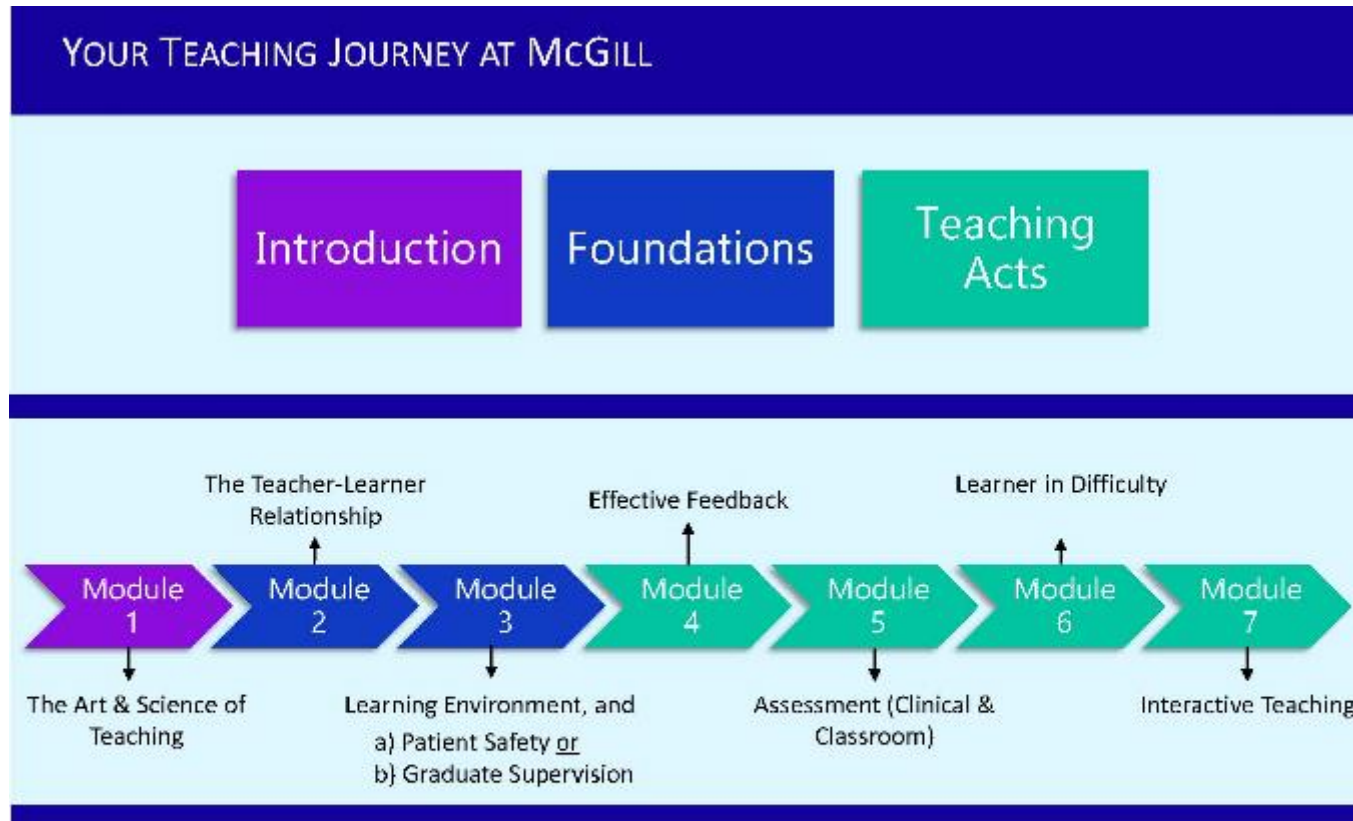
- Amazing Facdev team with strong belief in our mandate
 - Rallied together
 - Gathered, collated and curated materials
 - Created novel workshops (content and delivery)
 - Facilitated multiple workshops
 - On their “free” time
 - Learning together on the way



INNOVATIONS

- Summer Telehealth Series: Basics of Telehealth, Supervising Learners Providing Virtual Care, Teaching with Zoom for the Busy Clinician/Occasional Teacher
 - Each was done 4 times (3 English, 1 French)
 - Refined along the way
 - On Zoom using best educational practices
- Faculty Helping Faculty (Academic Affairs with Facdev support)
 - Adapted initially for Telemachus Scholar's program participants
 - Opened to the whole faculty
 - Successful and appreciated

YOUR TEACHING JOURNEY



McGILL FAMILY MEDICINE
INNOVATIONS IN LEARNING
INNOVATIONS PÉDAGOGIQUES
EN MÉDECINE DE FAMILLE À MCGILL



McGill

Faculty
Development
Office

Bureau
de la formation
professorale



LOOKING AHEAD

- Collaboration w CPD
 - Microteaching on topics related to Telehealth
- Collaboration with Family Medicine
 - Peer Coaching
- Teaching Journey and Communities of Practice

- Bring us back together (even virtually) to learn and support each other
 - Good for us as individual teachers, researchers and leaders (skills)
 - Good for us as individuals and as a Faculty (wellness)



Le point sur la recherche sur la COVID-19

Timothy Evans
Vice-doyen et directeur, École de santé des populations
et de santé mondiale



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Rapid Update on Covid-19

Tim Evans, Director, School of Population and Global Health

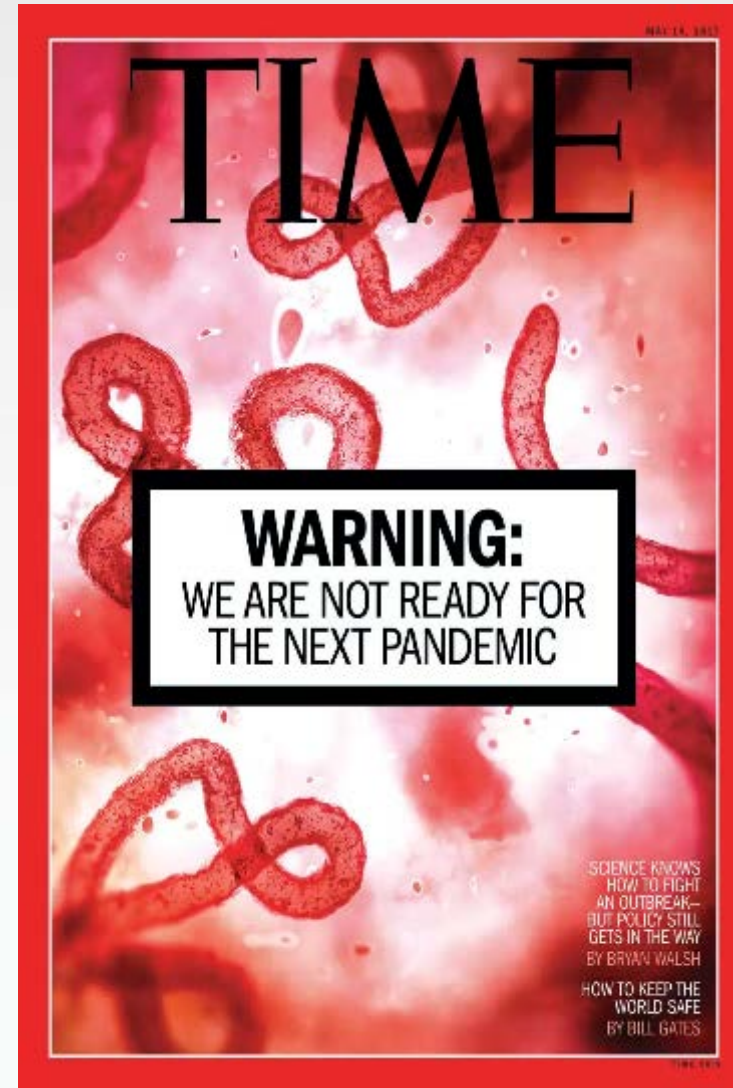
Faculty Council

November 24th, 2020



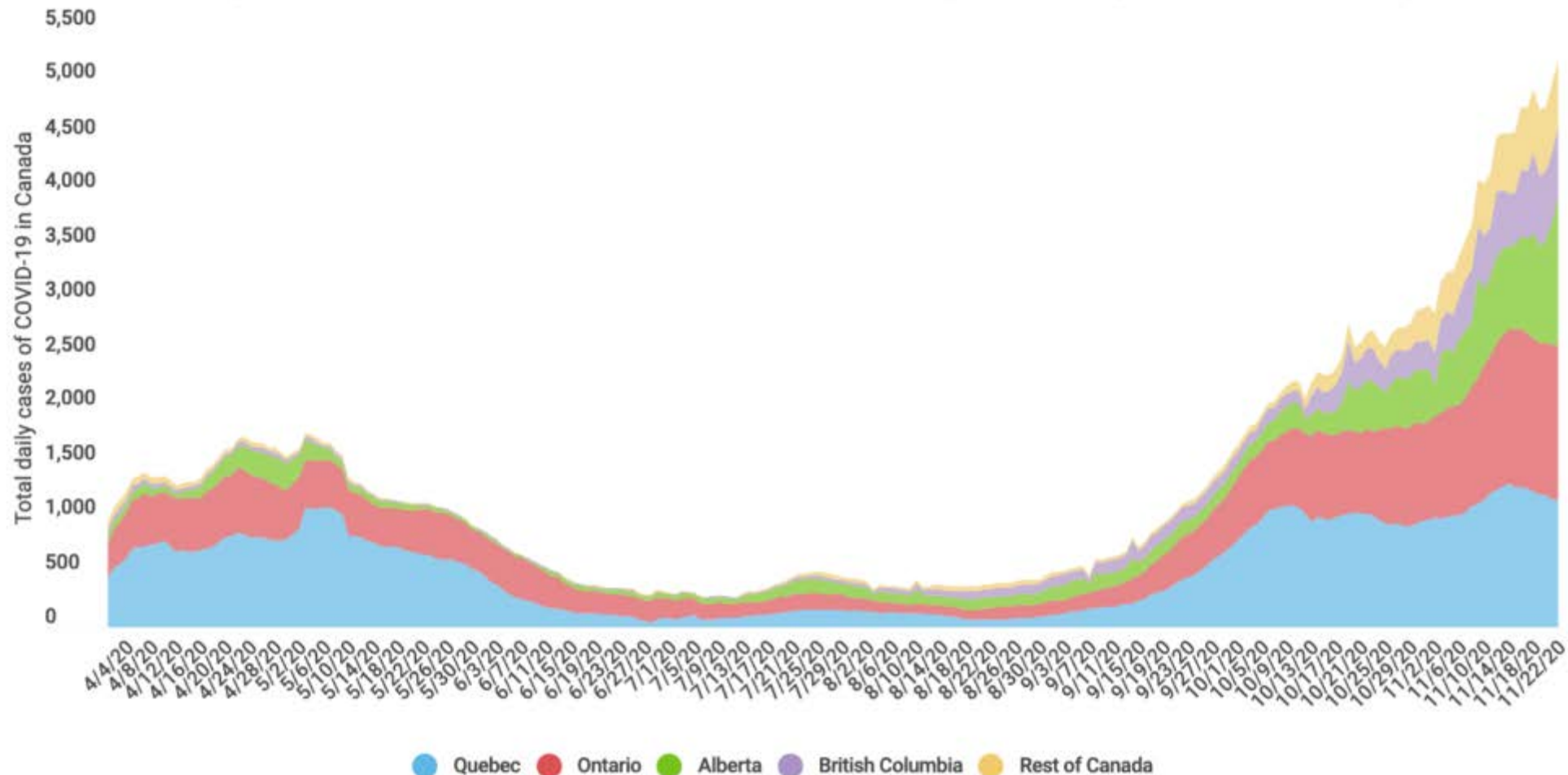
'We've moved a few things around. Travel books are in the Fantasy section, Politics is in Sci-Fi, and Epidemiology is in Self-Help. Good luck.'

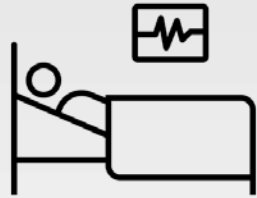
Epidemiology is in Self-Help. Good luck,
in the Fantasy section, Politics is in Sci-Fi, and
we've moved a few things around. Travel books are



COVID-19 comes in waves!

Daily cases in Canada's COVID-19 hotspots (seven-day rolling average)





COVID-19 hospitalizations in Canada

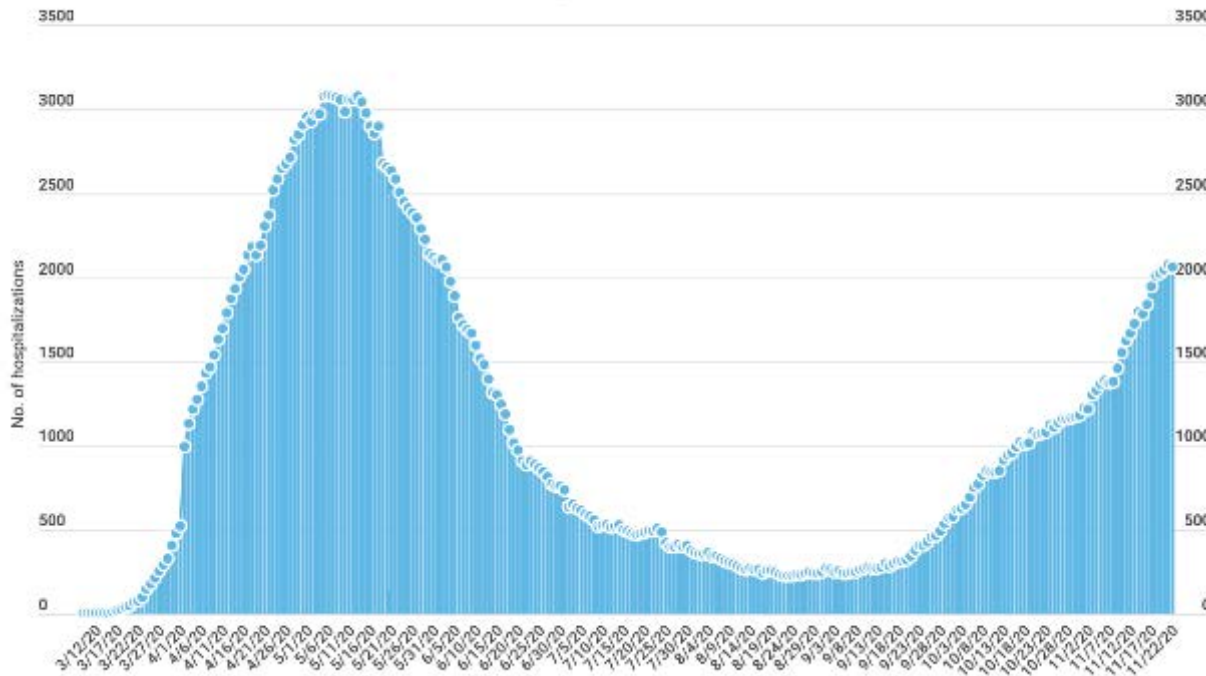
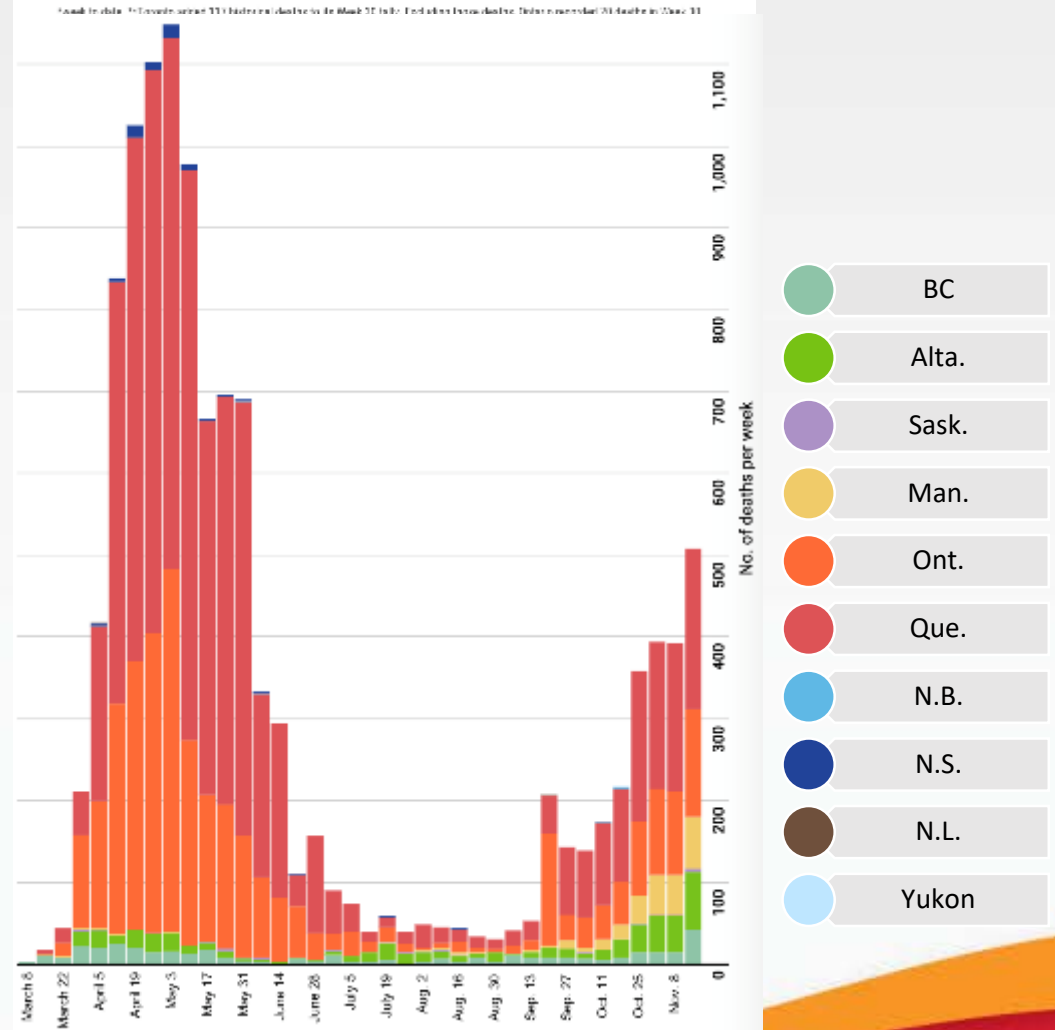


Chart source: COVID-19 Tracker Canada

COVID-19 deaths in Canada

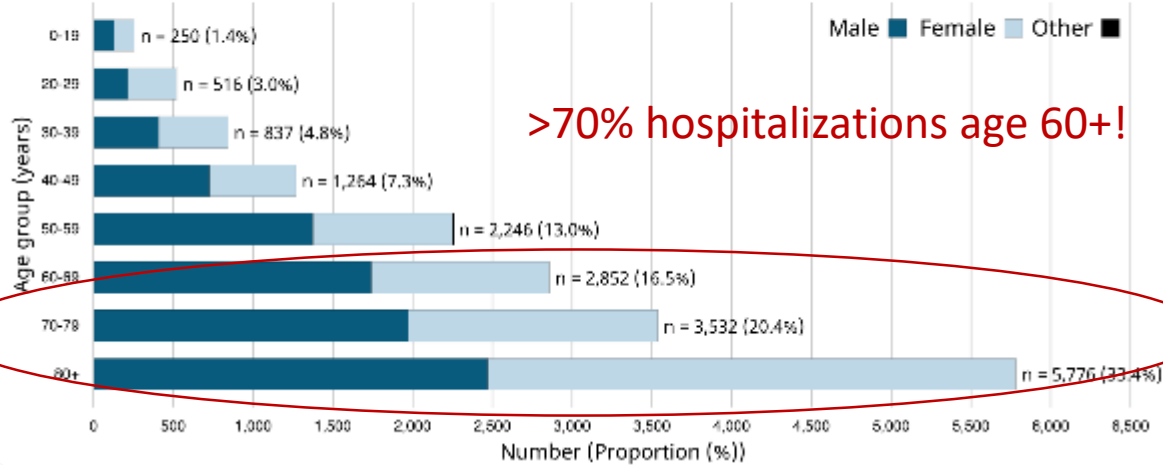
(starting the week of the first death on March 8)



- BC
- Alta.
- Sask.
- Man.
- Ont.
- Que.
- N.B.
- N.S.
- N.L.
- Yukon

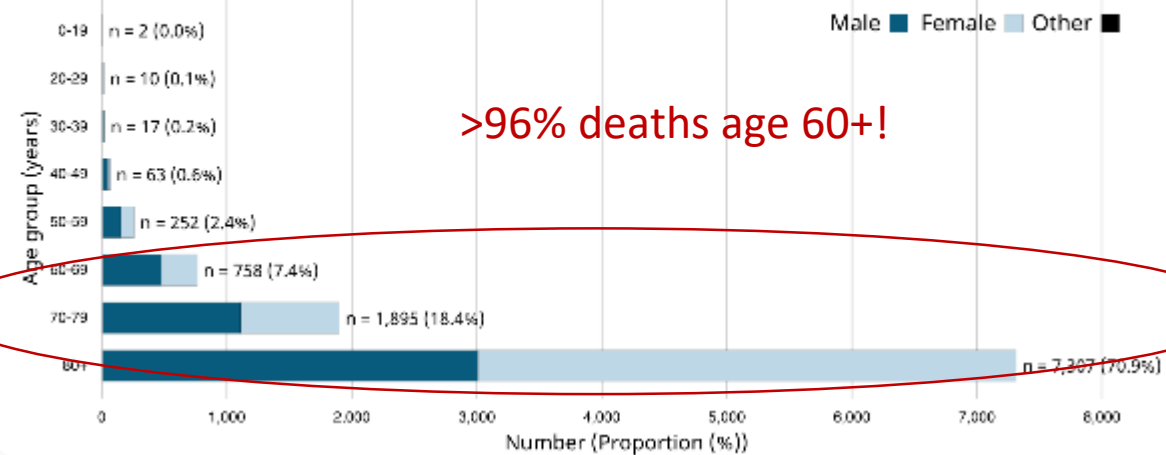
COVID-19 preys on older populations!

Figure 5. Age and gender distribution of COVID-19 cases hospitalized in Canada as of November 9, 2020, 7 pm EDT (n=17,273)

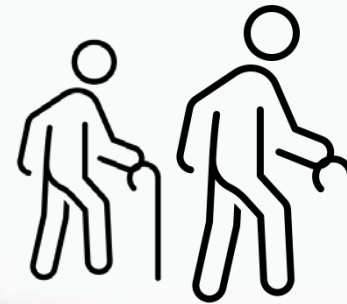


>70% hospitalizations age 60+!

Figure 5. Age and gender distribution of COVID-19 cases deceased in Canada as of November 9, 2020, 7 pm EDT (n=10,304)



>96% deaths age 60+!

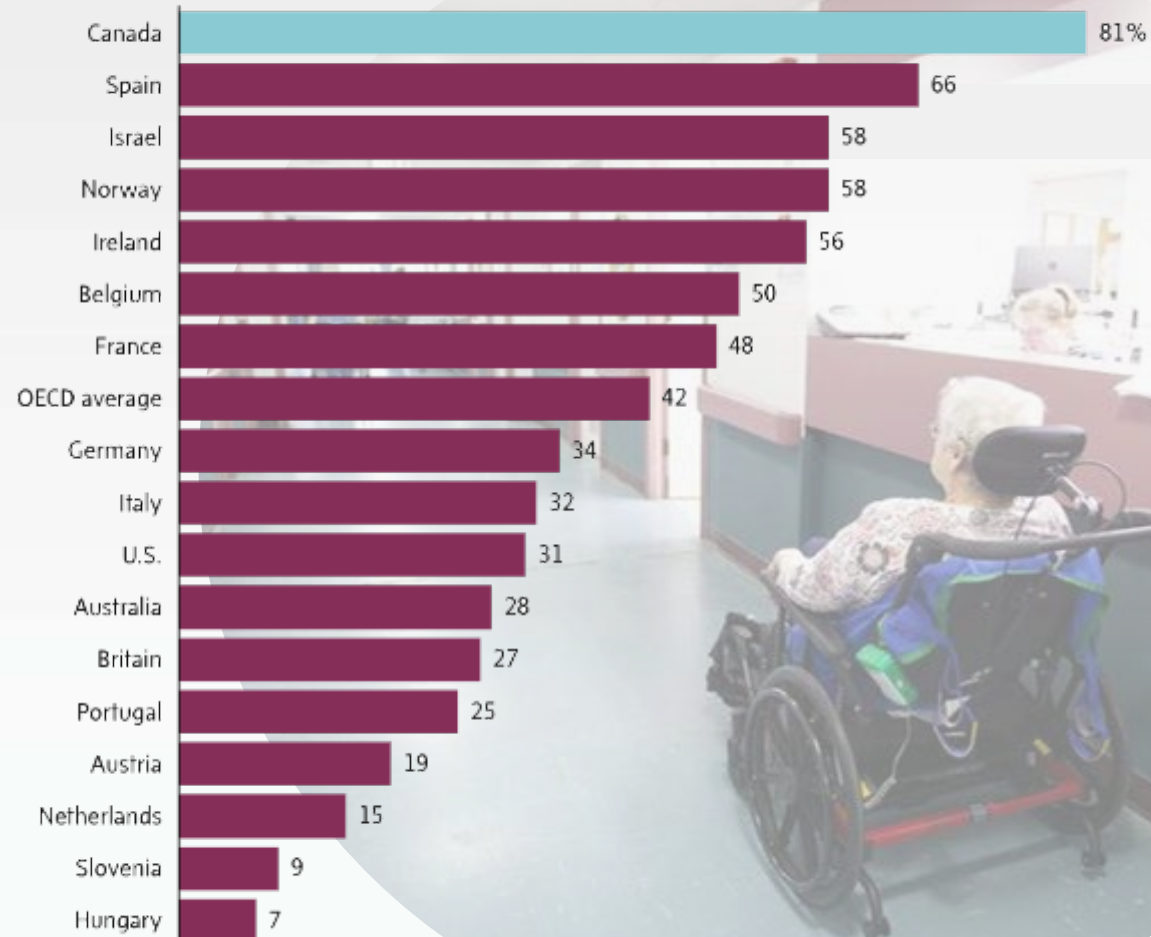


COVID-19 Thrives on Systemic Inequalities!

Close to 1200 outbreaks have been reported in LTC facilities and retirement homes, accounting for approximately 80% of all COVID-19 deaths in the country.

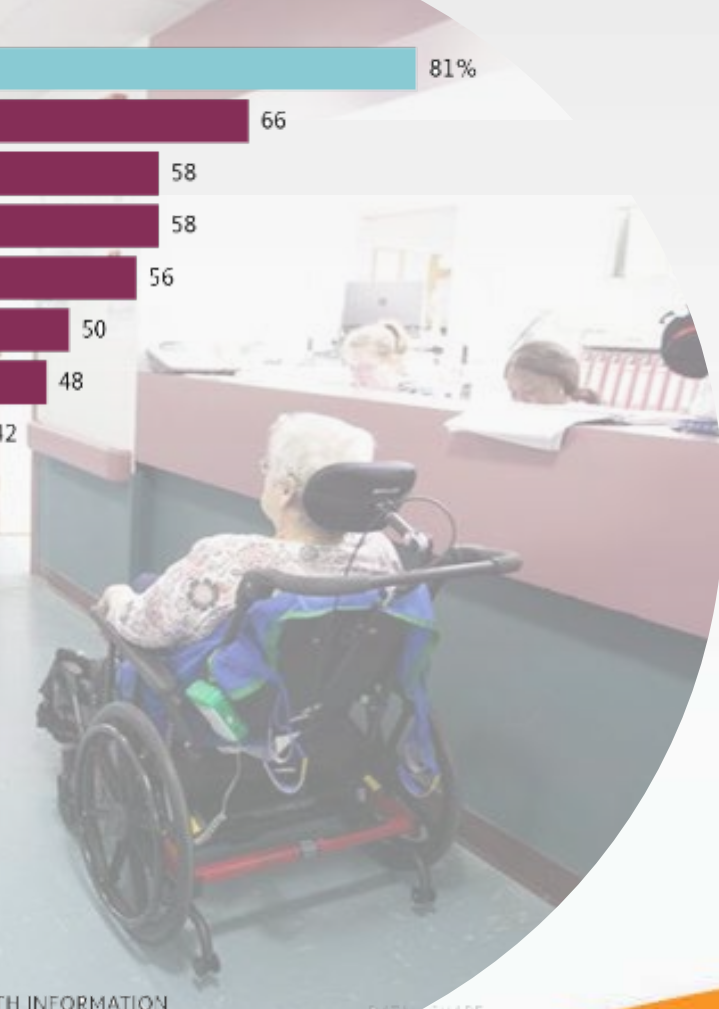
COVID-19 deaths in long-term care as a percentage of all COVID-19 deaths

As of May 25



THE GLOBE AND MAIL, SOURCE: CANADIAN INSTITUTE FOR HEALTH INFORMATION

DATA SHAPE

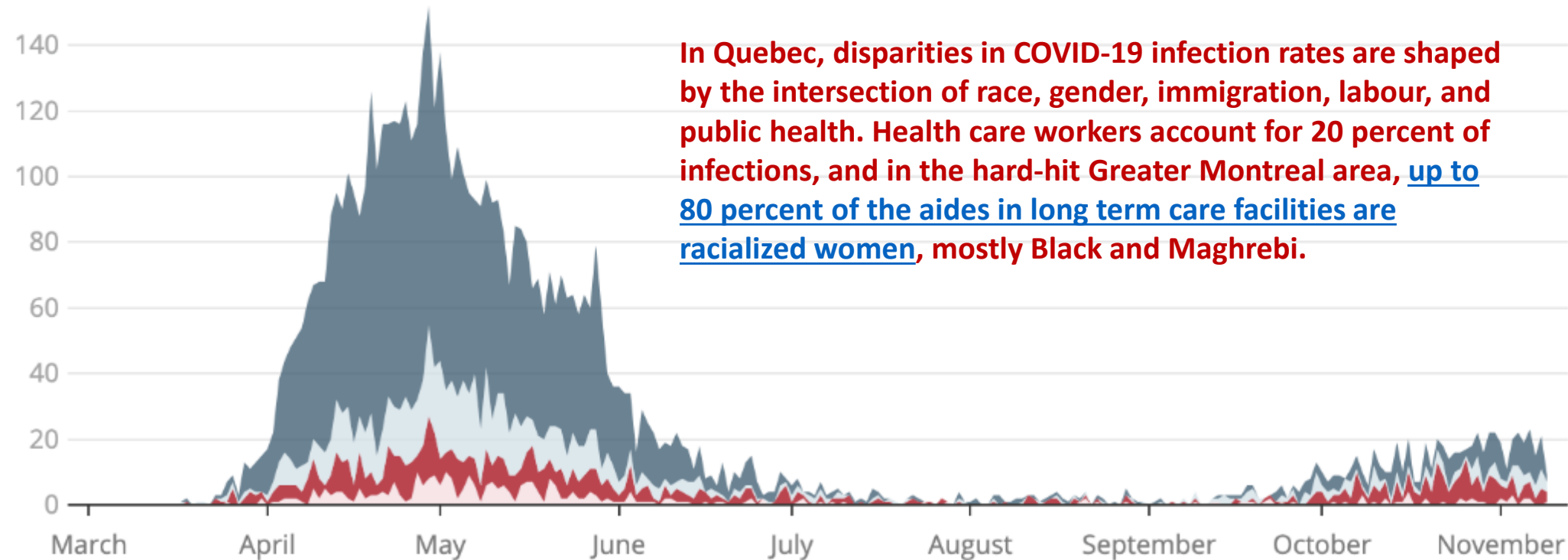


COVID-19 Thrives on Systemic Inequalities!

Where people are dying from COVID-19 in Quebec

A greater proportion of people are dying outside of care facilities during the province's second wave.

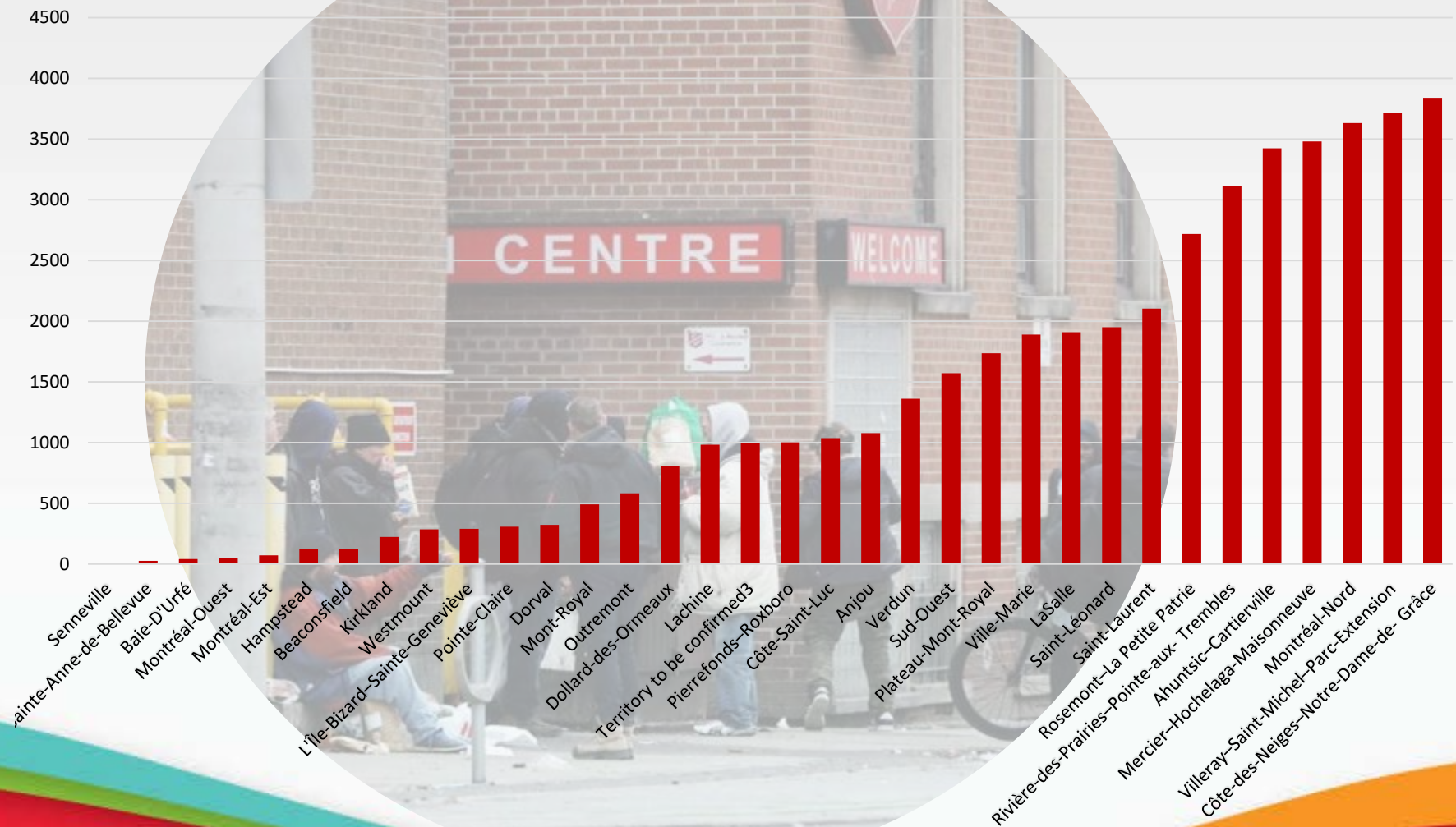
■ Intermediary resource ■ Home or Unknown ■ Private seniors' home ■ CHSLD



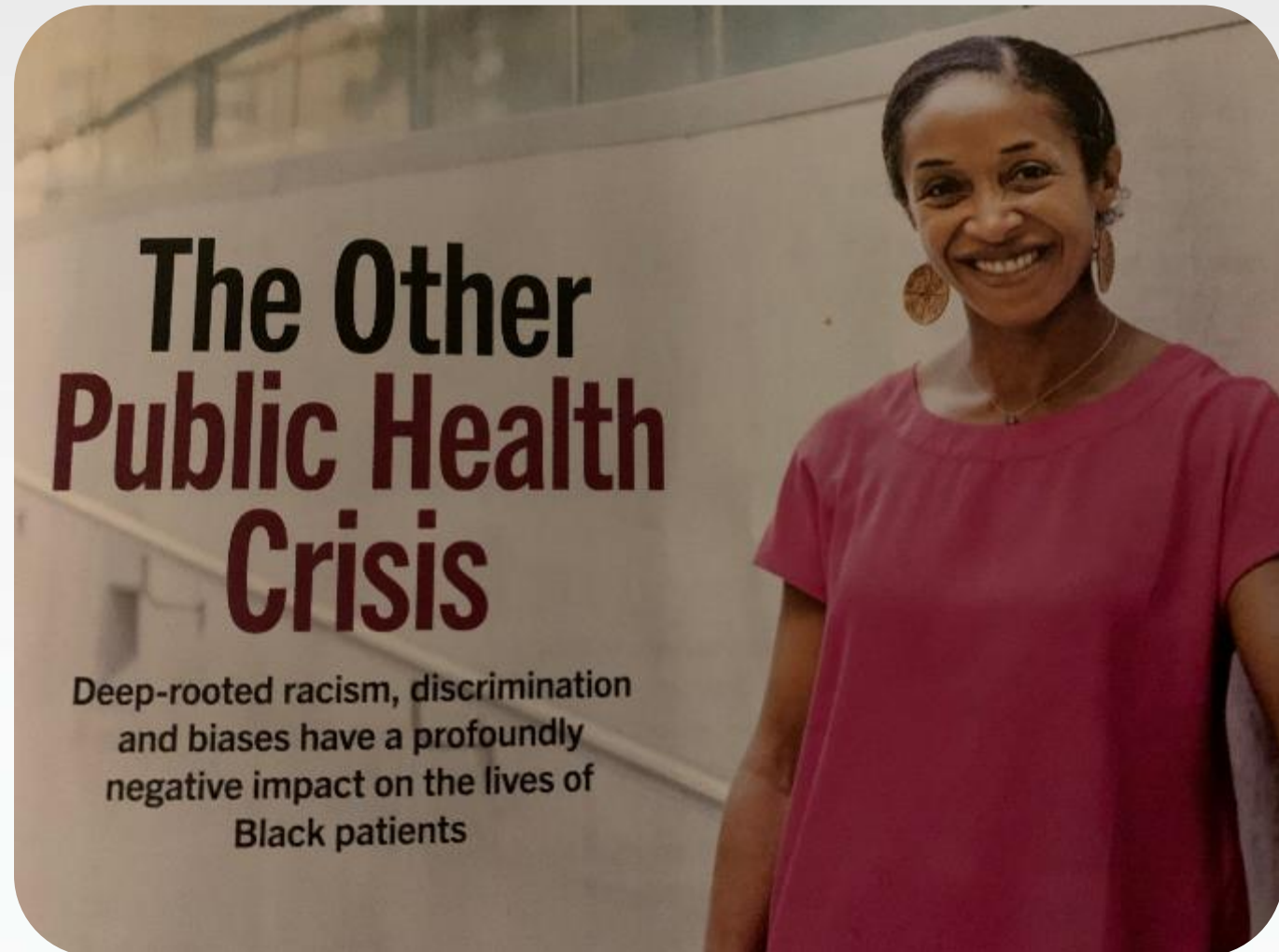
In Quebec, disparities in COVID-19 infection rates are shaped by the intersection of race, gender, immigration, labour, and public health. Health care workers account for 20 percent of infections, and in the hard-hit Greater Montreal area, up to 80 percent of the aides in long term care facilities are racialized women, mostly Black and Maghrebi.

COVID-19 clusters in Montreal boroughs with higher racial/ethnic diversity.

NUMBER OF CUMULATIVE CASES SINCE THE BEGINNING OF THE PANDEMIC



“If Black women were free, it would mean that everyone else would have to be free since our freedom would necessitate the destruction of all the systems of oppression,” the Combahee River Collective, an influential group of Black feminists, [wrote](#) in 1977.



[CPSO – Publications](#) eDialogue Issue 3, “The Other Public Health Crisis,” 9.18.2020.

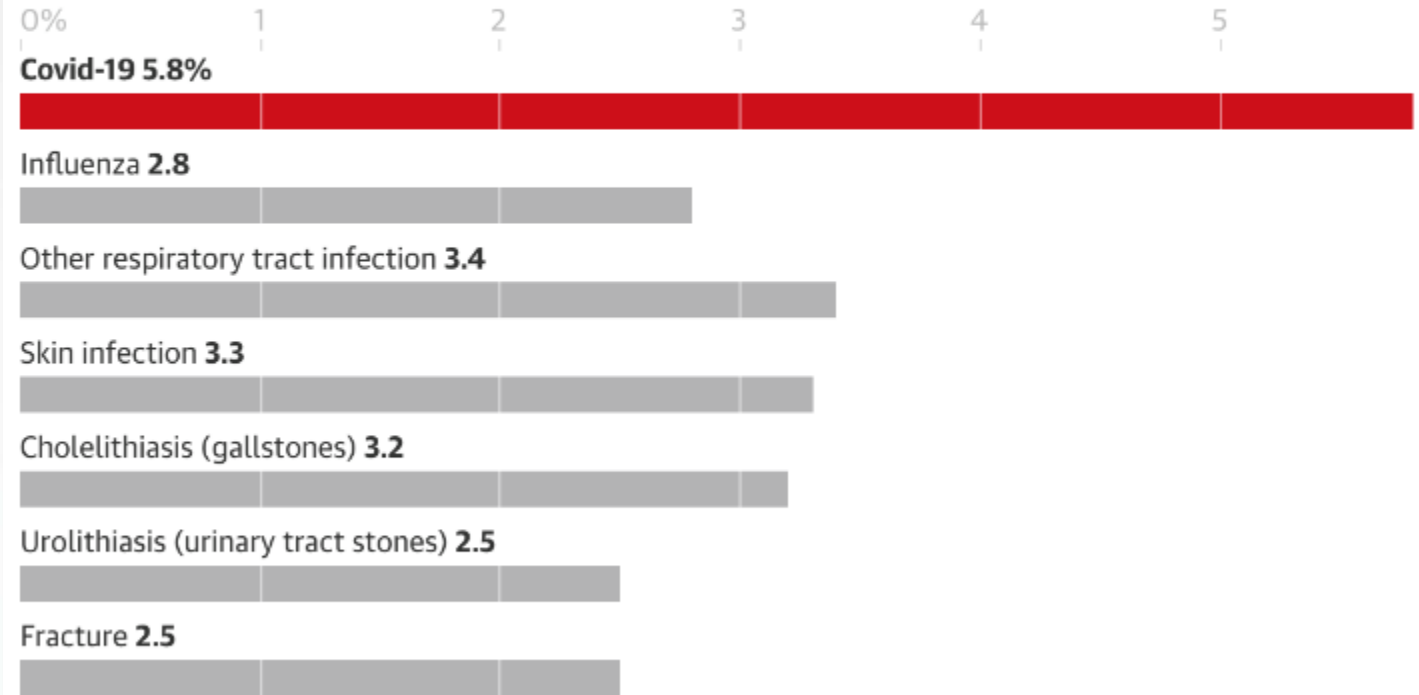
The long tail of the pandemic....is just beginning to be seen.....

- **1 in 5** people who have had Covid-19 are diagnosed with a psychiatric disorder such as anxiety, depression or insomnia within three months of testing positive for the virus



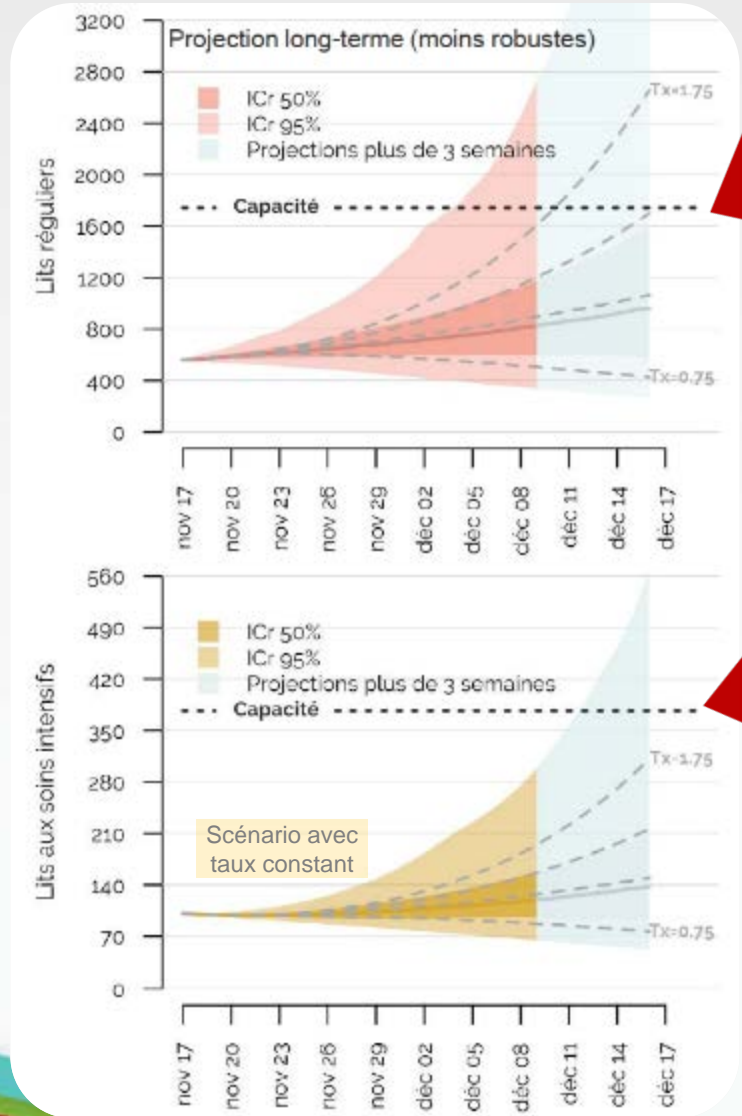
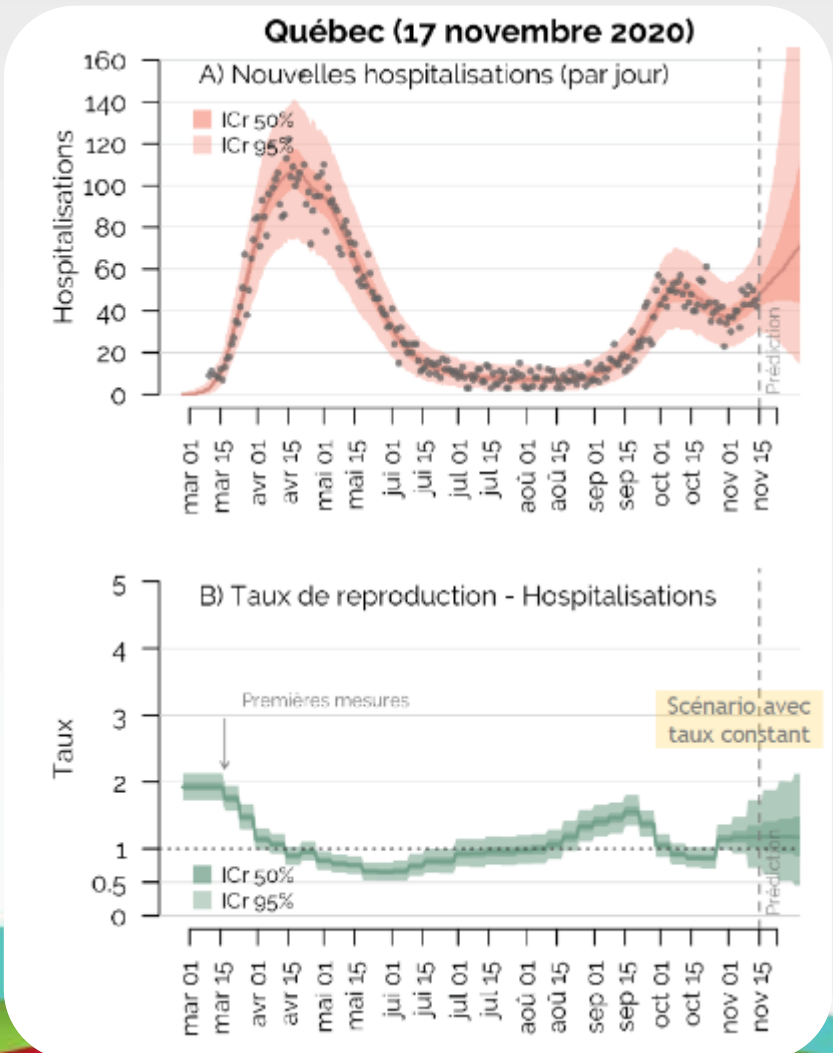
Survivors of Covid-19 appear to be at increased risk of developing a psychiatric condition as a consequence of the disease

% diagnosed with a first psychiatric disorder within 14-90 days of a health event



Guardian graphic | Source: department of psychiatry, University of Oxford

Can hospitals cope with the second wave?



Hospital Bed Capacity!

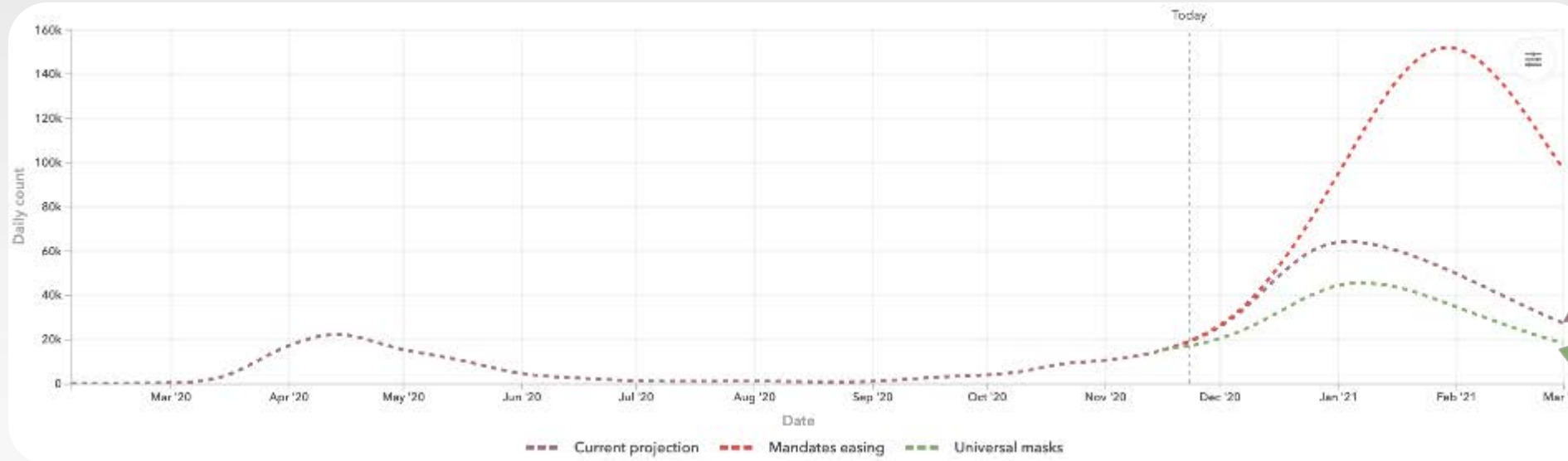
ICU Bed Capacity!

Modeling by McGill Professors Mathieu Maheu-Giroux et David Buckeridge for the Government of Quebec.

Note: Les courbes pointillées correspondent à des scénarios où le taux varierait de 0.75, 1.25, 1.50 à 1.75.

What do things look like for the New Year?

Estimated Daily Infections



Mandates Easing

Current Projection

Universal Masks

Total Deaths - 37,172 COVID-19 Deaths – Based on Current Projection scenario by Mar. 1. 2021



Mandates Easing

Current Projection

Universal Masks

TABLE 1 SARS-COV-2 SEROPREVALENCE BY PROVINCE (%)

British Columbia	0.50
Alberta	0.37
Saskatchewan	0.46
Manitoba	0.56
Ontario	0.96
Quebec	2.23
New Brunswick	0.26
Nova Scotia	0.36
Prince Edward Island	0.00
Newfoundland and Labrador	0.29



COVID-19
IMMUNITY
TASK FORCE

GRUPE DE TRAVAIL
SUR L'IMMUNITÉ
FACE À LA COVID-19



School of
Population and
Global Health

École de
santé des populations
et de santé mondiale



**Low infection rates from
blood bank donors across
Canada suggest we are a long
way from herd immunity!**

TABLE 2 SARS-COV-2 SEROPREVALENCE BY CITY (%)

Vancouver	0.60
Calgary	0.43
Edmonton	0.38
Ottawa	1.29
Toronto	1.07
Montreal	3.05

Great Barrington Declaration

As infectious disease epidemiologists and public health scientists we have grave concerns about the damaging physical and mental health impacts of the prevailing COVID-19 policies, and recommend an approach we call Focused Protection.



While herd immunity will end the pandemic, herd mentality will not!!!



**JOHN SNOW
MEMORANDUM**

COVID-19 Transmission – still learning!



School of
Population and
Global Health | École de
santé des populations
et de santé mondiale

Droplet → Aerosolized

Canada quietly updates COVID-19 guidelines on risk of airborne spread

Public Health Agency of Canada previously made no mention of aerosol transmission in federal recommendations

CBC News

November 4, 2020



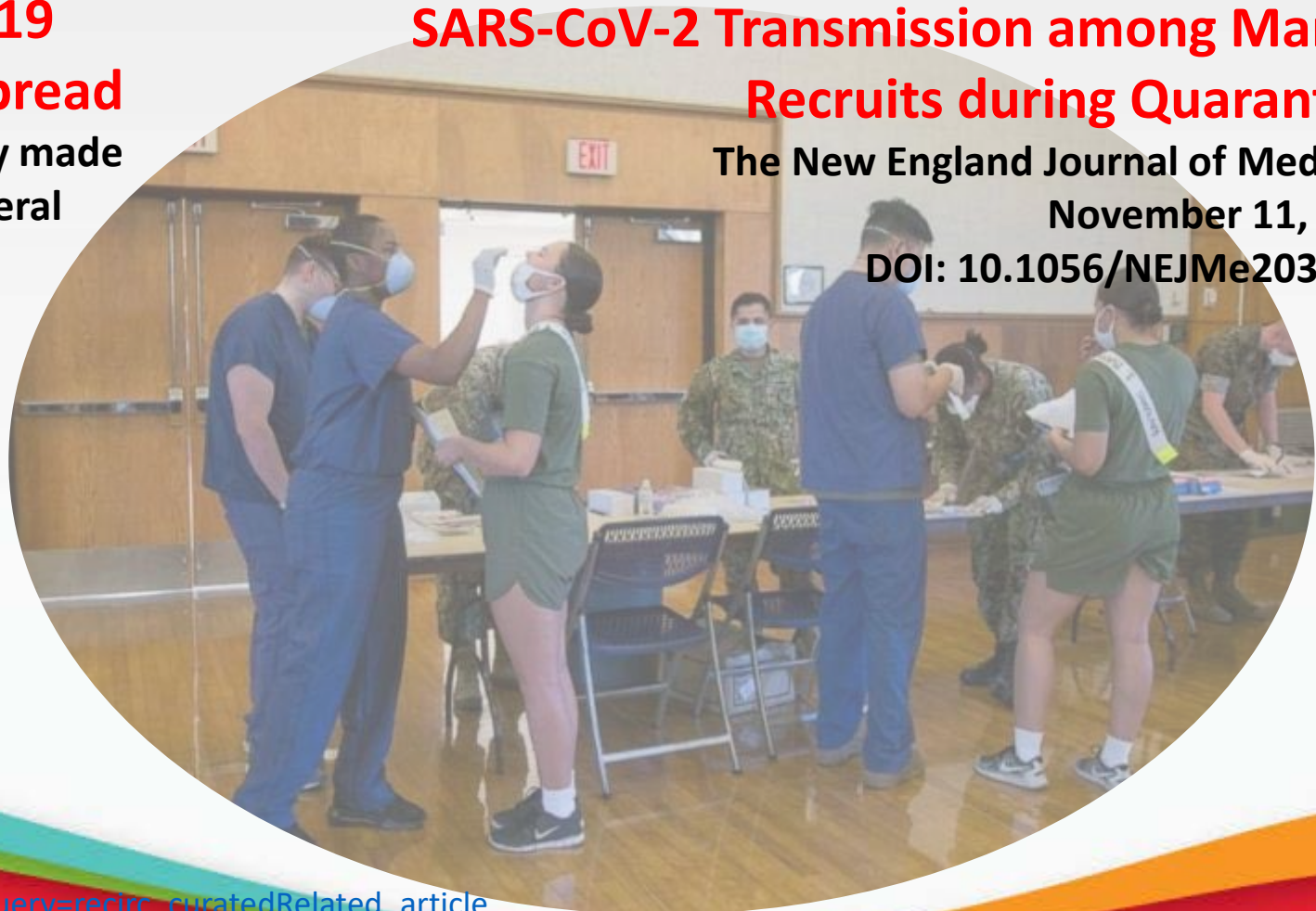
Symptomatic → Asymptomatic

SARS-CoV-2 Transmission among Marine Recruits during Quarantine

The New England Journal of Medicine

November 11, 2020

DOI: 10.1056/NEJMe2032179

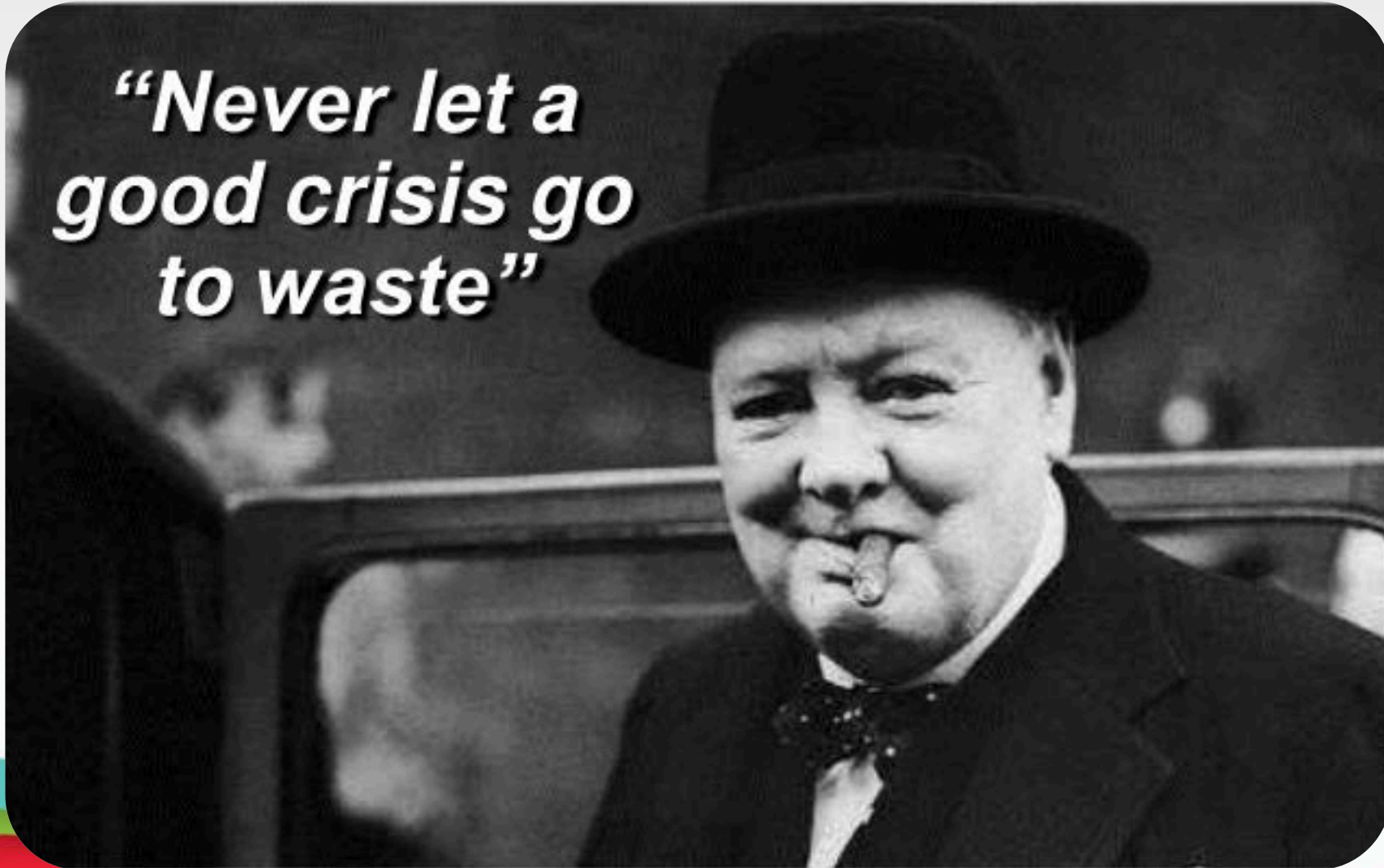


https://www.nejm.org/doi/full/10.1056/NEJMe2032179?query=recirc_curatedRelated_article

<https://abcnews.go.com/Politics/broad-study-marine-recruits-shows-limits-covid-19/story?id=74152498>

<https://www.cbc.ca/news/health/coronavirus-canada-aerosol-transmission-covid-19-1.5789906>

***“Never let a
good crisis go
to waste”***



Drug therapies for COVID-19

**Only 1 drug—dexamethasone—
found to lower mortality in
hospitalized patients.**

3 other drugs – no effects....

“Repurposed antiviral drugs for COVID-19—
interim WHO SOLIDARITY trial results”

*WHO Solidarity trial consortium**

October 15th, 2020



Vaccines—looking promising

- Operation “Warp Speed”
- **10 vaccines in phase 3 trials in 10 months!!!**
- Promising early results
- Still a long way to go...
- Public access mid-2021...

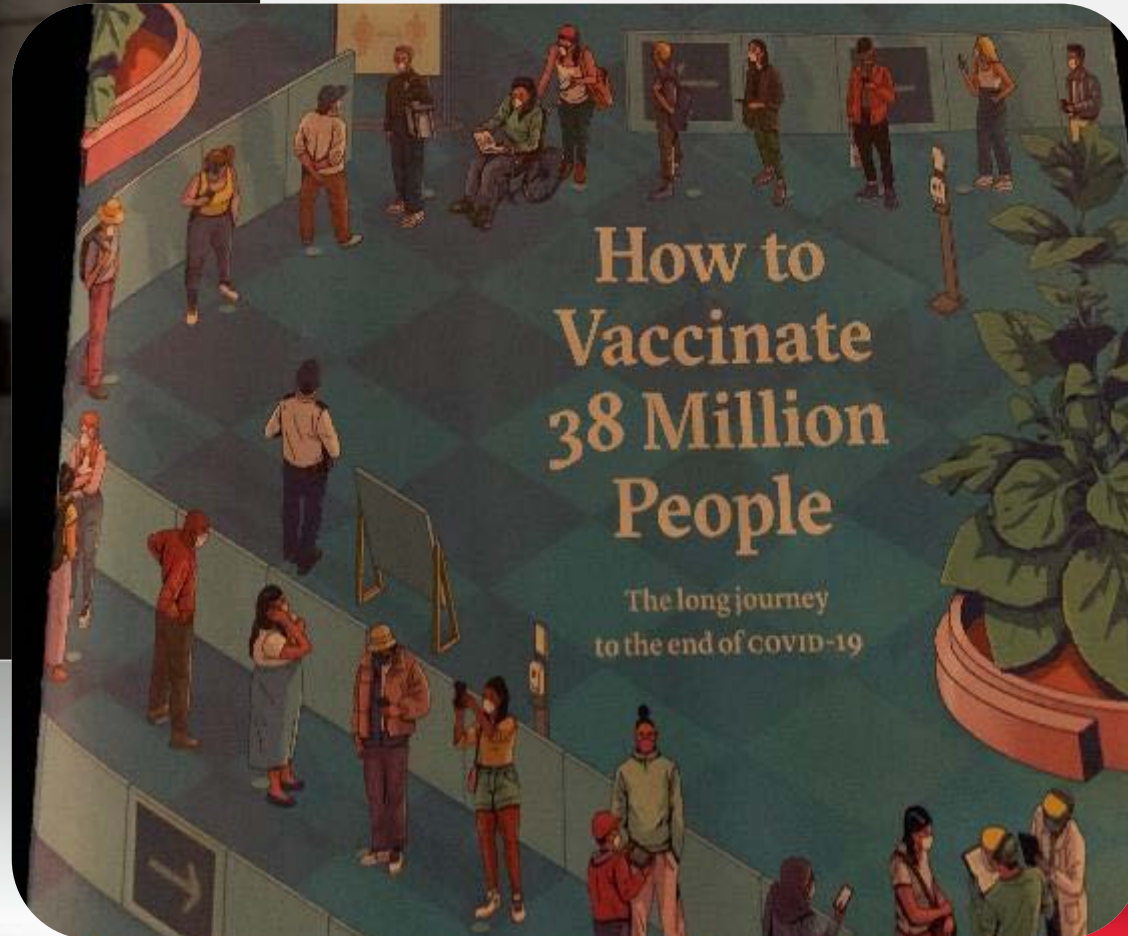


A woman with blonde hair, wearing a pink hoodie, is holding a white protest sign. The sign has the text "VACCINE MANDATES VIOLATE BODILY AUTONOMY" written on it. The word "VIOLATE" is underlined and written in red, while the other words are in black. The woman has a serious expression.

VACCINE
MANDATES
VIOLATE
BODILY
AUTONOMY

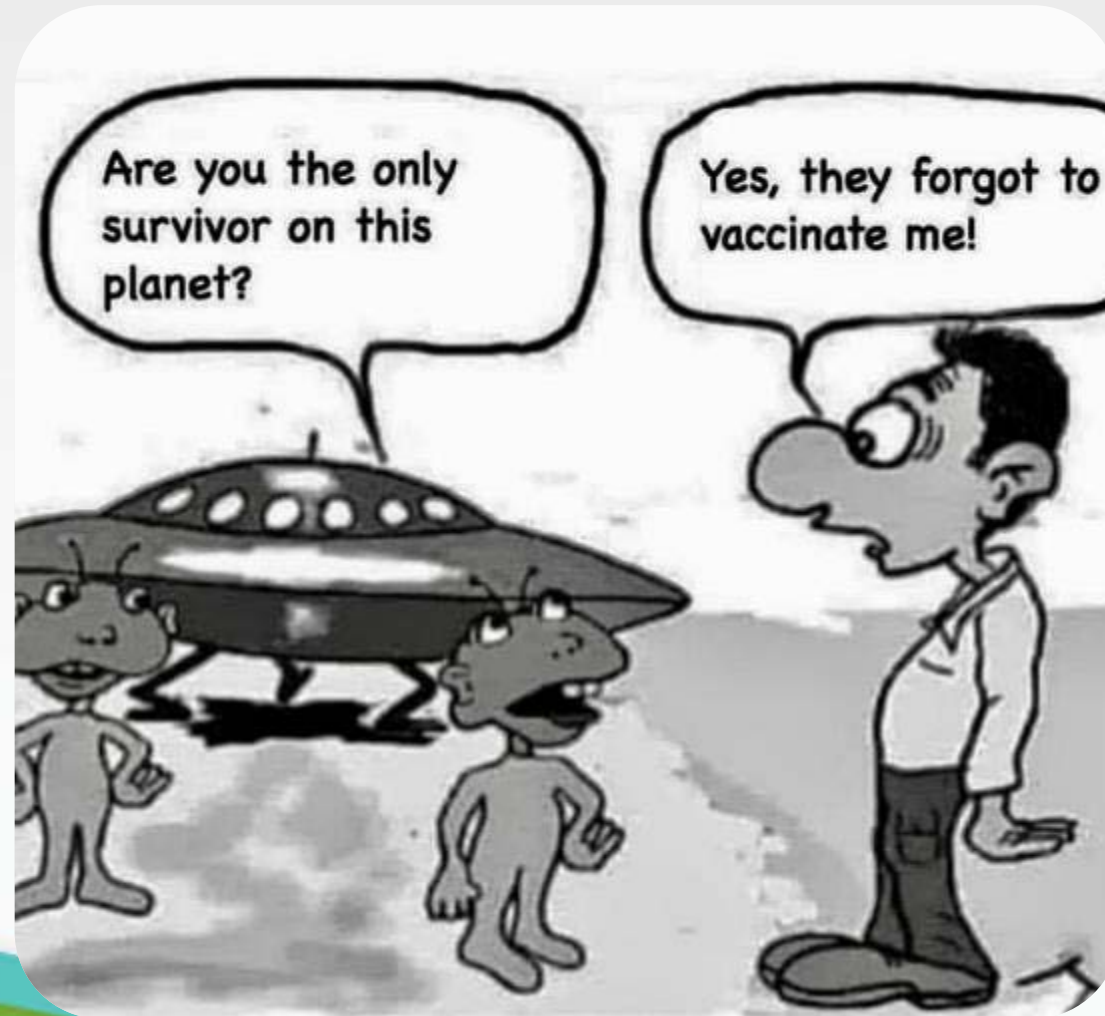
Jennifer White identifies as an 'ex-vaxxer,' because she changed her opinion on some vaccines after her child developed what she said were vaccine-related health complications.

Provided by Canadian Broadcasting Corporation.

An illustration of a busy public space, possibly a transit station or a large indoor area. People are walking, standing, and sitting. Some are wearing masks. There are plants, a staircase, and various signs. The overall scene is a diverse group of people in a public setting.

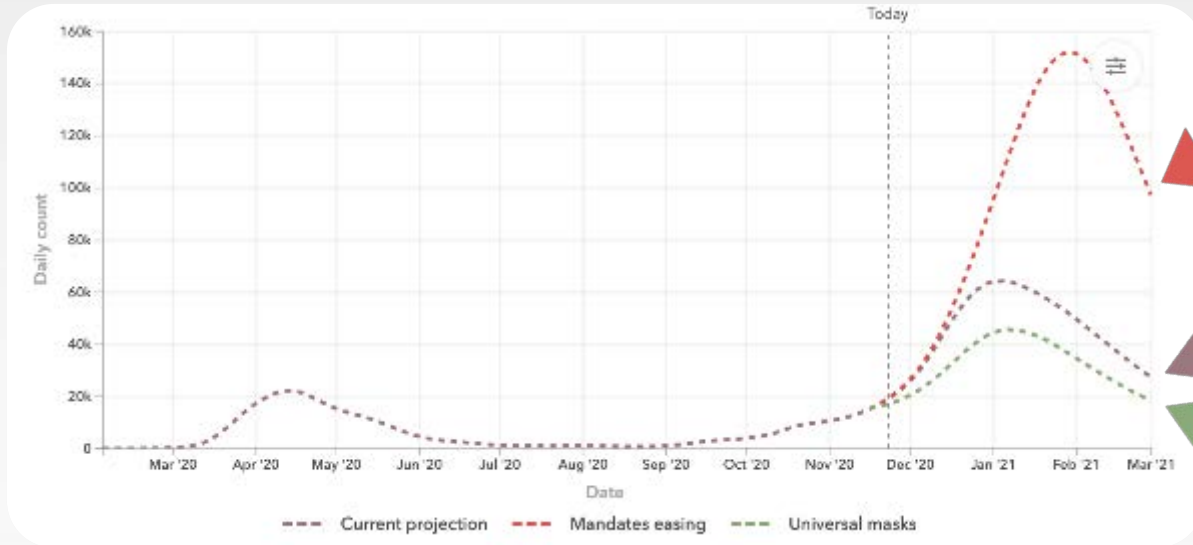
How to
Vaccinate
38 Million
People

The long journey
to the end of COVID-19



Masks make a difference!

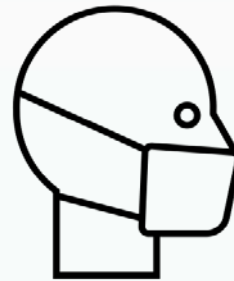
Estimated Daily Infections



Mandates
Easing

Current
Projection

Universal
Masks



California, Spanish Flu crisis of 1918



Testing our patients... or our *patience*?



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Opinion: COVID-19 testing must look below the tip of the iceberg

Montreal Gazette, June 9, 2020

Jonathon Campbell • Dick Menzies and Tim Evans
22 minutes ago • 3 minute read



A health-care worker swabs a man at a walk-in COVID-19 test clinic in Montreal North, Sunday, May 10, 2020. GRAHAM HUGHES / THE CANADIAN PRESS

<https://montrealgazette.com/opinion/opinion-covid-19-testing-must-look-below-the-tip-of-the-iceberg>

Active testing of groups at increased risk of acquiring SARS-CoV-2 in Canada: costs and human resource needs

Jonathon R. Campbell PhD, Aashna Uppal MScPH, Olivia Oxlade PhD, Federica Fregonese MD PhD, Mayara Lisboa Bastos MD Msc, Zhiyi Lan MSc, Stephanie Law PhD, Chi Eun Oh MD MMSc, W. Alton Russell MS, Giorgia Sulis MD, Nicholas Winters MSc, Mercedes Yanes-Lane MD MScPH, Marc Brisson PhD, Sonia Laszlo PhD, Timothy G. Evans MD PhD, Dick Menzies MD MSc

CMAJ 2020 October 5.

192:E1146-55. doi: 10.1503/cmaj.201128; early-released September 9, 2020

OPINION

We can avoid a lockdown by creating a national mass testing program

DAVID JUNCKER AND DONALD SHEPPARD

CONTRIBUTED TO THE GLOBE AND MAIL

PUBLISHED NOVEMBER 17, 2020

<https://www.theglobeandmail.com/opinion/article-we-can-avoid-a-lockdown-by-creating-a-national-mass-testing-program/>

Tufts University is showing how smart testing at scale is keeping everyone safe and the campus open



Tufts University COVID-19 Testing Metrics

7 Day Totals Through November 08, 2020

Total Number of Tests with Results	
15,393	
Negative Tests	% Negative
15,387	99.96%
Positive Tests*	% Positive
6	0.04%
Avg. Processing Time (hours)	
15.13	

Cumulative from August 3, 2020

Total Number of Tests with Results	
153,140	
Negative Tests	% Negative
153,071	99.95%
Positive Tests*	% Positive
64	0.04%
Avg. Processing Time (hours)	
15.80	

* Positive tests reported above are unique individuals

THANK YOU

Cadre facultaire de lutte contre le racisme anti-noir

Saleem Razack

Directeur, Bureau de la responsabilité sociale
et de l'engagement communautaire



Presentation of the Framework to Address Systemic Anti-Black Racism
in the Faculty of Medicine and Health Sciences

Dr. Saleem Razack

Director of the SACE Office

Presentation to Faculty Council, November 24, 2020

Action Plan to Address Anti-Black Racism

- The Faculty of Medicine and Health Sciences, working through its Social Accountability and Community Engagement (SACE) Office, is developing a Faculty-specific plan to address systemic anti-Black racism following the September 30 release of [McGill's Action Plan to Address Anti-Black Racism](#).
- The Faculty's final plan – which will include specific actions, targets and timelines – will be shared with the community once consultations are completed. A plan framework, created based on initial insights and input from Black community members and key stakeholders, is available [on the SACE website](#).
- <https://www.mcgill.ca/med-saceoffice/about/action-plan-address-anti-black-racism>

Curriculum

Institutional Tasks to Address Anti-Black Racism

Informal
Learning Environment
Interventions

Formal
Anti-Racist Curricula

Hidden
Structures of Support,
Reward, and
Representation

Framework

1. Community events and consultations
2. Systemic racism and microaggression
3. Increased representation and wellness of Black students
4. Curriculum addressing anti-racism

Q&A Session

(Comments can also be sent to sace.med@mcgill.ca)

Community events & consultations

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
June 2020	<p>Black-led event to discuss the effects that systemic and overt racism has on Black people and the community.</p> <p>Next step: present event report to Faculty leadership.</p>	SACE Office	<p>✓ Cross-cutting all 5 axes identified on page 1</p>
July 2020	<p>Allyship and Skills-building event for faculty members, staff and students on July 13.</p> <p>Next step: second event planned for fall 2020.</p>	SACE Office	<p>✓ Student experience</p> <p>✓ Research and knowledge</p>
September 2020	<p>Presentation of report of Black-led event to Faculty leadership: completed.</p> <p>Next step: report to be posted on SACE website.</p>	Dr. Loydie Majewska, Associate Professor, Department of Pediatrics, Dr. Pascale Caidor, SACE Office, with support from Dr. Saleem Razack, Director, SACE Office.	<p>✓ Cross-cutting</p>
October 22 and 27, 2020	<p>Internal Black community consultation on this framework and timeline.</p> <p>Internal Faculty leadership and broader Faculty Council/internal community consultation on framework and timeline.</p>	SACE Office and Dean's Office	<p>✓ Cross-cutting</p>

Community events & consultations (2)

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
November-December, 2020	Allyship and Skills-Building event: second session for faculty members, staff and students.	Faculty Development Office, SACE Office, Medical Students' Society of McGill	<ul style="list-style-type: none"> ✓ Student experience ✓ Research and knowledge
November-December, 2020	<p>Black Faculty member networking event for students, faculty and staff, and creation of "Black Caucus" list.</p> <p>SACE has created a preliminary mailing list of Black students, faculty and staff.</p>	SACE Office (Pascale Caidor) working with Loydie Majewska, Myrna Lashley, Melissa Cobbler (WELL OFFICE), Charlene Lewis (Teaching Learning Services), Black students	<ul style="list-style-type: none"> ✓ Student experience ✓ Workforce
By December 31, 2020	Proposed action plan submitted to Dean's Office for ratification at next Faculty Council meeting.	SACE Office and Dean's Office	<ul style="list-style-type: none"> ✓ Cross-cutting
February 2021	Faculty Black History Month event.	SACE Office	<ul style="list-style-type: none"> ✓ Student Experience ✓ Research and knowledge ✓ Outreach ✓ Workforce
Spring 2021	External community consultations.	SACE Office in collaboration with Université de Montréal	<ul style="list-style-type: none"> ✓ Outreach

Systemic racism & Microaggression

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
Fall 2020	<p>Graduate students diversity survey update presented to Faculty Leadership Council.</p> <p>Next step: analysis of results, also to be presented to Faculty leadership.</p> <p>Interventions proposed will likely be multi-faceted.</p>	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, supported by SACE Office	✓ Student experience
November 2020	<p>Equity training: introduced this year for MDCM Admissions Committee members.</p> <p>Next step: SACE Office to initiate discussions with SPOT, Nursing and SCSD.</p>	SACE and Admission offices	✓ Student Experience ✓ Outreach
Winter-Spring 2021	Racism and microaggressions in Graduate Studies: Faculty development and leadership sensitization.	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, and SACE Office	✓ Cross-cutting
By June 30, 2021	Systemic racism and microaggressions training for leaders and teachers.	SACE and Faculty Development offices	✓ Student experience ✓ Research and knowledge ✓ Workforce

Increased representation and wellness of Black students

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
October 7, 2020 and February 2021	Webinar series for pre-med Black students (University and CEGEP students).	SACE Office Supporting Young Black Student group MDCM Admissions Office	✓ Student Experience
By June 30, 2021	Black Students' Program: STEM (Commitment to develop and Implement). Plan to formally bring underrepresented student outreach and recruitment to the Widening Participation Committee as a mandate.	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, Bastien Castagner (Pharmacology), support of SACE Office, as required	✓ Student Life ✓ Outreach
Fall 2020	Develop accountability around equity and the learning/work environment: aligned with University Action Plan targets for recruitment of Black staff and tenured faculty.	SACE Office and Dean's Office	✓ Workforce ✓ Physical Space
December 2020	Dissemination of Faculty demographic information: Faculty diversity report to be presented to Dean.	SACE Office (Faculty Equity Committee)	✓ Workforce

Increased representation and wellness of Black students (2)

Increased representation and wellness of Black students	Actions	Lead(s)	McGill Action Plan Axis
Fall 2021	<p>Implementation of Black students' pathway: UGME, SPOT, Nursing, SCSD have expressed interest.</p> <p>Sustainability Projects Fund application: to support the development of the Black Student Pathway Program and the outreach Community of Support program.</p>	<p>Admissions Office for Undergraduate Medical Education (SACE support as required)</p> <p>Working in partnership with current Black Medical Students</p> <p>School admissions leaders</p>	<p>✓ Student experience</p> <p>✓ Outreach</p>
Ongoing	Dissemination of student demographic information: posted, together with action plans, on SACE website to ensure transparency.	SACE Office	✓ Student Experience

Curriculum addressing anti-racism

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
Fall 2020	Conversations with Faculty's SPOT, Nursing, SCSD to discuss curricular content.	Curriculum leaders in each School, supported by SACE Office	✓ Research and knowledge
By September 2021	Graduate Studies curricular content support: explore feasibility of developing a Racism in Science and Biomedical Research elective course.	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, with SACE Office support	✓ Student experience ✓ Research and knowledge
By June 30, 2021	Postgraduate Medical Education: curricular anti-racism content.	Fernanda Claudio (PGME), supported by Associate Dean PGME and SACE Office	✓ Research and Knowledge
By December 31, 2021	UGME curricular update: content in all courses, specific systemic racism material.	Associate Dean UGME, Saleem Razack, Black Students	✓ Student experience ✓ Research and knowledge
2020-2021	Creation of a Black Health Lead job description	SACE Office	✓ Student experience ✓ Research and knowledge ✓ Workforce



Thank you! Merci!

saleem.razack@mcgill.ca

Ordre du jour

Section I – VP-doyen David Eidelman

1. Mot de bienvenue
2. Adoption de l'ordre du jour
3. In Memoriam

Section II

4. COVID-19 : impact et innovations
 - a. Perspective des étudiants, **Anish Arora (PGSS), Dennis Rompotinos (MSS), Lysanne Desharnais (GCSS), Lucille Xiang (POTUS), Nadia Demko (ARM)**
 - b. Perspective du corps professoral, **Annette Majnemer, Michelle Elizov**
5. Le point sur la recherche sur la COVID-19, **Timothy Evans**
6. Cadre facultaire de lutte contre le racisme, **Saleem Razack**
 - o Consultation ouverte avec le Conseil de la Faculté

Section III – VP-doyen David Eidelman

10. Rapports du Comité directeur et du Comité des candidatures
11. Résolutions en bloc – procès-verbal du Conseil de la Faculté (22 septembre 2020)
12. Affaires courantes – postes à pourvoir au sein des comités

Section IV – VP-doyen David Eidelman

13. Félicitations

Section V

14. Séance ouverte/assemblée générale



Rapport du Comité directeur

- Lors de sa réunion du 29 octobre 2020, le Comité directeur a :
 - passé en revue les postes à pourvoir au sein du Comité directeur
 - passé en revue et adopté l'ordre du jour de la présente réunion du Conseil de la Faculté



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sciences de la santé



Rapport du Comité des candidatures

- Lors de sa réunion du 19 octobre 2020, le Comité des candidatures a :
 - passé en revue les postes à pourvoir au sein du Comité des candidatures
 - passé en revue et adopté le rapport de sa réunion du 23 avril 2020



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Résolutions en bloc

- Procès-verbal de la réunion de septembre 2020 du Conseil de la Faculté
 - Le lien a été envoyé aux membres du CF et à l'ensemble de la Faculté à la suite de la réunion
 - <https://www.mcgill.ca/medecine/fr/propos/gouvernance/conseil-de-la-faculte/reunions-et-documents>



Postes à pourvoir au sein des comités


- Comité directeur
 - 1 représentant des étudiants aux cycles supérieurs



Célébrons nos réalisations

Quelques exemples (soumis pour publication dans le Bullel) :

- Professeurs et apprenants passent aux cours à distance en un temps record – un exploit remarquable, merci et félicitations à toutes et à tous!
- La formation dans les milieux cliniques se réinvente
- Professeurs et apprenants s'impliquent dans la communauté, en première ligne, dans les CHSLD, dans l'enseignement de Zoom aux baby-boomers, etc.
- L'École des sciences infirmières Ingram célèbre son centenaire!
- Le Centre d'études sur le vieillissement de McGill fête ses 35 ans

 **McGill** | Ingram School of Nursing | École des sciences infirmières Ingram



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Célébrons nos réalisations

Quelques exemples (suite) :

- Le Secrétariat du Groupe de travail sur l'immunité face à la COVID-19 est établi à McGill
- Des recherches de pointe sur la COVID-19 émergent de MI4, de la Biobanque COVID-19 du Québec et du Centre de génomique de McGill, entre autres
- McGill et la Faculté se distinguent au concours de subventions du printemps des IRSC – taux de succès de 27,1 % à McGill (taux national de 15,8 %)
- Avancées en recherche dans diverses disciplines – cancer, infection et inflammation, vieillissement et maladies chroniques, neurosciences et santé mentale
- Approbation de l'Institut du cancer de McGill
- Approbation du programme de Ph. D. de l'Institut d'éducation en sciences de la santé
- Le Département d'oncologie lance un diplôme d'études supérieures novateur



Célébrons nos réussites

Quelques exemples (suite) :

- Guy Rouleau reçoit le Prix Canada Gairdner Wightman
- Postes Canada émet un timbre commémoratif en l'honneur de Balfour Mount, pionnier des soins palliatifs
- Campus Outaouais accueille ses premières cohortes des programmes MDCM et Med-P
- Nouveau nom et 2 nouvelles écoles pour la première faculté de McGill
- À venir : L'Université célébrera 200 ans d'excellence!



Félicitations

*Élection au poste de vice-présidente,
International Association for Youth Mental Health*
Srividya Iyer

Prix d'excellence, FMSQ
Jean-Pierre Farmer

Doctorat honorifique, INRS
Nahum Sonenberg



Félicitations

*Programme Futurs leaders canadiens de la recherche sur le cerveau de la
Fondation Brain Canada*

Boris Bernhardt

Mark Brandon

Yasser Iturria-Medina

Jean-François Poulin

Jo Anne Stratton

Masha Prager-Khoutorsky

Prix de soutien au chercheur débutant, Société canadienne de médecine interne

Natalie Dayan



Félicitations

*Médaille de reconnaissance pour une carrière
exceptionnelle en enseignement, Université McGill*

Leon Glass

Barry Posner

*Prix de la principale pour le personnel administratif et de
soutien – catégorie Travail de bureau, Université McGill*

Jean-Paul Acco

*Insigne du mérite 2020,
Ordre des infirmières et infirmiers du Québec*

Franco Carnevale



Félicitations

Prix de pratique clinique, Directeurs de pédiatrie du Canada

Hema Patel

Prix de leadership en temps de COVID, Directeurs de pédiatrie du Canada

Mylène Dandavino

Tanya Di Genova

Robert Sternszus

Prix Wilder-Penfield, Prix du Québec

William Foulkes



Félicitations

Prix Osler, Société canadienne de médecine interne

David Dawson

Prix pour réalisation exceptionnelle en santé mentale,

Brain & Behavior Research Foundation

Gustavo Turecki

Concours Priorité Patient – La recherche au service des

besoins des patients en oncologie, Oncopole

OncoBuddy et OncoConseil



Felicitations

Nomination au conseil d'administration, GlycoNet

Don Sheppard

Prix commémoratif Dr Chew Wei en recherche sur le cancer,

Université de la Colombie-Britannique

Nada Jabado

Subvention pour jeune chercheur, Brain & Behavior Research Foundation

Massimiliano Orri

Wei-Hsiang Huang

Budhachandra Singh Khundrakpam



Félicitations

*Prix Pfizer pour l'excellence en recherche,
Fondation de l'Hôpital de Montréal pour enfants*

Christine McCusker

*Prix Banque Nationale pour l'excellence médicale,
Fondation de l'Hôpital de Montréal pour enfants*

Hema Patel

*Livre cité dans la liste de lecture de l'Association of University
Presses, Fighting for A Hand to Hold : Confronting Medical
Colonialism against Indigenous Children in Canada*

Samir Shaheen-Hussain



Félicitations à nos étudiantes et étudiants

*Health Workforce Innovation Prize, Virtual Solve Challenge,
Massachusetts Institute of Technology*
Ubenwa

Personnalité de l'année au premier cycle, Forces AVENIR
Victoire Kpadé

Bourse postdoctorale Élévation, Mitacs
Catherine Argyriou



MERCI à chacun et chacune d'entre vous...

En première ligne et au laboratoire,
dans vos classes virtuelles
et vos bureaux virtuels.

Merci à notre Conseil de la Faculté
et à la direction facultaire, ainsi qu'à
nos CEA et à nos équipes
administratives pour leurs inlassables efforts.

Tous nos vœux de **paix** pour les fêtes et la nouvelle année.



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Séance ouverte et assemblée générale



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Accueil / À propos / Gouvernance / Conseil de la Faculté

VP-doyen Edelman et dirigeants de la Faculté

Vision, mission et valeurs

Aperçu

Gouvernance

Comité exécutif du décanat

Conseil de la Faculté

Mandat

Membres

Comités

Réunions et documents

Sujets de discussion/
commentaires/questions

Planification stratégique

Partenariats internationaux

Distinctions publiques

Distinctions facultaires

Conférences Holmes du doyen de la Faculté de médecine

Références

Votre avis compte!

Si vous souhaitez soumettre un commentaire, une question ou un sujet de discussion au Comité directeur pour la prochaine réunion du Conseil de la Faculté, veuillez utiliser le formulaire ci-dessous.

Nom

Vos commentaires/questions/sujets de discussion

Courriel (veuillez remplir ce champ si vous souhaitez recevoir une réponse)

<https://www.mcgill.ca/medicine/fr/propos/gouvernance/conseil-de-la-faculte/sujets-de-discussion-commentairesquestions>

