

LCC Session: Turning passion into action

CanMEDS Competency: Advocacy

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GOAL: As humans we will encounter inequities that impassion us, which as physicians we have a unique perspective and privilege from which we can advocate. This LCC session will encourage residents to consider what they are passionate about, and discuss steps for turning those passions into advocacy action. Prior to this session, residents should review the materials and come prepared to discuss:

1. An experience where they have advocated within their current roles, and reflect on whether or not it was successful. If so, what aided in this success, and if not, what skills/assistance did they need?
2. What advocacy roles they'd like to grow moving forward into their careers.

PRE-SESSION MATERIALS

Mandatory:

1. **Article: Turning your passion into action:**

<https://www.journalofhospitalmedicine.com/jhospmed/article/210069/hospital-medicine/turning-your-passion-action-becoming-physician-advocate>



2. *Routes of advocacy in your clinical/academic roles – explore at least 2 links below & think about what drives you:*

a) **Focus on child health**

- **Local - Hamilton child and youth health atlas:** [Child & Youth Health Atlas](#)
- **National – CPS:** <https://www.cps.ca/en/advocacy-defense>
- **Global – WHO:** https://www.who.int/maternal_child_adolescent/child/en/

b) **Focus on social justice**

- **TEDTalk – social justice:**
https://www.ted.com/talks/mary_bassett_why_your_doctor_should_care_about_social_justice
- **Ibram X. Kendi on Brené Brown podcast – How to be an anti-racist (this is an hour):** <https://brenebrown.com/podcast/brene-with-ibram-x-kendi-on-how-to-be-an-antiracist/>
- **White Coat Black Art – Marcia Anderson discussing her father’s experience with the health system:** <https://www.cbc.ca/player/play/2410900771>
- **A few Canadian social justice physician advocates to check out on twitter:**
 - <https://twitter.com/RicharLisa>
 - <https://twitter.com/RitikaGoelTO>
 - <https://twitter.com/javeedsukhera>
 - <https://twitter.com/NaheedD>
 - <https://twitter.com/DocMCohen>
 - <https://twitter.com/AndrewDPinto>
 - https://twitter.com/SarooSharda_MD
 - <https://twitter.com/MarciaJAnderson>
 - <https://twitter.com/OnyeActiveMD>
 - <https://twitter.com/healthinthehmmr>
 - <https://twitter.com/NavPersaud>
 - <https://twitter.com/NankyRai>

c) **Focus on work environment**

- **Patient safety:** <https://www.solutionsforpatientsafety.org/>
- **Trainee wellness:**
 - **PARO** <http://www.myparo.ca/about/>
 - **PGME resident affairs:** <https://pgme.mcmaster.ca/mcmaster-resident-affairs/>

- **Physician advocacy:**
 - **CMA:** can include physician wellness <https://www.cma.ca/physician-health-and-wellness>
 - **OMA:** can also include governance and salary negotiations (see income disparity below – do we need better pediatric representation?). <https://www.oma.org/section/about-oma/governance-resources?type=topics>,

Disparity in Ontario Physician Compensation (Gross payment per MD from all sources)

Mean Gross Payment (from all Sources) per FTE Physician					
SPECIALTY	2011/12	2012/13	2013/14	2014/15	2015/16
OPHTHALMOLOGY	\$668,652	\$616,516	\$641,652	\$632,016	\$668,119
DIAGNOSTIC RADIOLOGY	\$653,920	\$604,556	\$631,982	\$633,668	\$622,931
GASTROENTEROLOGY	\$610,624	\$579,840	\$565,284	\$585,180	\$584,570
VASCULAR SURGERY	\$626,477	\$600,874	\$589,162	\$597,655	\$584,344
CARDIAC SURGERY	\$560,917	\$566,701	\$578,128	\$557,936	\$564,231
NEPHROLOGY	\$590,967	\$563,655	\$567,032	\$582,699	\$561,844
CARDIOLOGY	\$610,193	\$567,948	\$581,127	\$583,313	\$560,265
THORACIC SURGERY	\$542,410	\$558,925	\$555,931	\$563,829	\$554,142
UROLOGY	\$489,592	\$489,808	\$487,875	\$490,082	\$481,779
RADIATION ONCOLOGY	\$466,351	\$455,874	\$463,266	\$455,279	\$477,708
NEUROSURGERY	\$502,755	\$507,272	\$512,847	\$508,861	\$475,474
NUCLEAR MEDICINE	\$561,729	\$506,448	\$454,707	\$487,133	\$456,318
MEDICAL ONCOLOGY	\$409,817	\$447,210	\$460,746	\$447,354	\$450,896
OTOLARYNGOLOGY	\$464,320	\$439,423	\$433,532	\$439,770	\$439,499
OBSTETRICS AND GYNECOLOGY	\$479,969	\$462,693	\$460,334	\$442,661	\$430,081
ORTHOPEDIC SURGERY	\$445,590	\$459,790	\$463,564	\$447,367	\$426,315
GENERAL SURGERY	\$438,714	\$421,758	\$435,298	\$430,904	\$419,827
ANESTHESIOLOGY	\$422,916	\$410,496	\$422,019	\$417,349	\$413,024
CRITICAL CARE MEDICINE	\$401,732	\$408,641	\$420,497	\$422,772	\$411,406
DERMATOLOGY	\$377,967	\$384,920	\$402,072	\$383,306	\$380,031
CLINICAL IMMUNOLOGY	\$420,570	\$411,978	\$368,869	\$384,620	\$378,284
RESPIROLOGY	\$387,242	\$378,792	\$374,928	\$381,836	\$371,000
RHEUMATOLOGY	\$335,465	\$330,351	\$332,028	\$343,281	\$339,174
PLASTIC SURGERY	\$344,330	\$342,860	\$348,170	\$342,680	\$337,336
HEMATOLOGY	\$336,498	\$331,309	\$345,968	\$332,049	\$332,030
ENDOCRINOLOGY	\$319,211	\$313,985	\$328,222	\$321,086	\$318,689
PRIMARY CARE DOC	\$317,879	\$321,982	\$319,544	\$312,838	\$306,561
INTERNAL MEDICINE	\$288,009	\$291,718	\$299,498	\$311,531	\$297,796
NEUROLOGY	\$306,185	\$304,553	\$302,810	\$308,205	\$289,439
GERIATRIC MEDICINE	\$321,238	\$317,439	\$309,075	\$295,771	\$286,070
EMERGENCY MEDICINE	\$275,166	\$274,451	\$282,364	\$282,131	\$279,784
PHYSICAL MEDICINE AND REH.	\$278,773	\$279,082	\$292,553	\$291,039	\$275,770
PEDIATRICS	\$296,188	\$284,324	\$288,387	\$269,845	\$263,692
INFECTIOUS DISEASES	\$265,467	\$261,868	\$260,939	\$257,018	\$258,150
PEDIATRIC SUBSPEC	\$251,562	\$235,449	\$243,915	\$232,984	\$234,533
PSYCHIATRY	\$226,271	\$222,927	\$225,100	\$219,584	\$217,245
Disparity High-Low	\$442,381	\$393,589	\$416,552	\$414,085	\$450,874
Ratio High to Low	3.0	2.8	2.9	2.9	3.1

Source: Perspicacity Intelligence & Analytics, Based on ICES data.