



Canadian Medical Hall of Fame
Temple de la renommée
médicale canadienne

EDIRA REPORT

Equity, Diversity, Inclusion, Reconciliation, Anti-Racism

The Canadian Medical Hall of Fame recognizes that diversity, equity and inclusion strengthen the health sciences, health systems and health care communities and leads to enhanced quality, social relevance and impact of health-related disciplines.

Throughout all activities, we strive to engage and promote the active participation of individuals of diverse backgrounds, including those from historically underrepresented groups. We actively seek a diverse pool of award nominations so that those honoured may reflect the diversity of our communities.

INTRODUCTION

MISSION:

The Canadian Medical Hall of Fame (CMHF) celebrates Canadian heroes whose work advances health in Canada and the world, fostering future generations of health professionals through the delivery of local and national youth education programs and awards. This enduring tribute to our country's rich medical history is showcased on our digital Hall of Fame and in an Exhibit Hall in London, Ontario.

In 2023, the Canadian Medical Hall of Fame (CMHF) underwent a strategic planning process to strengthen its mission and better serve its community. This collaborative effort brought together board members and stakeholders to assess current needs and future opportunities. By evaluating feedback, identifying key challenges, and analyzing available resources, the CMHF developed a focused plan to enhance its programs and services. The strategy prioritizes community impact and building partnerships to ensure long-term success.

The CMHF is dedicated to advancing its mission with clear, actionable goals, expanding its impact, and creating lasting change in the lives of those it serves.

As a result of the meeting, the key points below were identified as strategic priorities for the organization.

STRATEGIC PRIORITY: DIVERSITY AND INCLUSION

- Monitor statistics building on Nomination Form revision (2023) that allowed for tracking diversity of new nominations
- Continue diversity appeal Call for Nominations and monitor statistics
- Maintain nominations of women at 45% achieved in last two years
- Continue appeal to almost 60 organizations to encourage their nominations of identified BIPOC leaders
- Build on relationships which have begun with Black Physicians of Canada (BPC), and Indigenous Physicians of Canada (IPAC); provide complimentary seats to Induction, resource for Board and Selection Committee representative,
- Undertake meetings with Indigenous reserve leaders to encourage engagement of students in Discovery Days ONLINE (career exploration in the health sciences in rural and remote communities across Canada) who are on reserve
- Monitor Discovery Day participant statistics and additional BIPOC statistic tracking which was implemented in 2023: As of 2022 7% Indigenous, 36% Rural.

MEASURING PROGRESS

CALL FOR NOMINATIONS

To solicit more diverse nominations, we believed it was essential to use explicit language in our request. Through discussions with stakeholders, including the Black Physicians of Canada, we were able to develop the following verbiage:

“The Canadian Medical Hall of Fame relies on the community to nominate candidates for induction. Annually, the CMHF Laureate Selection Committee - appointed by the board but operating at arm's length from the board - reviews all nominations received. Inductees are selected from the pool of nominees that includes those nominated this year and the previous two years. Unfortunately, the current nomination pool is not as diverse as it should be, nor is it reflective of current health leadership in Canada...”



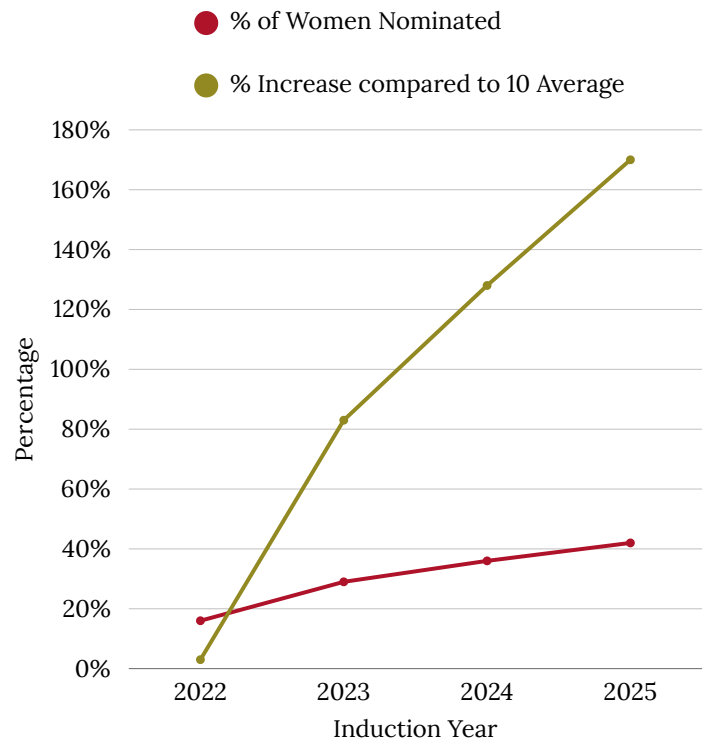
Please help us increase the diversity of CMHF Laureates through more nominations of individuals who identify as female or non-binary, and/or who are Black, Indigenous or People of Colour.”



NOMINATION OF WOMEN

An active call for the nomination of women launched in 2023, resulting in a **170%** increase in nominations since 2022. As of 2025, nominations for women have risen to 42%, compared to an average of 16% over the past 10 years.

Comparing the nomination of women in 2022-present.



MEASURING PROGRESS

BIPOC NOMINATIONS

In 2023, the CMHF began working with Western B.L.U.E (Black Leadership University Experience) to provide in-person, paid, part-time leadership experiences for 20 Black students in the London, Ontario. Students work on a chosen challenge independently alongside a dedicated mentor to provide the student with ongoing supervision and feedback.

Panashe Ayude, our student from Western B.L.U.E. completed a project researching firsts from BIPOC individuals in Canada. In 2024, for the first time we used this information to invite those affiliated organizations to consider nominating these individuals.

Please see the results of the newest nomination packages:

NEW Nominations - June 2024		
CATEGORY	# OF NOMINATIONS	% OF TOTAL PACKAGES
Female	13	42%
Indigenous	1	3%
Racialized	5	16%

BUILDING CONNECTIONS

Relationships with these key stakeholders have shown encouraging progress. By actively engaging with stakeholders, we have fostered a sense of trust and mutual understanding, which has been essential in strengthening these connections. Since 2023, we have worked with Indigenous Physicians of Canada (IPAC) to ensure there is a representative on our Board. Following the 2024 Inductee selection, but prior to formal announcement, we worked with IPAC to solicit advice on the nomination of Thomas Roddick, MD. This was influenced by his participation as the Field Surgeon in the North-West Resistance, which was a point of contention between Indigenous Peoples and the Government of Canada. At the advice of the IPAC Board representative and other stakeholders, we proceeded with his nomination and collaborated with them to create text to provide context to support his nomination.

“Dr. Roddick's accomplishments were meritorious, however his record of service during a time when the Canadian Government breached terms of treaties with Indigenous communities must also be noted. Dr. Roddick was called to serve as part of Canada's first military medical corps during the North-West Resistance as a field surgeon and was charged with both surgical and administrative duties. The CMHF acknowledges this fact in Dr. Roddick's career, understanding that we must learn from history and recognize this battle that had lasting and traumatic effects on Indigenous communities, especially our Métis colleagues.”

MEASURING PROGRESS

DISCOVERY DAY ONLINE

The Discovery Day ONLINE objective is to do outreach to high school students and young adult learners in rural, remote and Indigenous communities. Research is underway to establish connections with the appropriate leaders to encourage engagement from students.

DISCOVERY DAY STATISTICS

To ensure that all Discovery Day participants feel welcome, we developed text to accompany all communications regarding the program:

“The Canadian Medical Hall of Fame is committed to fostering inclusion and supporting the leadership efforts at Canadian universities to change the diversity pathway to medicine and the health sciences. We encourage teachers to include students who self-identify as Indigenous, Black or a Person of Colour, or who come from a rural or known disadvantaged socioeconomic background when considering who will be invited to attend this event.”

All students who register for Discovery Day voluntarily respond to a questionnaire that asks for demographic data. In 2023, we included two new categories:

1. Black
2. Person of Colour (not Black or Indigenous)

The following graphic highlights the number of students who self-identified as :

2023 STATISTICS OF DISCOVERY DAY PARTICIPANTS		
CATEGORY	# OF STUDENT REGISTRANTS	TOTAL %
Black	211	8%
Indigenous	195	7%
Person of Colour	906	33%
	2792	

2024 STATISTICS OF DISCOVERY DAY PARTICIPANTS		
CATEGORY	# OF STUDENT REGISTRANTS	TOTAL %
Black	235	7%
Indigenous	249	8%
Person of Colour	1162	40%
	3130	

CMHF AWARD

We are proud of the relationships developed with medical schools across Canada for the selection of their medical students for this award which emphasizes qualities such as diversity, innovation, and a commitment to social responsibility. The CMHF Award recipients reflect the broader trends within the current health professional landscape. Our collaboration with these schools provides insights into how they identify and nurture future leaders in healthcare. Ultimately, we believe this selection process provides a more accurate representation of the challenges and opportunities facing health professionals today, which will contribute to a stronger and more responsive healthcare system.



LEADERSHIP AT THE CMHF

It is essential to reflect on our Board leadership to ensure that it truly represents the diversity within the health community. By fostering a leadership team that mirrors the broad spectrum of experiences, backgrounds, and perspectives in health leadership, we can make more informed decisions, better serve diverse populations, and create a more inclusive environment for innovation and progress in healthcare.

2024-2025 BOARD CHAIR



Lehana Thabane
PhD FASA FSCT FCAHS EMISI

Lehana Thabane is a Professor of Biostatistics and Associate Chair of the Department of Health Research Methods, Evidence, and Impact, an Associate Member of the School of Nursing and Rehabilitation Science, and Departments of Pediatrics and Anesthesia, as well as a Senior Scientist with the Population Health Research Institute (PHRI) at McMaster University.

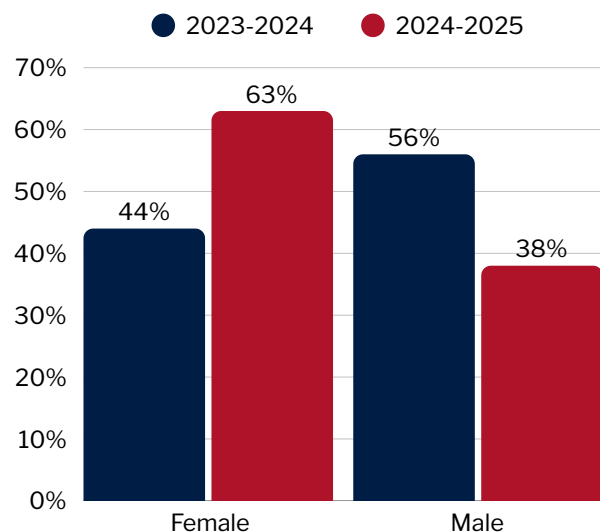
[Click here to learn more](#)

We have implemented the use of a diversity matrix that measures:

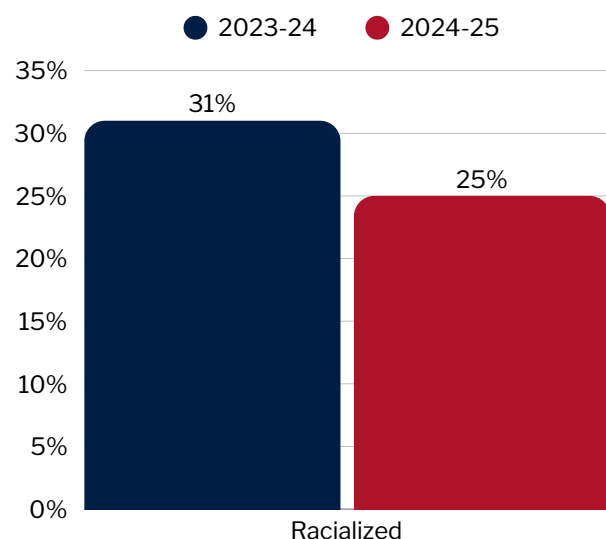
- 1.Identity
- 2.Geography
- 3.Industry
- 4.Healthcare Affiliation
- 5.Area of Expertise

Please see below for statistics on the CMHF Board.

1.1 GENDER IDENTITY

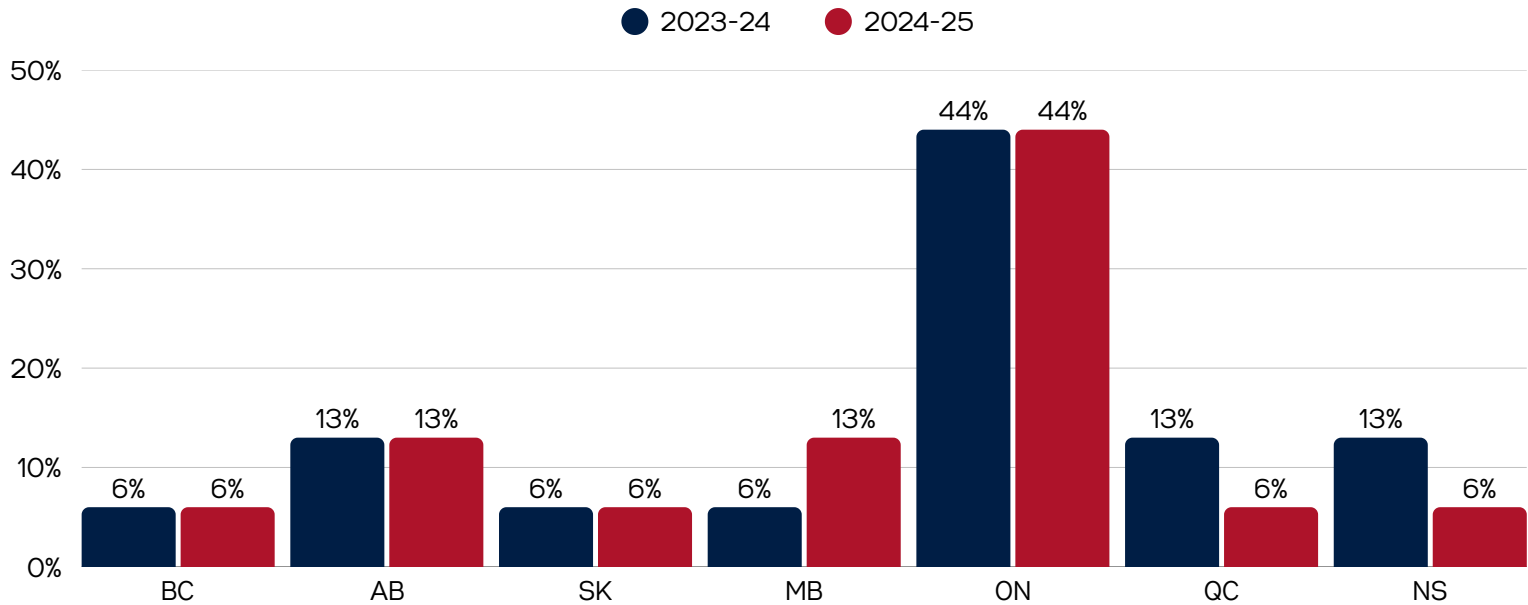


1.2 SELF-IDENTIFIED AS RACIALIZED



LEADERSHIP AT THE CMHF

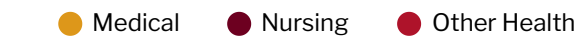
2. BY LOCATION



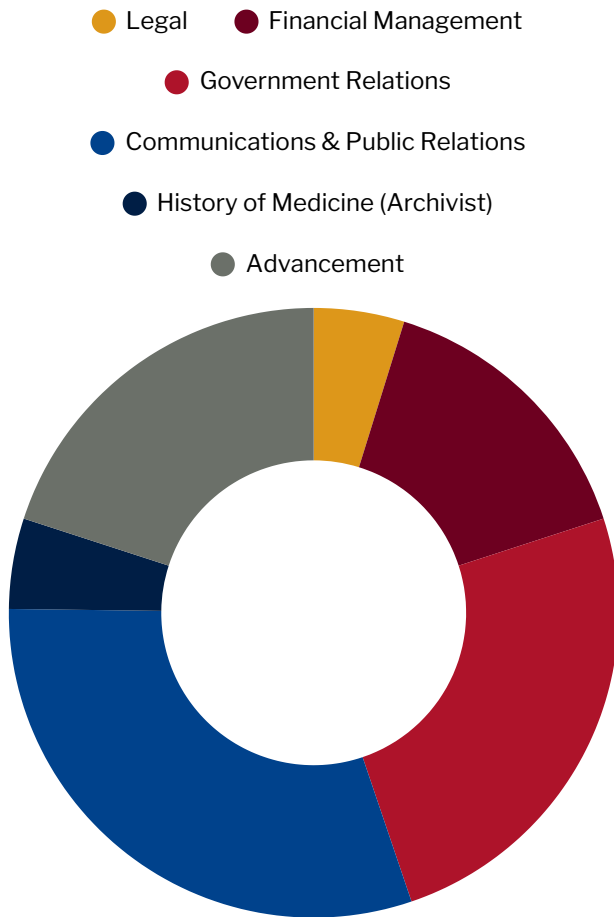
3. INDUSTRY



4. HEALTH SECTOR AFFILIATION



5. FIELDS OF EXPERTISE



CONCLUSION

The CMHF has made meaningful progress in advancing Equity, Diversity, Inclusion, Reconciliation, and Anti-Racism through targeted initiatives such as diversifying leadership, collaborating with key stakeholders like the BPC and IPAC, as well as making explicit public calls to help us diversify the nomination of Laureates and amplify the voices of underrepresented groups. While we have seen positive impacts, we recognize the ongoing need for growth and improvement. Moving forward, we remain committed to continuously assessing and refining our strategies to ensure that equity is at the core of all our programming, fostering a more inclusive environment for all.

