



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 Exhibit Hall in London, Ontario.

VISION:

A Canada that honours our health care heroes—those of the past, present and future.

Following a comprehensive strategic planning process, the CMHF solidified key initiatives to strengthen its mission, enhance programming, and foster impactful partnerships for long-term success.

As part of our broader strategic reporting, the following highlights reflect our targeted 2025 activities within these core priority areas:

- Track Diversity Trends: Monitored statistics from the revised Nomination Form to effectively track the diversity of new nominees.
- Promote Inclusive Nominations: Continued the diversity appeal within the Call for Nominations and measured its ongoing impact.
- Advancing Gender Balance: tracked progress towards the ongoing target of maintaining women at 45% of all nominations.
- Expand BIPOC Representation: Continued engaging with nearly 60 partner organizations to encourage the nomination of identified BIPOC leaders.
- Evaluate Program Reach: Monitored overall participant statistics for Discovery Day, with a specific focus on tracking BIPOC representation.

NOMINATIONS AND SELECTION

CALL FOR NOMINATIONS

Beyond our efforts to amplify diverse stories, we have implemented a formal review process for all newly selected Laureates. This involves rigorous risk mitigation research and expert consultation to address complex historical contexts.

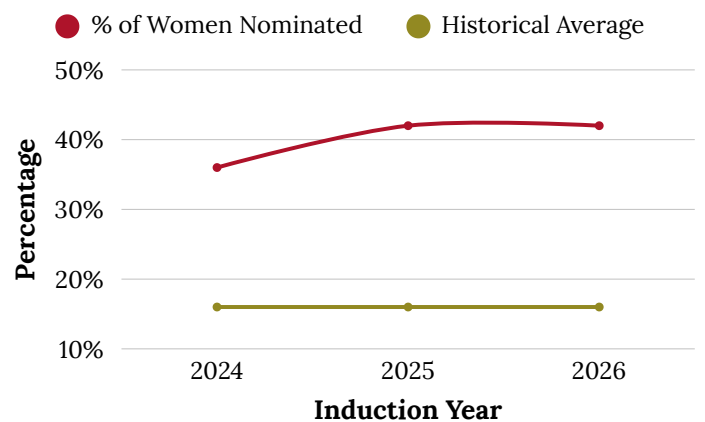
This is essential because our objective, particularly for posthumous nominations, is to maintain a balanced narrative. We believe it is possible to celebrate meritorious achievements while remaining transparent about the fact that certain historical work may have been detrimental to BIPOC communities.

To bridge this gap, we collaborated with the Black Physicians of Canada (BCP) to create an explicit call for nominations. This initiative aims to cultivate a diverse pool of health professionals that better reflects our current landscape. As stated in all our outreach efforts:

“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

The CMHF has maintained a 40% nomination rate of women in overall nominations in the queue, a significant increase from the historical average of 16%. Although the new nominations of women, fell between 2024 and 2025. As for new nominations of Indigenous individuals, that number grew from 3% to 11% in the past year and the percentage of racialized individuals nominated remained the same at 16%.



BIPOC NOMINATIONS

In November 2025, 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.

The challenge for our student was to conduct in depth research on underrepresented individuals who have made significant contributions to Canadian medicine and health sciences, developing evidence-based profiles and nomination cases for potential induction into the Canadian Medical Hall of Fame.

This work is still ongoing, and we hope that making an appeal to the affiliated organizations of the individuals researched will result in additional and diverse nominations.

Please see the results of the newest nomination packages:

NEW Nominations - June 2025		
CATEGORY	# OF NOMINATIONS	% OF TOTAL PACKAGES
Female	5	26%
Indigenous	2	11%
Racialized	3	16%

TRUTH AND RECONCILIATION

In November 2025, the CMHF started a new initiative to strengthen Indigenous health representation. The CMHF celebrates historical and current figures who have made significant advancements in Canadian healthcare, and we recognize that Indigenous-led models of care and healing represent strengths and wisdom that have not been fully reflected in our systems or practices.

Upon this reflection, the Truth and Reconciliation working group was born. The group meets on a monthly basis to support ongoing dialogue, reflection, and progress in advancing its mandate. Through consultation with various stakeholders, it is important to understand that we are operating as a working group while following Indigenous-informed practices that emphasize seeking guidance from an Indigenous-led advisory group.

This will help ensure that our efforts align responsibly and meaningfully with the 94 Calls to Action (CTA) related to Indigenous health and well-being, particularly CTA #22 as a starting point. This call to action affirms the value and effectiveness of Indigenous healing practices and calls on health organizations to recognize and work respectfully with Indigenous knowledge holders, Elders, and healers.

This working group is still working to get an understanding of its purpose and overall goals.

TRUTH AND RECONCILIATION WORKING GROUP MEMBERSHIP

Agnes Bongers

Chair | CMHF Truth and Reconciliation Working Group

Member | CMHF Board of Directors

Patricia Farrugia | MD

Anishinaabe-Ojibway, member of the Chippewas of Nawash Unceded First Nation in Neyaashiinigmiing

Orthopedic Surgeon, Specialty in Foot and Ankle Reconstruction | McMaster University, Faculty of Health Sciences

Freddy Lee | MD

Resident (Ophthalmology) PGY-3 | Dalhousie University, Faculty of Medicine

Andrew Macklin

Senior Advisor, Media and Public Affairs | WSP

Johanne McCarthy | ND

Onondaga Nation, Beaver clan from the Six Nations of the Grand River Territory

Naturopathic Doctor

Director and Lead of Indigenous Health | St. Joseph's Healthcare Hamilton

Lehana Thabane | PhD

Professor | McMaster University, Department of Health Research Methods, Evidence, and Impact (HEI)

Chair | CMHF Board of Directors

Shannon Digby

Executive Director | CMHF

Nani Moleko

Director of Development | CMHF

DISCOVERY DAYS IN HEALTH SCIENCES

STUDENT DEMOGRAPHICS

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 expanded the questionnaire to include two new options for self-identification:

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

In 2025, 8% of students attending Discovery Day self-identified as being Black, 40% identified as being a Person of Colour and 5% identified as Indigenous.

The following graphics compare student self-identification data between our most recent year and the year prior, highlighting the number of students who identified as:

2025 STATISTICS OF DISCOVERY DAY PARTICIPANTS		
CATEGORY	# OF STUDENT REGISTRANTS	TOTAL %
Black	225	8%
Indigenous	141	5%
Person of Colour	1124	40%
	2811	

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

DISCOVERY DAYS IN HEALTH SCIENCES

GENDER DIVERSITY

In line with our ongoing commitment to Equity, Diversity, and Inclusion (EDI), we have updated the Discovery Day student registration form to include an 'Other' gender category.

While this is a small procedural update, it represents a significant step in removing barriers to entry for gender-diverse students.

By modernizing our registration process, we ensure that our data collection is both accurate and respectful, fostering a welcoming and inclusive environment for all participants from the moment they sign up.

INSPIRATIONAL REPRESENTATION

To ensure our programming reflects a diverse range of perspectives, we are intentionally expanding recruitment efforts for both speakers and student participants from Indigenous and rural communities.

Through targeted communication and the strategic use of our Discovery Day ONLINE platform, we aim to lower geographic and socioeconomic barriers.

This dual approach ensures that underrepresented youth have direct access to impactful mentorship and educational opportunities, regardless of their location.

INSPIRATIONAL REPRESENTATION



THE DR. CALVIN R. STILLER
KEYNOTE LECTURE

Discovery Day Online
Central Canada - May 28

**Holly Graham, PhD RD
Psychologist, RN**

Associate Professor, Department of
Psychiatry, College of Medicine
Indigenous Research Chair in Nursing
College of Nursing

University of Saskatchewan

"What Are Your Dreams?"

**Dr. Holly Graham is a member of
the Thunderchild First Nation.**



University of Manitoba - November 13

Marlyn Cook, MD

First Nation Family Physician, Manitoba

"Walking the Red Road for Healing"

**Dr. Marlyn Cook is a proud member
of the Misipawistik Cree Nation.**



THE DR. CALVIN R. STILLER
KEYNOTE LECTURE

Discovery Day Online
Atlantic Canada - December 3

Tiffany Brooks, MD

Locum Emergency Physician
New Brunswick

*"More Than Just a Dream:
Finding the Courage to Begin"*

**Dr. Tiffany Brooks is a member from
the Sitansisk (St. Mary's) First Nation.**

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 group.

Because participating medical schools independently manage the initial application and selection process, the CMHF does not track demographic or gender metrics prior to receiving final nominations. However, we remain committed to ensuring our own materials reflect equity and accessibility. As part of this commitment, we recently reviewed our general application form and removed the requirement for gendered titles (such as Mr., Ms., or Mrs.).

Recognizing that these options enforced an unnecessary binary framework—and served no tracking purpose for our organization—this change ensures a fairer, more inclusive experience for all nominees from the moment they interface with us.



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.

2025-2026 BOARD CHAIR



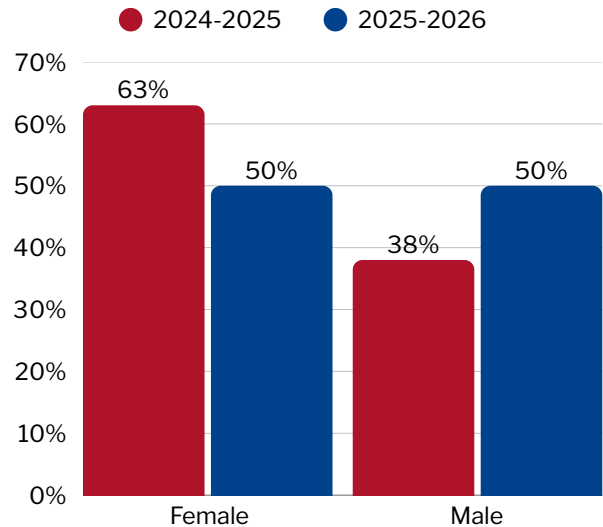
Lehana Thabane
PhD FASA FSCT
FCAHS EMISI

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.

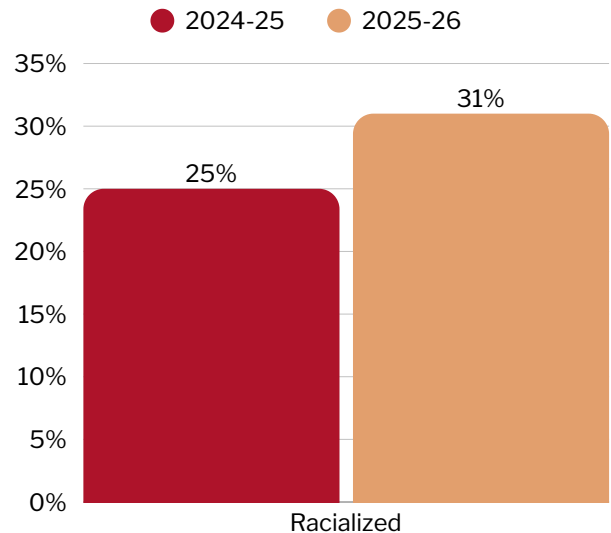
[Click here to learn more](#)

To better understand our leadership makeup, we utilize a diversity matrix focused on identity and geography, which board members complete voluntarily upon joining. Current demographic statistics for the CMHF Board are detailed below.

1.1 GENDER IDENTITY



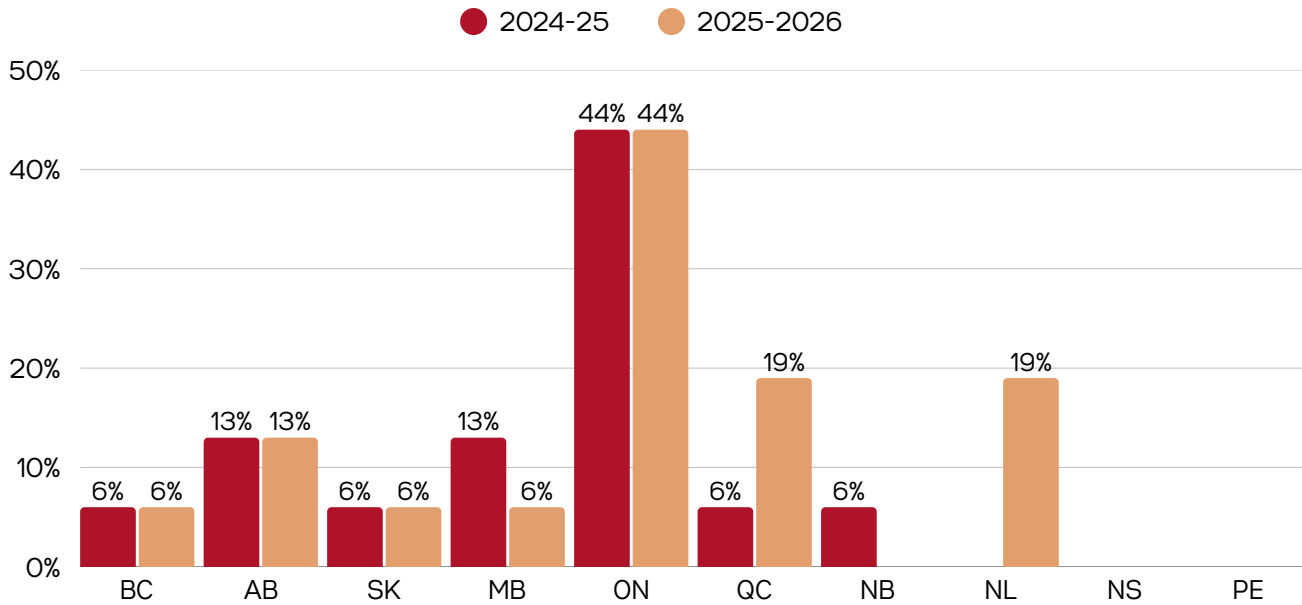
1.2 SELF-IDENTIFIED AS RACIALIZED



While gender equity has been achieved with an equal 50/50 split, and racialized representation stands at 31%, the data highlights a clear gap in Indigenous participation, which remains at 0%.

LEADERSHIP AT THE CMHF

2. GEOGRAPHY



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, as well as making explicit public calls to help us diversify the nomination of laureates and amplify the voices of underrepresented groups.

A current area of growth for our leadership is strengthening representation across our governance structures. We recognize that equitable and inclusive governance is essential, and we are committed to continuing to build a Board that reflects the diversity of communities across Canada, including Indigenous Peoples.

We are pleased to have Indigenous representation within the Working Group, which helps ground this work in Indigenous perspectives and lived experience.

As this initiative evolves, we aspire to further strengthen Indigenous representation within our broader governance structure, including at the Board level, in a way that is thoughtful, sustainable, and aligned with our organizational partnerships and governance framework.

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.

