

# THE RESIDENCY LEARNING ENVIRONMENT

Respectful Environments, Equity, Diversity &  
Inclusion

UBC Faculty of Medicine



BRITISH COLUMBIA

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## OUR GOAL

To transform our culture by creating and sustaining **respectful, inclusive** and **diverse** learning and work environments that reflect our values, are anti-racist and create safe spaces for participation and the exercise of human rights for all members of our community



Faculty of Medicine



REDI

Who Is  
Responsible?

EVERYON  
E



Each Must Do  
Their Part



# OPTIMAL LEARNING ENVIRONMENTS



Appropriate supervision for skill acquisition

Role models who demonstrate professional practice

Close supervision based on specific objectives and timely and actionable feedback

Proper balance between service and training

A respectful and inclusive environment



# Collaborator role and Inclusivity in the clinical environment

Establish respectful and inclusive environment in a patient-centered team based model

Promote inclusivity by actively inviting patients and others to participate in processes, activities and decision making

Address inequities in power and privilege



## Collaborator role and conflict engagement in the clinical environment

Acknowledge differences, clarify misunderstandings to promote shared understanding and mutual regard

Demonstrate different strategies for seeking help and advice in challenging situations in the clinical environment



# Barriers to Optimal Environments

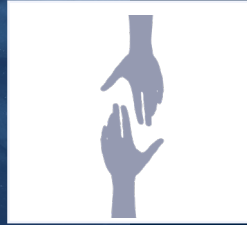
Lack of awareness of power and privilege and power imbalance

Implicit and explicit bias (gender bias, racial bias, ageism)

Microaggressions – fleeting everyday occurrences that may be unconscious, unintentional or even unnoticed by the aggressor and that have a powerful effect on the recipient



# BE AN UPSTANDER



Choose to take positive action in the face of injustice or intolerance



Stand up for yourself or intervene on behalf of someone who is being harmed



Use your personal strengths to create change



# mistreatmenthelp.med.ubc.ca



The screenshot shows the top portion of the website. At the top left is the UBC crest. To its right, the text "THE UNIVERSITY OF BRITISH COLUMBIA" is displayed in white on a dark blue background. Further right is a search icon. Below this is a blue banner with the text "Faculty of Medicine" and "Learner Mistreatment Help". A navigation menu follows with links for "Home", "Reporting", "Contacts", "Definitions", "Support Resources", "FAQs", and "About". The main content area has a light beige background and features the heading "Have You Been Mistreated or Have You Witnessed Mistreatment?". Below this heading is the text "Yes, I would like to:" followed by two dark blue buttons: "Contact Someone Directly >" and "Report Online >".

THE UNIVERSITY OF BRITISH COLUMBIA

Faculty of Medicine  
Learner Mistreatment Help

Home Reporting Contacts Definitions Support Resources FAQs About

## Have You Been Mistreated or Have You Witnessed Mistreatment?

Yes, I would like to:

[Contact Someone Directly >](#) [Report Online >](#)

# WHAT HAPPENS IF WE ARE SILENT



# PERSONAL ACTION PLAN

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1

I commit to do  
more ...

2

I commit to do  
less of ...

3

I will start with  
\_\_\_\_\_



We'd Like to Hear From  
You!

## PRESENTATION FEEDBACK

Use the online REDI Suggestion  
Box to submit anonymous or  
confidential feedback,  
suggestions, or other ideas to  
the REDI team.

[tinyurl.com/ubcredi](https://tinyurl.com/ubcredi)

