



Addressing the realities of disability and the practice of medicine

PANELISTS

Dr. Jennifer Hulme • Dr. Samantha Lavitt • Dr. Shailla Vaidya

WITH

Dr. Stephanie Zhou • Dr. Peter Selby



Ontario College of
Family Physicians

**Practising
Well**
Share.
Inspire.
Connect.



Family & Community Medicine
UNIVERSITY OF TORONTO

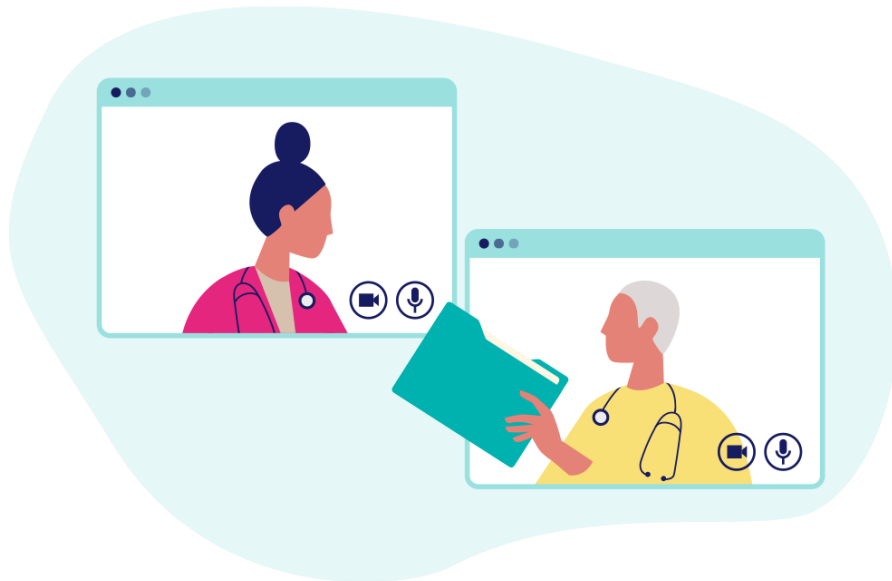
January 18, 2023

Practising Well: Your Community of Practice

After today's CoP session, continue your learning with:

Peer Connect

An opportunity to partner with another family physician, one-to-one or in a small group, for support as you explore clinical complexity and increase your confidence caring for patients with mental health challenges, substance use, and chronic pain. A focus can be on your well-being as you engage in this challenging work.



Connect Now!



Contact us!

practisingwell@ocfp.on.ca

<https://www.ontariofamilyphysicians.ca/education-practice-supports/practising-well/peer-connect>

Please introduce yourself in the chat!

Your name,
Your community,
Your twitter handle



@OntarioCollege
#PractisingWell

Your Panelists: Disclosures



Dr. Samantha Lavitt

Relationships with financial sponsors (including honoraria):

- OCFP Practising Well – Community of Practice Speaker



Dr. Shailla Vaidya

Relationships with financial sponsors (including honoraria):

- Ontario College of Family Physicians – Practising Well CoP Speaker
- Svastha Yoga and Ayurveda -Yoga Therapy Program (Yoga Therapy Teacher)
- Yoga U; Chandrima LLLC, OMA Physicians Health Program (Webinars and Workshops)
- Federation of Medical Women of Canada, The Rehab Lab (Yoga Teacher)
- Love Your Brain - Clinical Connector for yoga program for brain injury (non-paid, volunteer position)
- Vaidya Yoga and Consulting – President (Yoga education and public speaking)



Dr. Jennifer Hulme

Relationships with financial sponsors (including honoraria):

- OCFP Practising Well – Community of Practice Speaker

Disclosures

Dr. Peter Selby @drpselby

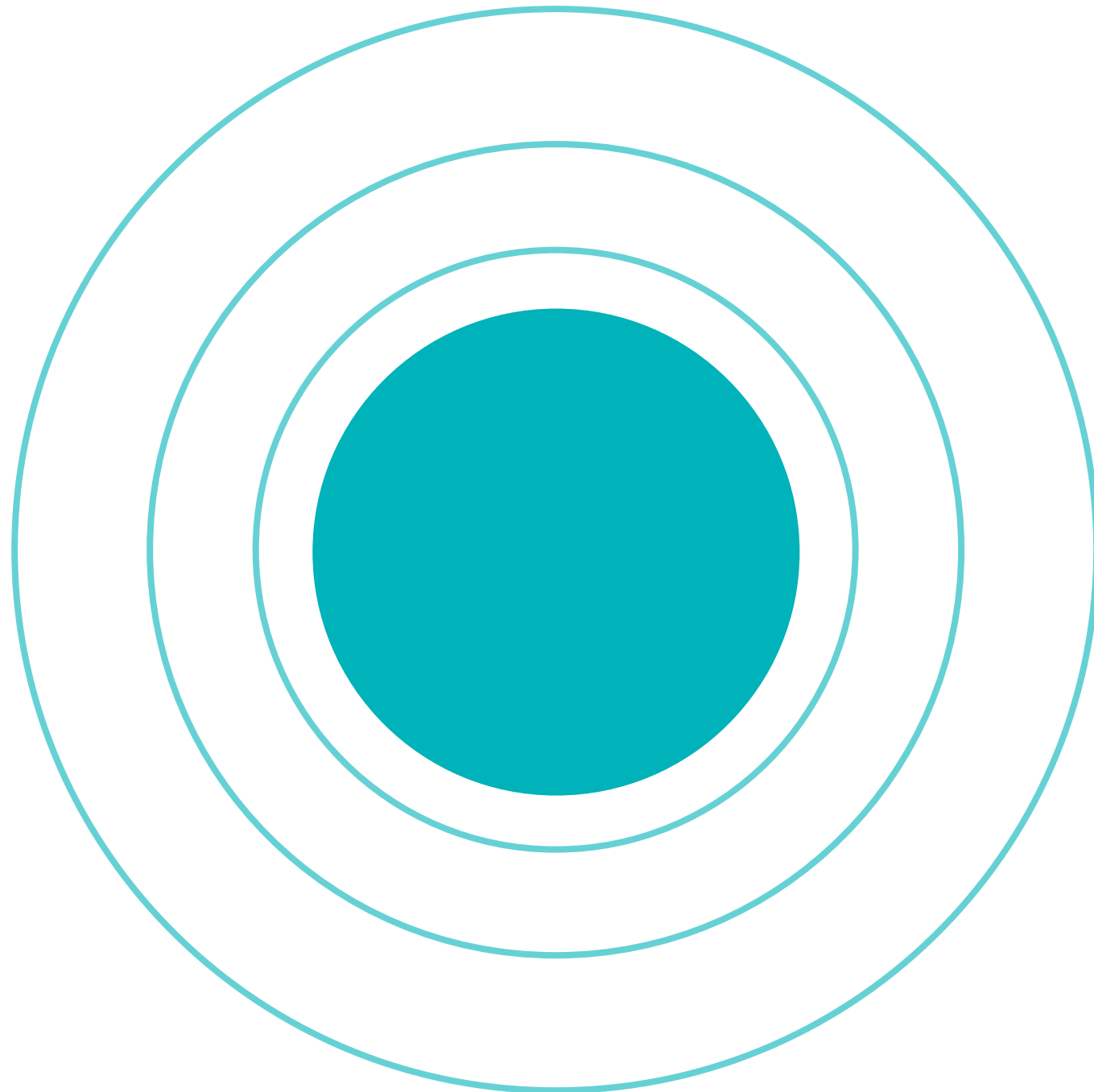
Relationships with financial sponsors (including honoraria):

- York Region, CAMH, ECHO, ASAM, FAME, Local CHC, Veteran's Affairs Canada – Honoraria
- CCSA, Cancer Care Ontario, ECHO Ontario, MOHLTC, CAMH Medical Advisory Committee, Dalla Lana U of T Youth Vaping Cessation – Advisory Board or Advisory Committee Member
- CIHR, Health Canada, Canadian Cancer Society Research Institute, Medical Psychiatry Alliance, MOHLTC, Canadian Partnership Against Cancer, Ontario Neurotrauma Foundation, Patient-Centered Outcomes Research Institute, CAMH, Public Health Agency of Canada – Grants and Clinical Trials
- Pfizer Inc, Johnson & Johnson, Novartis - Vendors of record for providing smoking cessation pharmacotherapy through an open tender process, free or discounted, for research studies in which PS is the principal investigator or co-investigator.
- Ontario College of Family Physicians – Practising Well

Dr. Stephanie Zhou @stephanieyzhou

Relationships with financial sponsors (including honoraria):

- Ontario College of Family Physicians – Practising Well Implementation Group Member, CoP Speaker
- Canadian Medical Association – Honoraria for practice management lectures
- Habitat for Humanity GTA – Board of Directors member



Land Acknowledgement

We acknowledge that the lands on which we are hosting this meeting include the traditional territories of many nations.

The OCFP and DFCM recognizes that the many injustices experienced by the Indigenous Peoples of what we now call Canada continue to affect their health and well-being. The OCFP and DFCM respects that Indigenous people have rich cultural and traditional practices that have been known to improve health outcomes.

I invite all of us to reflect on the territories you are calling in from as we commit ourselves to gaining knowledge; forging a new, culturally safe relationship; and contributing to reconciliation.



Addressing the realities of disability and the practice of medicine

You raised important questions we'll try work through together today:

1. How do you address challenges in adapting work schedules or environments?
2. What has been your experience with seeking basic occupational health supports working as a physician?
3. How do you address patient expectations and intolerance for physician illness and disability?

And other questions you add in the Q&A box... 

Measuring Disability in Canada

In 2017, **6.2 million (22%)** Canadians aged 15 and older had a disability.

24%
Women

20%
Men



13%
Youth aged 15 to 24



20%
Working-age adults aged 25 to 64

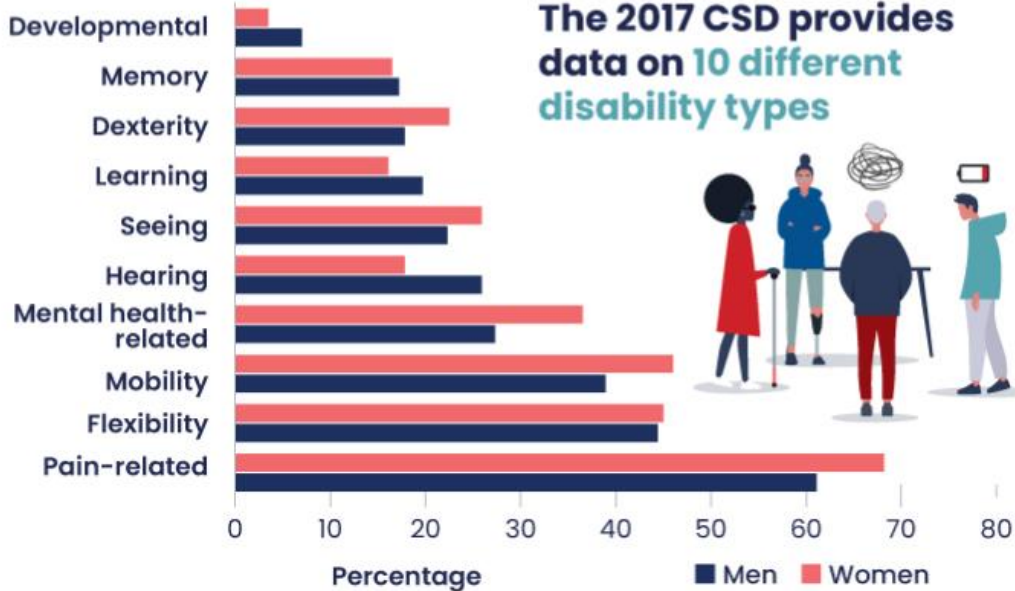


38%
Seniors aged 65 and older

The majority of people have **two or more** types of disabilities:

29% One disability type

71% Two or more types of disabilities



<https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2022062-eng.htm>

Statistics Canada reports that in 2011, there were about 9000 working Canadian physicians with disabilities. That's 11.2% of the total, compared with 13.7% of Canadians overall who self-identified as disabled in 2012.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5422158/>
Physicians with disabilities often undervalued (CMAJ 2017)



Disabled Doctors Were Called Too 'Weak' To Be In Medicine. It's Hurting The Entire System.

https://www.huffpost.com/entry/disabled-doctors-medicine-ableism_n_60f86967e4b0ca689fa560dc

The disabled doctors not believed by their colleagues

© 19 April 2021

<https://www.bbc.com/news/disability-56244376>

Patient And Coworker Mistreatment Of Physicians With Disabilities

[Lisa M. Meeks](#), [Sarah S. Conrad](#), [Zakia Nouri](#), [Christopher J. Moreland](#), [Xiaochu Hu](#), and [Michael J. Dill](#)

[AFFILIATIONS](#) ▾

PUBLISHED: OCTOBER 2022 [Open Access](#)

<https://doi.org/10.1377/hlthaff.2022.00502>

<https://www.healthaffairs.org/doi/10.1377/hlthaff.2022.00502>



Your Panelists



Addressing the realities of disability and the practice of medicine



Dr. Samantha Lavitt

Ottawa, ON



Dr. Shailla Vaidya

Toronto, ON



Dr. Jennifer Hulme

Toronto, ON

Your Panelists



Addressing the realities of disability and the practice of medicine



Dr. Samantha Lavitt

Ottawa, ON



Dr. Shailla Vaidya

Toronto, ON



Dr. Jennifer Hulme

Toronto, ON

Your Panelists



Addressing the realities of disability and the practice of medicine



Dr. Samantha Lavitt

Ottawa, ON



Dr. Shailla Vaidya

Toronto, ON

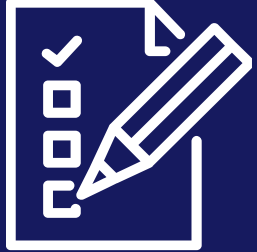


Dr. Jennifer Hulme

Toronto, ON

Resources

Tools



Links to resources shared today will be sent to participants following the session.

Resources

Books

When things fall apart - <https://www.chapters.indigo.ca/en-ca/books/product/9781611803433-item.html>

The Gifts of Imperfection - <https://www.chapters.indigo.ca/en-ca/books/product/9780593133583-item.html>

Four Thousand Words - <https://www.chapters.indigo.ca/en-ca/books/product/9780735232464-item.html>

The Happiness Trap - <https://www.chapters.indigo.ca/en-ca/books/product/9781611801576-item.html>

Man's Search for Meaning - <https://www.chapters.indigo.ca/en-ca/books/mans-search-for-meaning/9780807014271-item.html>

The Invisible Kingdom - <https://www.chapters.indigo.ca/en-ca/books/the-invisible-kingdom-reimagining-chronic/9781594633799-item.html>

Wintering: The Power of Rest and Retreat in Difficult Times - <https://www.chapters.indigo.ca/en-ca/books/wintering-the-power-of-rest/9780593189481-item.html>

Disability as Diversity: A Guidebook for Inclusions in Medicine, Nursing, and the Health Professions - <https://www.amazon.ca/Disability-Diversity-Guidebook-Inclusion-Professions/dp/3030461866>

How to Keep House While Drowning - <https://www.chapters.indigo.ca/en-ca/books/how-to-keep-house-while/9781668002841-item.html>

About Us: Essays from the Disability Series - <https://www.amazon.ca/About-Us-Essays-Times-Disability/dp/1631495852>

Resources

Podcasts and Videos

Docs with Disabilities Podcast - <https://www.docswithdisabilities.org/podcast>

The Nocturnists – Shame in Medicine Series - <https://www.thenocturnists-shame.org/>

Kristin Neff: The Three Components of Self-Compassion - <https://www.youtube.com/watch?v=11U0h0DPu7k>

Brene Brown - The Power of Vulnerability - <https://www.youtube.com/watch?v=iCvmsMzIF7o>

Brene Brown - Listening to Shame TED Talk - https://www.ted.com/talks/brene_brown_listening_to_shame?language=en

COVID-19 CoP on Long COVID - <https://www.youtube.com/watch?app=desktop&v=GgOU9eWHG0I&fbclid=IwAR3gBvp-uzcOBtQgpkZYGq6e1uY43PUxdYlaVz6Vrtsai4D2dtosOmbFIUU>

Resources

Organizations and Websites

The Canadian Association of Physicians with Disabilities - <http://www.capd.ca/>

Society for Physicians with Disabilities - <https://www.physicianswithdisabilities.org/>

Spoon Theory - <https://butyoudontlooksick.com/articles/written-by-christine/the-spoon-theory/>

Fork Theory - <https://jenrose.com/fork-theory/>

Live Your Core Values: 10-Minute Exercise to Increase Your Success - <https://www.taproot.com/live-your-core-values-exercise-to-increase-your-success/>

Resources

Supports



Links to resources shared today will be sent to participants following the session.

Resources

Supports



OMA Physician Health Program

<https://php.oma.org>

Centre for Addiction and Mental Health
Health Care Provider (HCP) Resource Site

<http://www.camh.ca/covid19hcw>

CMA Wellness Hub

<https://www.cma.ca/physician-wellness-hub>



- PARO 24/7 Helpline for Residents, Family Members, Medical Students
- 1-866-HELP-DOC



- <https://www.ontario.ca/#support-health-care-worker>
 - Self-led / With peers / Talk to a clinician
- [Ontario Shores Centre for Mental Health Sciences, Whitby](#)
- [St. Joseph's Healthcare, Hamilton](#)
- [The Royal Ottawa Mental Health Centre, Ottawa](#)
- [Waypoint Centre for Mental Health Care, Penetanguishene](#)
- [Centre for Addictions and Mental Health \(CAMH\), Toronto](#)



- ECHO Coping with COVID
 - for health providers (educational credits)
 - Fridays 2-3pm EST
- <https://camh.echoontario.ca/echo-coping-with-covid/>

Support for you and those you care about.

Resources

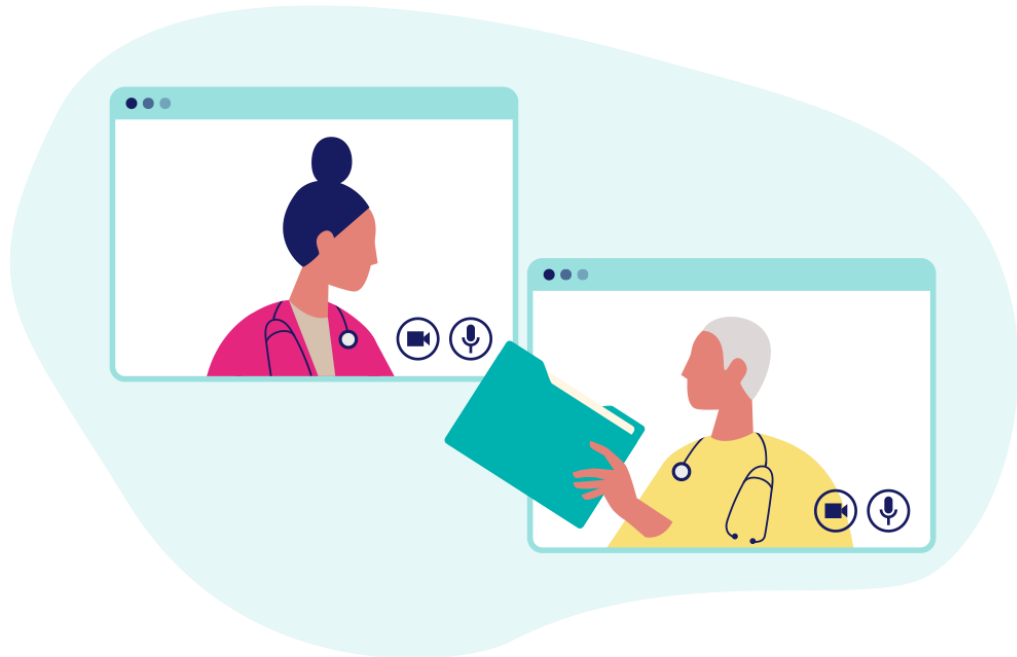
Education



Links to resources shared today will be sent to participants following the session.

Peer Connect

An opportunity to partner with another family physician, one-to-one or in a small group, for support as you explore clinical complexity and increase your confidence caring for patients with mental health challenges, substance use, and chronic pain. A focus can be on your well-being as you engage in this challenging work.



Connect Now!



Contact us!

practisingwell@ocfp.on.ca

<https://www.ontariofamilyphysicians.ca/education-practice-supports/practising-well/peer-connect>



FMS 2023

FAMILY MEDICINE SUMMIT

Today, tomorrow and in the future

Register now and join the livestream on January, 27 and 28, 2023.

*** All attendees gain access to additional on-demand sessions, with content available until July 31, 2023.**



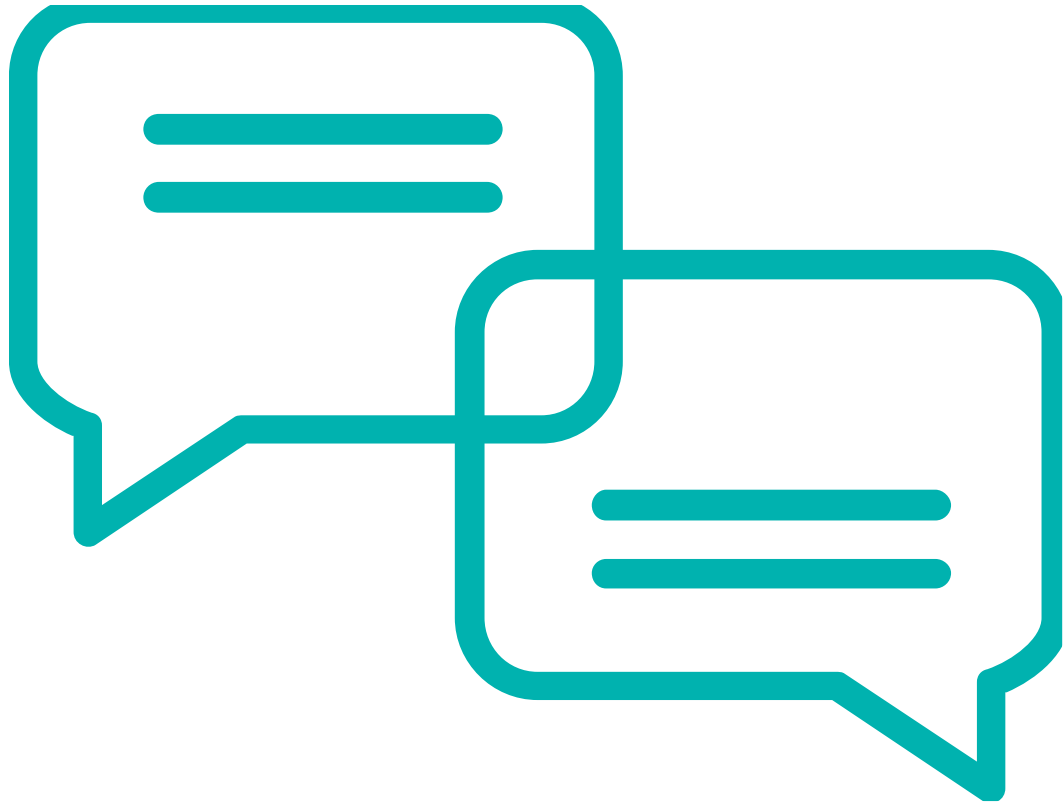
Keynote Speakers

- **Lieutenant-General (ret) The Honourable Roméo Dallaire**
Global humanitarian, PTSD and mental health advocate
- **Dr. Mekalai Kumanan**
President, Ontario College of Family Physicians
- **Dr. Alika Lafontaine**
President, Canadian Medical Association
- **Dr. Robert Varnam**
Leadership coach and ex-national director Primary Care Improvement, NHS England



Livestream Panels and Sessions

- **Burnout or Breakthrough, How to Find Work-Life Balance**
- **Self-Care for Family Doctors Who Prefer Swearing to Yoga**
- **How Culturally Inclusive Care can provide optimal health outcomes for all**
- **A Hybrid Approach: Combining in-person and virtual care options to increase access**
- **Plus more! View the [complete FMS agenda](#)**



What is one thing you can do to support your colleagues and patients?

Upcoming Community of Practice

Life Beyond Trauma

Treating the invisible wounds of PTSD

with Drs. Diana R Ahmed, Luke Kyne and Harry Zeit

February 22, 2023
7:55am – 9:00am

[Register Now](#)

practisingwell@ocfp.on.ca



This one-credit-per-hour Group Learning program has been certified by the College of Family Physicians of Canada and the Ontario Chapter for up to 1 Mainpro+ credit. The Practising Well Community of Practice includes a series of planned live, interactive sessions. Each session is worth 1 Mainpro+ credits, for up to a total of 12 credits.