

Power Balances & Challenges of EDI in a Mentorship Program & Individual Relationships

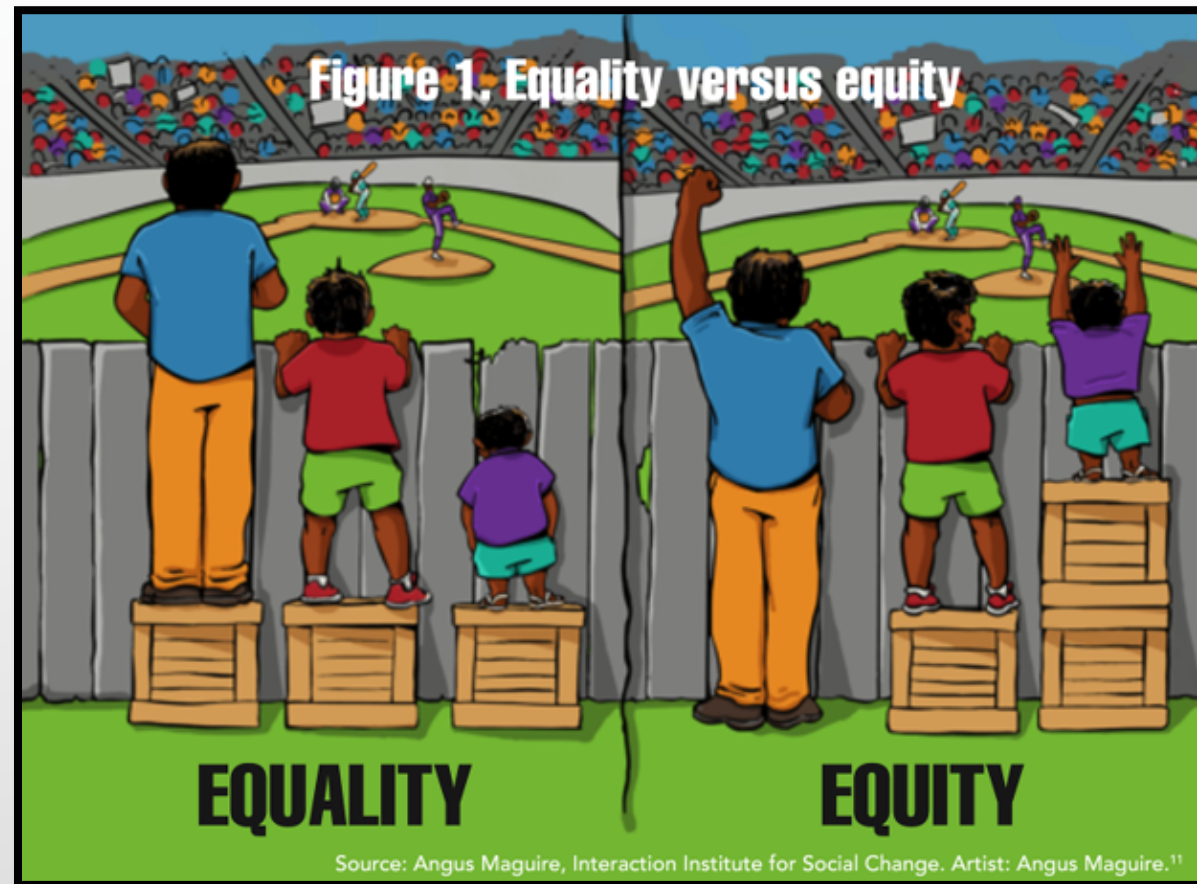


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*Disclosures: May Cohen Equity, Diversity, and
Gender Award – Association of Faculties of
Medicine of Canada (2020)*
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Objectives

- **Equity, Diversity & Inclusion (EDI)**
- **EDI in teams**
- **EDI in mentoring programs**
- **EDI in individual relationships**
- **Experience, Company & Results**

Equity, Diversity & Inclusion (EDI)



Equity, Diversity & Inclusion (EDI)

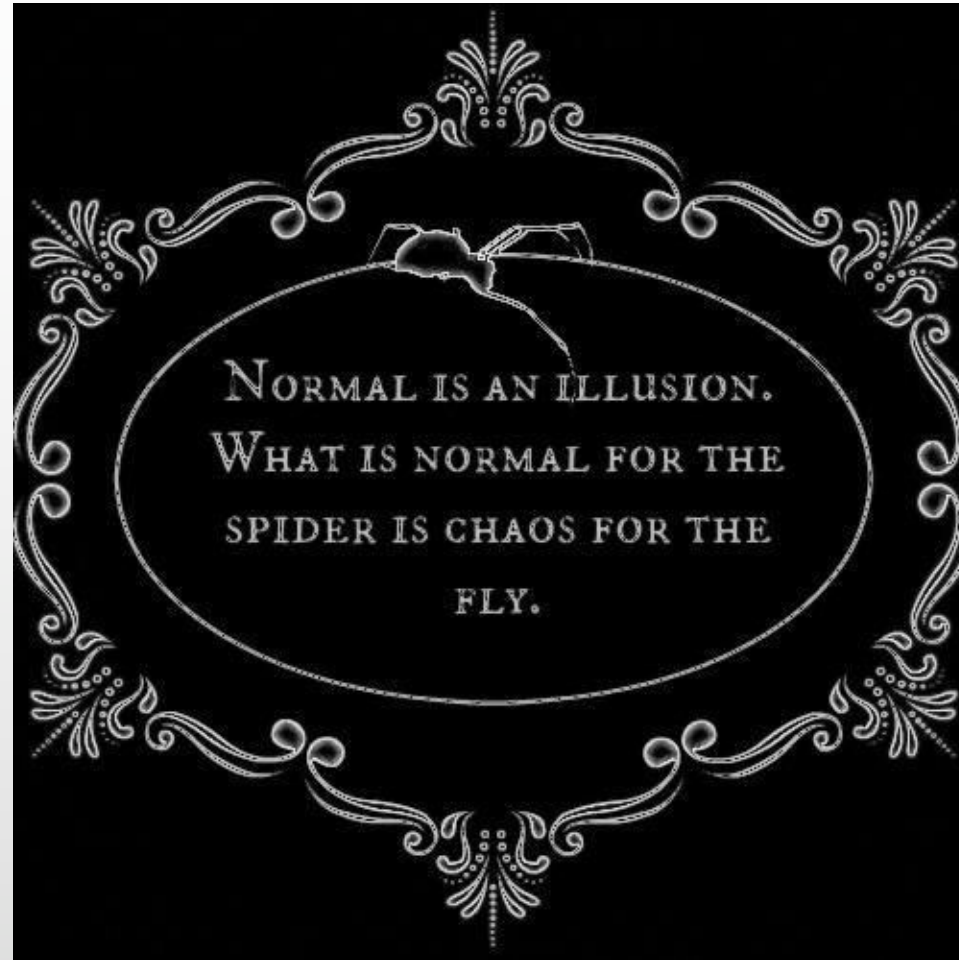


I'm possible

EDI in teams

- *Lack of EDI in academic disciplines, professional societies and editorial boards of journals. People aren't diverse, but teams and organizations must be.*
- Diversity is a relational concept. It shows up in the composition of teams and organizations, and it is measured based on a collective whole.
- While a person is not “diverse,” they bring a diverse range of experiences to teams, organization, and ecosystem.

EDI in teams



EDI in Mentoring Programs

- Barriers to promotion for URM include debt burden, reduced research time, negotiation difficulties, hostile workplace, racial prejudice, lack of mentors, challenges in forming meaningful relationships.
- Lack of research resources and institutional support, lack of same-sex mentors in leadership roles, and gender discrimination.
- Minority Tax also contributes to ongoing underrepresentation

EDI in Mentoring Programs



EDI in individual relationships

Moral case asserts that each person has value to contribute and that we must address barriers that have led to marginalized populations.

Economic case is based on the fact that organizations that tap into diverse talent pools are stronger and more efficient. Discrimination creates economic inefficiency.

Market case states that organizations will better serve their customers if they reflect the diversity of their market base.

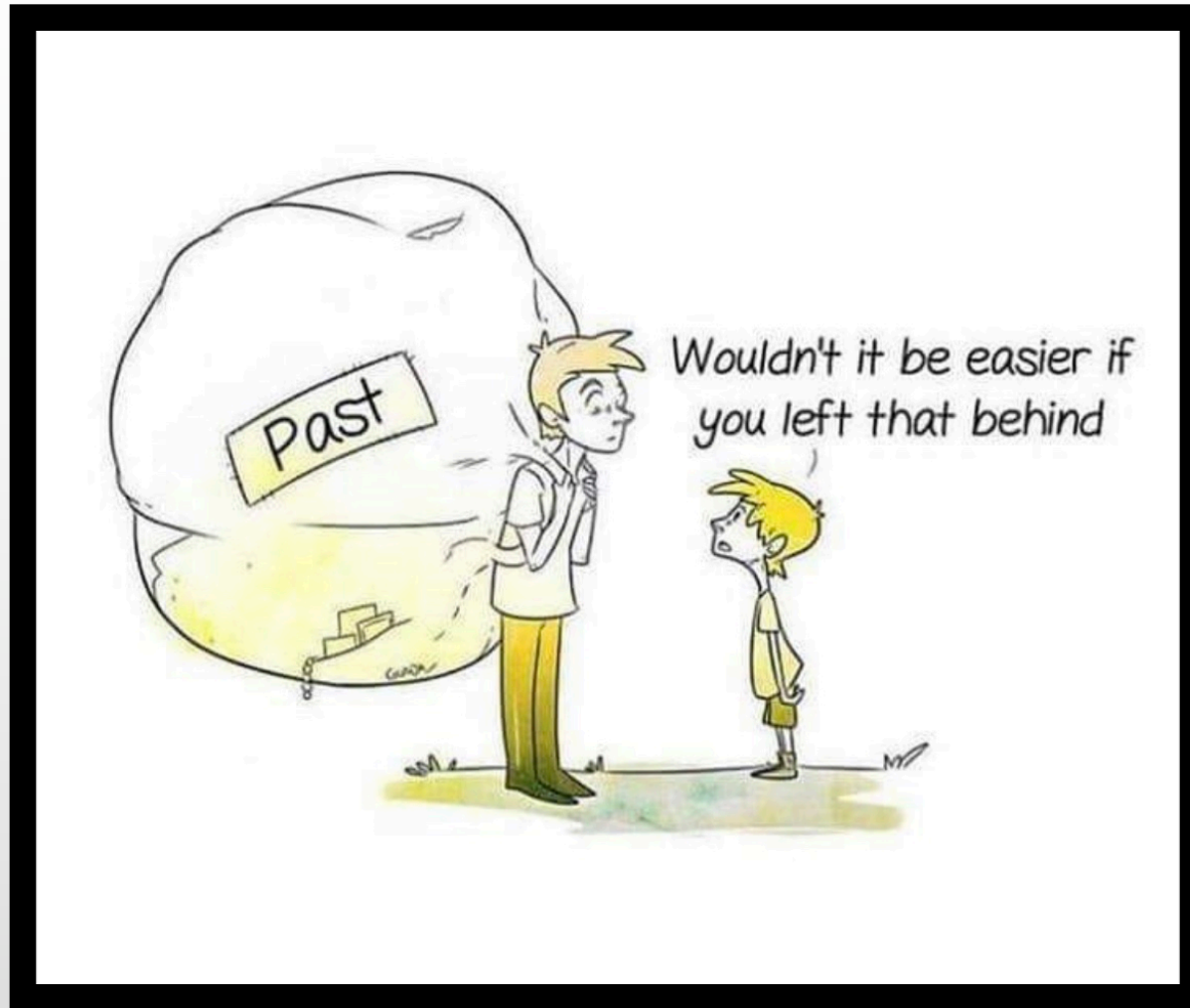
Results case is that diverse teams lead to better outputs.

EDI in individual relationships

**A diamond is just a piece of charcoal
that handled stress exceptionally well.**



Experience



Company

▪ Super Heroes



▪ Super Villains



Results



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