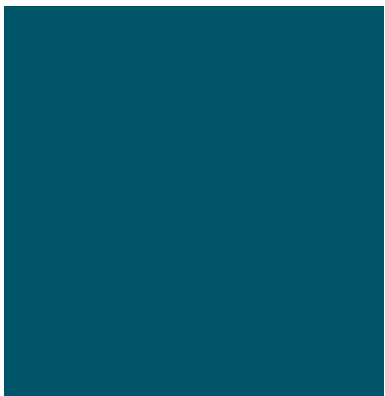




PARA

2021 – 2022 ANNUAL REPORT



WE ARE THE
VOICE OF
1,700+
RESIDENT
PHYSICIANS
IN ALBERTA

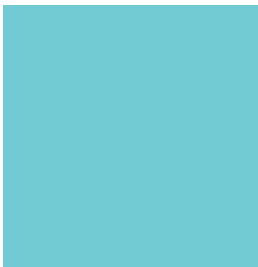
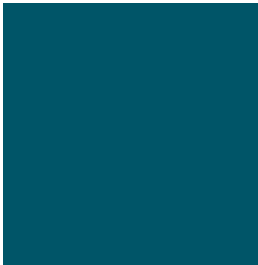
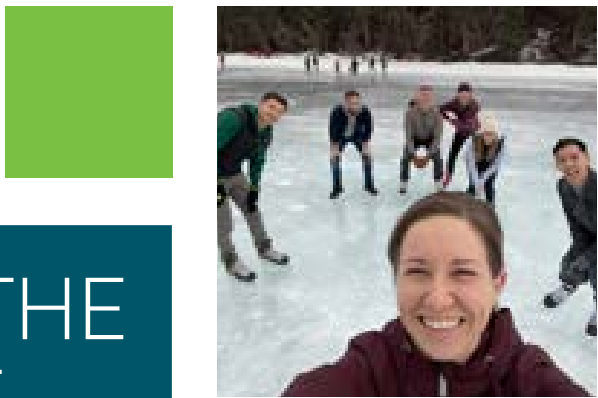


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PAST PRESIDENT'S MESSAGE

As 2022 comes to a close, we have the opportunity to reflect on everything that has happened over the 2021-2022 academic year. Certainly, it was a busy year for PARA staff, the PARA Executive Board and all our committees. Here are a few highlights you will read more about in the annual report:

- Several special events including two successful leadership workshops and another successful Resident Physicians In the Legislature (RIL)
- Executive Board and Assembly elections and Annual General Meeting
- Advocacy on behalf of resident physicians to PGMEs, AHS, and beyond, including physician supply discussions
- And most significantly, successful negotiation of a revised Resident Physicians Agreement

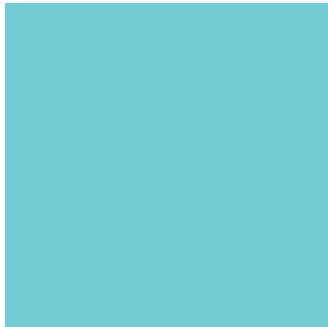
But more than anything, I want to recognize the significant work and dedication of Alberta's resident physicians in the last academic year. Resident physicians not only provided service but continued to learn, teach and contribute to in so many other ways. I personally saw how resident physicians supported each other, mentally and emotionally, when we were living through events that sometimes felt surreal. For me, a main learning from the pandemic was the value of collaborative teamwork and supporting each other's wellness. I'd like to thank those in my program, last year's Executive Board and PARA staff for reinforcing this teaching. For truly encouraging honest conversations about whether we're doing okay or not, role modeling prioritizing important parts of life outside of work and addressing problematic residency training experiences together.

It was inspiring to be a part of teams that created and maintained a culture that genuinely prioritized wellness, even at the most difficult times, or maybe because of such difficult times. Thank you to all the resident physicians and staff who were involved with PARA last year for their time, work and caring. Your work with each other and our partners is a tremendous support to the learning and work environment for resident physicians in Alberta .

Best regards,



Lauren Bilinsky (she/her), MD CCFP FRCPC
Past President, Professional Association of Resident Physicians of Alberta



PRESIDENT'S MESSAGE

Dear PARA Members,
The past two and a half years have been challenging for the health care system as a whole and for resident physicians in particular. Resident physicians have continued to work hard even as the pandemic has impacted each of us in our personal and professional lives. Each of you has helped bring Alberta through the COVID-19 pandemic while maintaining the highest standard of care.

In August 2022 PARA, Alberta Health Services, the University of Calgary and the University of Alberta finalized a revised Resident Physician Agreement which included both monetary and non-monetary gains comparable to those achieved by the Alberta Medical Association and other public sector health care workers in Alberta this year. The revised Agreement has a duration of 2.5 years (retroactive to January 2022). You can find details of the changes to the Agreement later in this report.

Looking forward, I would like to inform you of a few key priorities the PARA Executive Board will be working on:

- **PracID Restrictions:** The Government of Alberta has agreed not to enact certain portions of Bill 21, the Ensuring Fiscal Sustainability Act, 2019 for at least another year. These portions of the Bill, if enacted, could allow the government to introduce PracID restrictions which could affect where you are permitted to work following residency training. The PARA Executive Board is working closely with the Alberta Medical Association to dissuade the government from ever implementing such restrictions. We will continue to advocate strongly for as long as needed.
- **Equity, Diversity and Inclusivity (EDI):** PARA's EDI Committee is working to explore avenues of external advocacy to promote EDI across the resident physician experience in training and beyond.
- **Agreement Compliance and Resident Physician Support:** PARA remains committed to ensuring that residency programs follow the rules laid out in the Agreement, particularly as they relate to duty hours. If you have concerns about compliance or any other aspect of your training, the PARA office is there to help you navigate this.
- **Resident Physician Wellness:** PARA has a number of social and educational events planned throughout the year which are aimed at supporting resident physician wellness. PARA also offers awards and funding opportunities for resident physicians, so keep an eye out for these in the PARAscope newsletter.

Should you have any questions or concerns, please do not hesitate to reach out to the PARA office or to me personally – we value your thoughts. PARA is committed to helping resident physicians navigate residency training and are here for you. I will be in touch during the 2022-2023 academic year as PARA continues to work on behalf of resident physicians.

If you wish to reach me, please send me an email at president@para-ab.ca.

Best regards,



Nathan Rider (he/him), MD BScH
President, Professional Association of Resident Physicians of Alberta

ABOUT PARA

PARA is a non-profit association that endeavours to provide effective representation for physicians completing further training in a residency program. PARA advocates excellence in education and patient care while striving to achieve optimal working conditions and personal well-being for all its members.

VISION

Alberta's resident physicians will be:



INFORMED about their patients' health and innovations in medicine.



EMPOWERED to create healthy professional working and learning environments.




INVOLVED in shaping the future of health care delivery in Alberta.

STRATEGIC PRIORITIES



ADVOCACY

Be a respected voice in the development of health care policy in Alberta.



COLLABORATION

Foster and strengthen relationships with partners in both medical education and health care delivery.



MEMBER ENGAGEMENT

Strengthen engagement and transparency between PARA and its members.



RESIDENT PHYSICIAN AGREEMENT

Negotiate the Agreement, securing competitive compensation, benefits and workplace conditions.



RESIDENT PHYSICIAN WELL-BEING

Promote, encourage and support resident physician well-being.



SUNSTAINABILITY & CONTINUITY

Ensure long-term sustainability and continuity of the Association.

2021-2022 EXECUTIVE BOARD



DR. NATHAN RIDER
President
University of Calgary
Public Health & Preventive Medicine



DR. LAUREN BILINSKY
Past President
University of Calgary
Public Health and Preventive Medicine with Family Medicine
completed residency June 2022



DR. CHLOE LIM
VP Community & Internal Relations
University of Calgary
Internal Medicine



DR. MICHEAL TAYLOR
VP Leadership & Education
University of Alberta
Emergency Medicine



DR. TAMARA YEE
VP Operations & Finance
University of Calgary
Pediatrics



DR. LENKA STAFL
Calgary & Southern
Alberta Ambassador
University of Calgary
Internal Medicine



DR. BRANDY LOVE
Edmonton & Northern
Alberta Ambassador
University of Alberta
Adult Neurology



DR. CATHERINE BOUTET
Alberta Medical Association
Ambassador
University of Alberta
Cardiology

STAFF



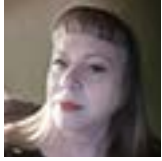
ROB KEY
Chief Executive Officer



TARA MADDEN
Director of
Communications and
Member Affairs



KIERSTEN DOBLANKO
Manager of
Communications
on maternity leave



ADRIENNE HILL
Communications
Coordinator



EMMA FREISER
Member Services
Coordinator



ROBIN RAWORTH
Member Services
Coordinator
on maternity leave



RAVNEET SARAN
Member Services
Coordinator

RESIDENT PHYSICIAN AGREEMENT

INTRO

PARA negotiates the Resident Physician Agreement on behalf of resident physicians in Alberta. The four parties represented within the Agreement are Alberta Health Services (AHS), PARA, the University of Alberta and the University of Calgary. The Agreement addresses the provision of health care services within a learning environment during residency training, such as salary, well-being benefits, stipends, on-call service expectations and working conditions.

MEMBER BENEFITS

PARA members enjoy benefits that are mandated through the Resident Physician Agreement. These benefits include:

1. Education and compassionate leaves

2. Personal days

3. Health/flexible spending account

4. Health and dental insurance

5. Long term disability insurance

6. Maternity/parental leave



FATIGUE MANAGEMENT

As both learners and health care providers, resident physicians are in a distinct position. This dual role means resident physicians often work long hours providing patient care as part of their training. PARA is committed to advocating for evidence-based fatigue management initiatives.



RIDESHARE REINBURSEMENT

The PARA Rideshare Reimbursement Program ensures resident physicians make it home safely when they are too tired to drive after an inhouse or switched on-call shift. Research has shown that resident physicians and the public are particularly at risk from motor vehicle collisions caused by fatigue. The program reimburses resident physician transportation—via taxi, Uber or public transit—contributing to member and public safety and illustrating PARA's commitment to resident physician wellbeing.



WORKING CONDITIONS

Resident physician working conditions are also mandated through the Resident Physician Agreement. These include:

1. call rooms

2. commitment to safe and secure work environments

3. resident physician lounges



AGREEMENT CONTINUED...

NEGOTIATIONS

RESIDENT PHYSICIAN AGREEMENT 2022-2024

A revised Resident Physician Agreement was ratified by all parties to the Agreement in August 2022.

The following is a summary of the process leading to ratification of the 2022-2024 Agreement.

- Due to the pandemic, the 2018-2020 Agreement was extended to June 30, 2021.

■ With the resulting challenging economic climate, the Agreement was further extended twice (three months each time) until December 31, 2021.

■ As the deadline approached, the PARA Executive Board approved the submission of the Notice of Intent to Bargain and the notice was submitted to the other parties to the Agreement (Alberta Health Services, University of Alberta and University of Calgary) on December 15, 2021.

■ During the early months of 2022, PARA's Negotiation Committee developed a bargaining strategy based on input from PARA members and other background research. This strategy was approved by the PARA Executive Board.

■ Active bargaining between the four parties began in April. Four bargaining sessions took place, with the parties agreeing on a number of mutually beneficial changes to the Agreement.

■ In early June, it was agreed that mediation was needed to resolve the outstanding bargaining issues and a independant third-party mediator was engaged.

■ Two mediation sessions took place in late June resulting in the mediator submitting a report with recommendations for the outstanding monetary issues. The report was accepted by all parties and the ratification process began.

■ The revised 2022-2024 Resident Physician Agreement was ratified by all four parties to the Agreement.

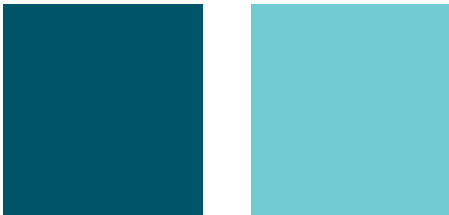
The full Agreement, information about the negotiations process, summary of changes, FAQ and more is available on the [PARA website](#).



2022 Executive Retreat



2022 Executive Retreat



MEMBER ENGAGEMENT

BLOG

PARA's blog features articles written by Alberta's resident physicians. Topics include parenting during residency, resiliency and identifying values. We are always looking for resident physicians to author blogs. If you are interested please reach out to the [PARA office](#).

AUDIO BLOG

This year we piloted PARAPhrases, a PARA audioblog. The pilot was meant to test audioblogs as a new member communications vehicle. The two pilot sessions, featuring members of PARA's Executive Board and staff, covered information regarding the Resident Physician Agreement including important history, background and information on the bargaining process.

SOCIAL MEDIA

PARA connects with our members through Facebook, Twitter and Instagram. Between the three channels, PARA has over 1,300 followers. Our social media accounts are one way we disseminate important information to members such as funding opportunities, awards, elections and more. Our social media channels are also a place for our members to connect and share on a personal level.



FACEBOOK

697 Followers
126 Posts

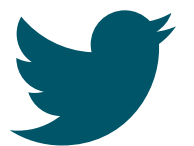
Facebook is one way we help resident physicians stay connected to PARA and each other by sharing information, experiences and stories. Last year, the most liked post ran on Feb. 3, 2021 announcing the winners of the 2021-2022 PARA Mentorship & Teaching award.



INSTAGRAM

905 Followers
138 Posts

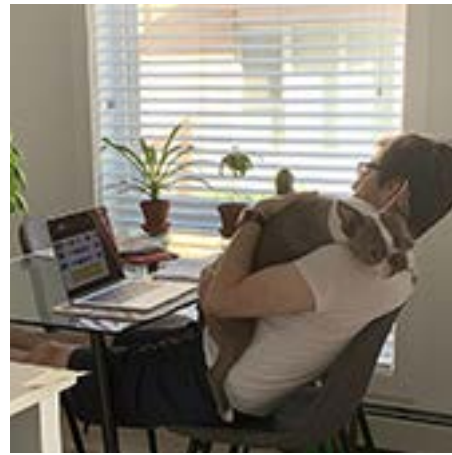
A picture is worth a thousand words so they say. Our Instagram account provides snapshots of life during residency training in Alberta and is home to PARA's monthly photo contest. While pet photos are always popular, last year the Valentine's Day post was the most watched video with 169 views.



TWITTER

817 Followers
130 Tweets

Twitter is one of the fastest ways to impart vital information to our members such as upcoming workshops and events, health care news and other critical topics that impact resident physician life. Last year's most shared post, with almost 5,000 impressions, provided support and resources to resident physicians experiencing harassment, bullying or other issues affecting their wellbeing and training.



LEADERSHIP

INTRO

Involvement with PARA provides resident physicians with several benefits including opportunities to network with colleagues with similar professional backgrounds and interests. It exposes them to trends and best practices within their profession and provides leadership training and experience.



VOLUNTEERING

Volunteering with PARA allows resident physicians to share their own residency experience as well as learn from their colleagues' experiences. It provides opportunities to interact with people from all facets of residency training and from all areas of Alberta, as well as learning about the function of different organizations within health care and how decisions are made. PARA volunteers have the opportunity to interact with the leaders of health care change. PARA opportunities include:

- Serving on the PARA Assembly
- Participating on PARA committees and working groups
- Serving as an ambassador at an external partner meeting
- Hosting social events
- Attending educational opportunities



LEADERSHIP WORKSHOPS

As part of our commitment to leadership development, PARA hosts two Leadership Workshops each year. These workshops are free for members and provide opportunities for resident physicians to explore leadership topics pertinent to their profession but outside of their usual training.

Last year, PARA hosted Design Thinking, a unique problem solving process that uses a non-linear, iterative process to understand users, challenge assumptions, redefine problems and create innovative solutions that can be prototyped and tested. During the workshop, participants worked together using the process to solve a challenge regularly faced by residents physicians. Due to demand, this session was offered twice—once in December 2021 and again in April 2022.



TRANSITION TO PRACTICE

Each year PARA endeavors to host a number of events to support resident physicians who were preparing to complete residency training and transition into independent practice. These include:

- new in-practice physician panels,
- networking opportunities with the organizations and recruiters who are involved in the transition into practice process
- information session on recruitment protocols in Alberta

Unfortunately, the pandemic prevented us from holding some of these sessions in the 2021-2022 year. However, we were able to hold a virtual new in-practice panel and look forward to offering all the sessions in the coming academic year.



Residency is all about growth and becoming a better physician everyday. It's really easy to be hard on yourself. Try to remind yourself of how far you've come...

resident physician - U of C



My advice for first year resident physicians? Get comfortable asking questions. It's hard to admit you are unsure, but it's part of learning and becoming the best physician you can be.

resident physician - U of A



I'm inspired by compassionate preceptors. Patient care can be challenging, especially with chronic illness. Preceptors who validate my worries really help change my perspective.















resident physician - U of C



AWARDS

RESIDENT PHYSICIAN OF THE MONTH

The Resident Physician of the Month is an initiative focused on improving resident physician well-being and engagement by recognizing and rewarding resident physicians who make a positive contribution to their work environment while maintaining a healthy lifestyle.

JULY	AUGUST	SEPTEMBER
 Dr. Benjamin Beland Neurology University of Calgary	 Dr. Asma Amir Ali Dermatology University of Calgary	 Dr. Angela Schneider Internal Medicine University of Calgary
OCTOBER	NOVEMBER	DECEMBER
 Dr. Jonathan Chainey Nerosurgery University of Alberta	 Dr. Brendan Putko Adult Neurology University of Alberta	 Dr. Peter Hoang Internal Medicine University of Calgary
JANUARY	FEBRUARY	MARCH
 Dr. Jennifer Mann Neurosurgery University of Calgary	 Dr. Kimberly Moore Internal Medicine University of Calgary	 Dr. Christine Hyde General Pediatrics University of Alberta
APRIL	MAY	JUNE
 Dr. Jake Mandziuk Anatomical Pathology University of Alberta	 Dr. Justine Greer Psychiatry University of Alberta	 Dr. Sabrina Poonja & Neurology University of Alberta
 Dr. Conrad Moher Anatomical Pathology University of Alberta		 Dr. Amy Wagner Neurology University of Alberta

The BEST thing about residency training is definitely the people you meet along the way! It can be a challenging few years, but they are the ones that keep me sane and smiling.

resident physician - U of A

The patients keep me inspired. They let us learn about them, from them and with them! It is an honour to be a part of a person's life at some of the key moments.

resident physician - U of A

AWARDS CONTINUED...

CLINICAL TEACHING

PARA recognizes excellence in resident physician education through the PARA Clinical Teaching Award. This award is given to a deserving physician in Calgary, Edmonton and a rural centre. The 2021-2022 recipients:



Dr. Sandy Dong
University of Alberta



Dr. Jack Keegan
Rural



Dr. Habib Kurwa
University of Calgary

INTERDISCIPLINARY TEAMWORK

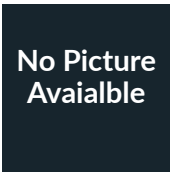
Resident physicians work as part of a team providing care to patients and the experience of that team is greatly dependent on the contributions of its members. The Interdisciplinary Teamwork Award recognizes our allied healthcare colleagues who value and exemplify a positive team-based approach, and who advocate for healthy and caring work environments for all members of the team and our patients. The 2021-2022 recipients are:



Dr. Nate Crosland
University of Alberta



Dr. Patricia Long
University of Calgary



Dr. Ron Prince
University of Calgary

MENTORSHIP & TEACHING

This award recognizes resident physicians who have demonstrated excellence in resident and medical student mentorship and teaching. Each year one resident physician from the University of Calgary and one from the University of Alberta are honoured. The 2021-2022 winners are



Dr. Mustafa Al-Balushi
University of Alberta



Dr. Peter Hoang
University of Calgary

WELL-BEING

PARA recognizes the outstanding contributions of educators to resident physician well-being through the PARA Resident Physician Well-being Award. This recognition is awarded to a physician preceptor in Calgary, Edmonton and a rural centre. The 2021-2022 winners are:



Dr. Adele Duimering
University of Alberta



Dr. Sarah McPherson
University of Calgary

WELLNESS

PARA's Community and Wellness Committee (CWC) worked throughout the academic year to promote, support and facilitate resident physician well-being in supportive working, living and learning environments. Wellness initiatives have included monthly activities, the Acts of Kindness initiative, Wellness Month and the awarding of Wellness Initiative Grants.

MONTHLY ACTIVITIES

PARA held monthly draws and activities supporting resident physicians by asking our members to recognize and support their colleagues, share recommendations and offer reflections. We had over a thousand resident physicians participate in our monthly activities and draws throughout the academic year.

MONTH	ACTIVITY	U of A	U of C
JULY	Best Advice For New Resident Physicians	37	9
AUGUST	Recognizing R1's	35	23
SEPTEMBER	Road Trip Recommendations	28	15
OCTOBER	Recognizing Colleagues	54	19
NOVEMBER	Favourite Foods (during work day or night)	37	13
DECEMBER	Cookie Exchange; Soup Swap & Snack Trade; Share Your Comfort Food Recipes	19	6
JANUARY	Meal Vouchers & Acts of Kindness	46	35
FEBRUARY	Lunar New Year Traditions; Recommendations For Black History Month	46	31
MARCH	Celebrating Small Victories	37	17
APRIL	Connect Over a Meal	37	19
MAY	Wellness Month (see below)	91	61
JUNE	Resident Life Realness	8	7

WELLNESS MONTH

During the month of May, PARA organized its annual Resident Physician Wellness Month (RWM) which encourages resident physician wellness and recognizes resident physicians for the work they do. The activities organized for wellness month included:



SNACK ATTACK

Throughout May, PARA offered grocery store gift cards to help resident physicians purchase snacks for their program teams, lounges or call rooms. Resident physicians could apply as individuals or choose to pool their funding to provide snacks for larger programs or communal lounges.

- U of A Participants: 85
- U of C Participants: 46



MOVEMENT CONTEST

To celebrate Resident Physician Wellness Month we brought back the popular movement contest. Teams of Resident physicians were encouraged to get moving and record their progress to be eligible for weekly and overall prizes. Participating resident physicians traveled a total of 6,291.5 kilometers between May 9 and May 29, 2022.

- U of A Participants: 19
- U of C Participants: 12

WELLNESS CONTINUED...

ACTS OF KINDNESS

In January the CWC ran the Acts of Kindness initiative. We asked resident physicians to participate by performing an act of kindness in their work place. Resident physicians could spend up to \$30 on their act of kindness and be reimbursed through PARA.

We had 78 resident physicians participate; 46 resident physicians from 17 different programs participated from the University of Alberta, and 32 resident physicians from 17 different programs participated from the University of Calgary.

Many resident physicians chose to bring snacks for their shifts. Other acts included:

- Purchasing phone chargers for program lounges at the hospital.
- Purchasing fun pens for sites that still use paper charts.
- Treating the Grey Nuns CTU teams to their famous breakfast.
- Bringing a sick colleague some sweets from a local bakery to raise their spirits.
- Putting together small wellness packages for the resident physicians in the program for encouragement during COVID.
- Purchasing gifts cards for the janitorial staff working so hard in the Emergency Department to keep the department and rooms clean.

WELLNESS INITIATIVE GRANTS

PARA strives to promote and facilitate our members' pursuit of well-being in all of its facets. Funding, in the form of grants, is available through PARA to support resident physician-led initiatives that promote wellness within PARA's membership. The Community and Wellness Committee approved five applications for Wellness Initiative Grants in 2021-2022.



Mentorship: Peer and near-peer mentorship initiative.



Call Room Updates: Providing call room updates, snacks and hydration.



Recreational Multi-Sport: Funding for recreational sports league and end of season party.

Healthy Snack Program: Providing healthy snacks on the medical teaching units at all four hospitals in Calgary to improve access to food during a busy day or call shift.

Fitness & Food: Providing class passes for fitness activities and healthy snacks

RESEARCH ON RESIDENT PHYSICIAN WELLNESS

Research into resident physician wellness within Alberta has not been a well-studied topic. Residency training in Alberta has specific nuances and challenges that may have gone unrecognized due to the lack of systematic funding and research into resident physician well-being. PARA supports resident physician initiated and resident physician-led research projects on resident physician wellness by offering non-renewable funding to PARA members. The 2021-2022 recipients are:

University of Alberta:

Sarah Shamiya
Crystal Liu
Jack Yuan

University of Calgary

Meagan Roy
Shannon Hinds



Physically schedule in your weekly wellness activities in your calendar at the start of each week. Make it a priority just like you do for a big exam or presentation!

resident physician - U of A

ADVOCACY

PHYSICIAN SUPPLY

For the past several years, PARA has been active in advocating to the Government of Alberta around appropriate and effective strategies for managing physician supply in Alberta. As frontline healthcare providers early in their careers, resident physicians have a distinct perspective on healthcare in Alberta and provide an important voice in policy discussions.

In July 2021, the Alberta Government announced that the legislated Practitioner ID system allowing for the use of geographic restrictions to manage the distribution of new billing physicians would not come into effect on April 1, 2022. At that time, Government committed to working with stakeholders, including resident physicians, “to build the best possible implementation plan” to correct for the maldistribution of physicians in the province. Government assured PARA that “no restrictions will be in place for those resident physicians completing training in the 2021-2022 academic year”.

In March 2022, PARA participated in a meeting with partners and officials from the Ministry of Health discussing physician supply. At that time, PARA reiterated our position that physician resource planning needs to consider all physicians at all stages of their careers fairly, not just target those new to independent practice. It has been, and will continue to be, our very clear position that geographic restrictions are not a solution to the challenges associated with physician maldistribution in Alberta.

A sustainable healthcare system attracts and retains highly qualified and motivated individuals. Albertans need physicians who are not only interested in training in Alberta but staying and practicing throughout Alberta upon completion of their training. Collaborating with medical trainees (resident physicians and medical students) is essential in developing policy that will serve Albertans far into the future.

RESIDENT PHYSICIANS IN THE LEGISLATURE



Resident Physicians in the Legislature (RIL) is a program under PARA’s Leadership and Education Committee (LEC) and is part of our leadership and advocacy development mandate. PARA is committed to fostering strategic relationships and positively impacting healthcare policy in Alberta. RIL is a continuing advocacy event providing Alberta’s resident physicians the opportunity to participate in face-to-face meetings with elected representatives and senior government officials and to offer their distinct perspectives on issues relevant to healthcare delivery in Alberta.

Early in 2022, members of the LEC brought forward potential advocacy topics to bring to the Legislative Assembly. After much discussion, it was decided to focus on issues surrounding barriers to healthcare and the unhoused.

To coincide with the Spring Sitting of the Legislative Assembly, a team of resident physicians met with various Members of the Legislative Assembly including the Minister of Health. During these discussions the resident physicians provided insight into the topic by sharing not only background information and research but also deeply personal stories and real life experiences.

Besides vital advocacy experience, RIL supports the CanMEDs roles of health advocate and communicator.

ADVOCACY CONTINUED...

EQUITY, DIVERSITY AND INCLUSIVITY

In November 2021, the PARA Equity, Diversity & Inclusivity Committee (EDIC) became a formal and standing committee of the Association. Made up of resident physicians, the committee advocates for members facing barriers during their residency training; ensures inclusivity and equity in the Association’s programming and operations; and empowers individual members with tools to advocate for themselves and their patients throughout their careers.

The EDIC has done integral work in creating an Equity Impact Assessment Tool which aids in evaluating PARA programming from an equity perspective; created a “living” calendar of significant cultural dates; and engaged Indigenous partners to improve PARA’s territorial acknowledgement. The Committee has also worked to identify potential areas for PARA advocacy with PGMEs and other partners.

During the 2021-2022 academic year, the EDIC continued to explore ways to assist resident physicians to be change agents in their residency programs through educational and professional development opportunities. They also continued to work with PARA staff in areas such as:

- improving incident reporting
- working with Indigenous partners to identify programming we can support
- integrating culturally diverse and inclusive events into the Community & Wellness Committee programming

The coming year will see continued efforts towards building inclusive programming and process for the Association and offering EDI learning opportunities for our members.

FUNDING



CONFERENCE SPONSORSHIP PROGRAM:

The PARA [Conference Sponsorship Program](#) helps embody the value PARA places on resident physician education and resident physician wellness. As part of this, PARA sponsors resident physicians to attend conferences and other events that support their training. In 2021-2022 we sponsored:

CONFERENCE	VIRTUAL	IN-PERSON
ICRE	18	Not Available
CCME	8	3



PARA BURSARIES:

PARA funds two bursaries for graduating medical students who are entering a residency program in Alberta—one bursary for each of the University of Alberta and the University of Calgary.



RESIDENT PHYSICIAN WELLNESS INITIATIVE GRANTS:

Launched in May 2019, the [Resident Physician Wellness Initiative Grant](#) provides funding to support member-led initiatives that promote wellness within PARA’s membership. Preference is given to initiatives that impact a broad cross-section of resident physicians and display innovative strategies for addressing wellness goals.



RESEARCH ON RESIDENT PHYSICIAN WELLNESS INITIATIVE:

Research into resident physician wellness within Alberta has not been a well studied topic. Residency in Alberta may have specific nuances and challenges that may have gone unrecognized due to the lack of funding and research into resident physician wellness in a systematic method. Introduced in October 2018, the [Research On Resident Physician Wellness](#) initiative supports resident physician research projects on resident physician wellness in Alberta.

PARA CONTACTS

Chief Executive Officer

Rob Key

rob.key@para-ab.ca

Member Services Coordinator

Emma Frieser

emma.frieser@para-ab.ca

Director Communications & Member Affairs

Tara Madden

tara.madden@para-ab.ca

Member Services Coordinator

Robin Raworth

(on maternity leave until April 2023)

robin.raworth@para-ab.ca

Communications Manager

Kiersten Dablanko

(on maternity leave until January 2023)

kiersten.dablanko@para-ab.ca

Member Services Coordinator

Ravneet Saran

ravneet.saran@para-ab.ca

Communications Coordinator

Adrienne Hill

adrienne.hill@para-ab.ca

General Inquiries

para@para-ab.ca

#320, 11044 - 82 Avenue NW
Edmonton, Alberta T6G 0T2

Edmonton | (780) 432-1749

Calgary | (403) 236-4841

Toll Free | 1 (877) 375-7272

