



THE CANADIAN
MEDICAL FOUNDATION
LA FONDATION
MÉDICALE CANADIENNE

A N N U A L 2022 R E P O R T

Helping Canadian
Health Professionals
Help Others





Board of Directors 2022



Dr. Jim Beaubien
(Chair)



Dr. Karen Breeck



Dr. Ruth Collins-Nakai



Dr. Michael Dan



Dr. Yipeng Ge



Dr. Janet Hatcher Roberts



Mr. Thomas Magyarody



Mr. Kevin O'Brien



Dr. Allon Reddoch



Dr. Wendy Zhang



In 2022, CMF's total charitable program contributions amounted to \$866,214.

None of these projects would have been possible without generous donors from across Canada who invest in our mission and we continue to be grateful for that support.

In 2022 as the global population crossed 8 billion people and we all restarted our lives in a new phase of the pandemic, the world faced new challenges.

Although stock markets bounced back in 2023, Russia's invasion of Ukraine, snarled supply chains and another year of Covid turned markets on their heads in 2022, an impact you will see in our financial statements. Growing inflation and interest rate hikes affected all of us, especially those in already under-resourced and underserved communities.

After two years of partnering with organizations to address gaps in hygiene efforts in Canada and outside of Canada to stop the spread of infectious diseases like Covid-19, in 2022 we wound down our Stop The Gaps campaign to strategically focus our resources on projects aimed at improving equity, diversity and cultural competence in Canada's health workforce.

In Canada, where more than 200 languages are reported as the mother tongue, the importance of cultural safety and its impact on health cannot be overstated. However, students from many communities often face barriers that make it more difficult for them to not just get into medical school but to complete it.

CMF works in partnership on initiatives to reduce some of those barriers through bursaries, mentorships, networking events and digital platforms, and we are proud to share some of those projects with you in this report.





Featured Projects and Partnerships

Bursary for Indigenous Medical Students

In 2022 the CMF continued to work with Indspire, an Indigenous national charity that improves the educational outcomes for First Nations, Inuit, and Métis students. Financial burdens can put an end to the dreams of many Indigenous students hoping to attend university, especially medical school, so CMF partnered with Indspire to establish a bursary for Indigenous medical students, no matter which Canadian medical school they are attending.

First Nations, Inuit and Métis peoples in Canada continue to encounter major barriers to accessing and using health services in Canada, whether due to access, racism, disrespect, language discontinuity or lack of trauma-informed care. Increasing the number of Indigenous doctors will play a large role in ensuring equitable medical care for all, by improving the quality of service to Indigenous patients and also increasing knowledge around cultural safety among the non-Indigenous health professionals they work with.



Supporting Black Medical Students

Black students are underrepresented in medical schools. Universities across Canada have recently made changes to their admission process to help increase the number of Black medical students however it is often the cost of medical school that is a deterrent. The non-profit organization Canada Without Poverty says that one in five racialized families live in poverty in Canada, as opposed to one in twenty white families.

Financial burdens make getting into medical school, and completing it, out of the reach of many Black students so the Canadian Medical Foundation partnered with the Black Business and Professional Association (BBPA) to establish a bursary for Black medical students. The BBPA has a long, established history of promoting and celebrating excellence in Black Canadian youth, having established its National Scholarship Program in 1986. The selection criteria for the CMF Bursary for Black Medical Students includes academic achievement, financial need, as well as contribution to the Black community.



Early Mentorship Matters

A major gap and hindrance on increasing representation from Black, Indigenous and socioeconomically disadvantaged students in medical school is the lack of resources to support these students on their medical school journey from high school through their undergraduate degree to the point of application to medical school. While there are several admissions initiatives for Black and Indigenous students applying to medical school, it has been identified that personalized support for these students needs to start sooner.

Community of Support (COS) is a collaborative initiative based at the University of Toronto which is focused on increasing diversity in medicine by supporting underrepresented students at every stage of their medical school journey. CMF is partnering with COS on the Supporting Applications, Supporting Interviews (SASI) program which runs from May to September and provides students applying to medical school (Canada, US, Caribbean) with a medical student mentor to guide them through their application and provide feedback before it is submitted. Through SASI, mentees are matched with medical student mentors from medical schools across Canada to help prepare them during the application process. The mentors are current MD students from a variety of diverse backgrounds that support SASI mentees by giving them feedback and advice on their applications.



A full copy of the report summarizing these stakeholder interviews can be found on CMF's website, and has been the foundation for the project being developed to help IEHPs navigate the system.

Paving the Way for Internationally Educated Health Professionals

Every year, thousands of experienced health professionals – physicians and nurses – from other countries arrive in Canada looking for better lives for themselves and their families. Coming from diverse backgrounds, with a wealth of knowledge and experience, often having faced difficult situations and acquiring unique interpersonal and professional skills, immigrants and refugees still face obstacles when attempting to integrate into the Canadian workforce. CMF partnered with the Pegasus Institute to develop a program to support Internationally Educated Health Professionals (IEHPs) for the benefit of all Canadians.

In 2022 as part of the development phase of a larger project, a series of consultations, interviews and informal focus groups was held in order to better identify the barriers faced by internationally educated health professionals when seeking licensure.

Information was gathered from key informants: IEHPs/RHPs, Academic Directors of Bridging Programs and representatives of other healthcare professional educational and networking programs, Academics studying migrant health and social integration into the Canadian context, healthcare professionals working with immigrant and refugee populations, representatives from national professional organizations, Deans of Medicine and allied health professions, and Medical Associations.

Each of these conversations provided varying perspectives and principles that beg the question: *“Given socio-cultural and licensing limitations, how do foreign-licensed healthcare professionals not only contribute to Canada’s health human resources but begin to build a life that is socially and economically satisfactory for themselves and for their families?”*



Supporting Rural Medicine in Alberta

Alberta, like the rest of the provinces in Canada, is facing a shortage of physicians that is affecting the healthcare needs of Albertans across the province.

The Canadian Medical Foundation has had a long-standing relationship with the Alberta Medical Foundation (AMA) in our joint mission to support physicians and physicians-in-training in Canada. Until the start of the 2020 Covid-19 pandemic, the CMF co-hosted, along with the AMA and the College of Physicians & Surgeons of Alberta (CPSA), the annual North/South Doctors' Golf Tournament as a fundraiser to support medical students and their education in Alberta.

While the Government of Alberta, the CPSA, and our partner, the AMA, are working together to address systematic changes needed to improve health care in Alberta, the CMF and AMA partner to support rural medicine and medical leadership in Alberta through bursaries and scholarships that contribute to new physicians in the health care system and the sustainability of Alberta's health care system through a scholarship for physicians seeking additional training.



CMF's support will cover tuition fees, buy a laptop for those without one, provide a bookbag (many students don't have one), and contribute to room and boarding fees if needed.

Supporting Under-Resourced Students Outside of Canada

CMF's programs in Canada contribute to improving equity and diversity in the health workforce by working with partners who serve under-resourced and underserved communities. However, we, like many Canadians, also want to make an impact outside of Canada where access to resources is even scarcer.

Malawi, although politically stable, is one of the world's poorest countries with a fast-growing population. Close to one million people in the country live with HIV, with about 34,000 new infections each year. Malawi also has a high incidence rate of malaria, with approximately 4.8 million episodes of malaria per year (332 cases annually for every 1,000 people). Even with the gains in maternal health as well as child health, 37 percent of Malawian children suffer from chronic malnutrition. Malawi faces a host of other challenges, including a healthcare system marked by significant shortages of health workers across the country.

However, even though the cost of University education in Malawi is subsidized, it is still too much of a financial burden for students from under-resourced, often rural communities. In 2022 the CMF entered into a partnership with AMECA to provide financial support to medical students.



Financials

The Canadian Medical Foundation
Statement of Operations and Changes in Fund Balances
For the year ended December 31, 2022

| | 2022 | 2021 |
|------------------------------------|-------------|-------------|
| Donations and contributions | 433,180 | 747,661 |
| Investment Income | (439,351) | 1,462,304 |
| | (6,171) | 2,209,965 |
| Charitable programing | 866,214 | 786,787 |
| Fundraising and Communication | 179,558 | 197,893 |
| Administratation | 156,566 | 177,325 |
| | 1,202,338 | 1,162,005 |
| Excess of revenue over expenditure | (1,208,509) | 1,047,960 |

The Canadian Medical Foundation
Statement of Financial Position
As at December 31, 2022

| | 2021 | 2020 |
|-------------------------------------|-------------|-------------|
| Current Assets | 112,934 | 902,398 |
| Long-term Investments, unrestricted | 1,611,555 | 1,245,013 |
| Long-term Investments, restricted | 10,511,144 | 11,426,561 |
| | 12,235,633 | 13,573,972 |
| Current liabilities | 49,715 | 69,101 |
| Deferred revenue | 304,861 | 415,305 |
| Fund Balance | 11,881,057 | 13,089,566 |
| | 12,235,633 | 13,573,972 |





THE CANADIAN
MEDICAL FOUNDATION
LA FONDATION
MÉDICALE CANADIENNE

Follow CMF on:

@CdnMedicalFound



@Canadianmedicalfoundation1



canadian-medical-foundation



or visit our website at **www.medicalfoundation.ca**

Charitable Registration Number 11921 9327 RR0001