

Addressing Shortage of Indigenous Oral Health Care Providers in British Columbia

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 Mentor: Mary MacDougall, PhD, Dean and Professor

BACKGROUND

- In Plain Sight Recommendation 18 That the B.C. government require all university and college degree and diploma programs for health professionals in B.C. to implement mandatory strategies and targets to identify, recruit and encourage Indigenous enrolment and graduation, including increasing the safety of the learning environment for Indigenous students.
- UBC Indigenous Strategic Plan
 Increase recruitment and retention of indigenous students
- FOD Strategic Plan
 Attract, engage and retain historically excluded populations

OBJECTIVE

Establish a working group within the faculty of dentistry to include faculty, staff, students and community representation, with the main purpose to increase the enrolment and graduation of Indigenous oral healthcare providers.

DENTISTRY INDIGENOUS WORKING GROUP (DIWG)

DIWG MISSION
 Facilitate, form, and maintain partnerships between UBC Faculty of Dentistry and indigenous communities in BC and beyond, that may lead to indigenous students' increased interest in dentistry as a career choice, and increased admissions of indigenous students into academic programs at the UBC Faculty of Dentistry.

- DIWG GOALS**
- Establish trust and working relationships with indigenous communities
 - Reach out to indigenous students in the community, starting at secondary school level, to introduce dentistry and dental hygiene as a career choice
 - Establish funding to support pipeline programs for prospective indigenous students
 - Conduct training for faculty, staff and students to increase awareness of indigenous people's culture and support within the educational setting
 - Create mentorship programs for indigenous dentistry students (DHDP, DMD, and Grad levels)
 - Advocate for, and assist indigenous oral health students with obtaining financial support from community and corporate partners

ACTIONS

- Connect with communities to engage in dialog and build trust
- Strategic plan working group – People. Discuss initiatives to increase diversity and support of incoming students
- Holistic admissions practices
- Designated seats for indigenous students
- RBC partnership
- Increased membership in DIWG to include more students and community representatives
- Information sessions
- Mentorship program
- Government advocacy
- Ambassadors program
- Advisor to the Dean



PARTNERSHIPS

Program	Contact(s)
UBC Faculty of Medicine: Recruitment, Admissions, Orientation, Advocacy, Community	Mr. James Andrew Dr. Ray Markham Dr. Michael Allard
Wei Wai Kum First Nation	Chief Roberts
Circles of Change	Dr. Yael Mayer
Indigenous Dental Association of Canada	Dr. Sheri McKinstry
RBC	Ms. Carmen Stossel

Information Session for Indigenous Students
 February 9, 2021 at 5:30-7:00 p.m.

Have you considered a career in Oral Health?
 Join us online on February 9, 2021 at 5:30-7:00 p.m. to learn about the Dental Hygiene and Dentistry programs at UBC Faculty of Dentistry, the application process, and what support is offered to Indigenous students at UBC.

During this online session you will have an opportunity to hear from, and interact with:

- Faculty of Dentistry graduates and present students of Indigenous descent
- Oral health practitioners within Indigenous communities
- Dean of the Faculty of Dentistry, and Associate Dean for Admissions and Student Affairs

Register here:
www.dentistry.ubc.ca/UBC-DentistryInfo

- Why consider UBC Dentistry?**
- Our Faculty of Dentistry is ranked #1 in Canada and #24 in the world.
 - Summer Student Practitioner Program: 10 to 12 weeks to develop graduate confidence and skills.
 - Specialty and core graduate programs available: Ortho, Endo, Paed, Perio, Prost, OPR, OADR.
 - State-of-the-art sites and digital dentistry faculty.

Information Session for Indigenous Students
 June 15, 2021 from 5:30-7:00 p.m.

Have you considered post-secondary education?
 Join the Faculty of Dentistry, and guest speakers from the Wei Wai Kum First Nation on June 15, 2021 from 5:30-7:00 p.m. to learn about careers in healthcare, law, and education, and hear about support that is offered to Indigenous students at UBC and the Faculty of Dentistry.

During this online session you will have an opportunity to hear from professional graduates from the Wei Wai Kum First Nation, the Dean of the Faculty of Dentistry, and the Associate Dean for Admissions and Student Affairs.

High school participants who register and attend the session will receive a \$50 gift certificate.

Register here:
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THE JOURNEY CONTINUES

- Continue to build trust in the community
- Establish student support structure for FOD Indigenous learners
- Implement curricular changes to incorporate appropriate indigenous content
- Engage faculty, staff and students to foster an inclusive and respectful environment
- Mentorship program enhancement
- Ambassadors project enhancement
- Tuition grants
- Summer program on campus
- RBC initiatives
- Government and university advocacy
- Establish metrics and benchmarks
- Develop programs' tracking and outcomes assessment process



ACKNOWLEDGEMENTS

Special thanks to Dean MacDougall for her vision and support, to the ELAM LC2 members and LCA, Dr. Spector, Dr. Delaney, Laura, Brian, and the entire ELAM 2021 faculty and fellows community for the continued guidance and positive reinforcement throughout this journey.

REFERENCES

- United Nations Declaration on the Rights of Indigenous Peoples <https://www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html>
- In plain sight <https://engage.gov.bc.ca/app/uploads/sites/613/2020/11/In-Plain-Sight-Full-Report.pdf>
- Truth and Reconciliation Commission of Canada Calls to Action <https://www.rcaanc-cimac.gc.ca/eng/1524499024614/1557512659251>
- UBC Indigenous Strategic Plan <https://indigenous.ubc.ca/indigenous-engagement/indigenous-strategic-plan/?login>
- TRC 23/24 report card and FOM response to 23/24
- FOD Strategic Plan
- Circles of change <https://inclusive-campus.osot.ubc.ca/circles-of-learning-and-change/>
- gjhjgAddressing indigenous health workforce inequities: a literature review exploring 'best practice for recruitment into tertiary health programmes' Curtis, Elana; Wikaire, Erena; Stokes, Kanewa; International Journal for Equity in Health 2012, 11:13
- Strategies and Perceived Barriers to Recruitment of Underrepresented Minority Students in Physician Assistant Programs DiBaise, Michelle; Salisbury, Helen; Hertelendy, Attila; The Journal of Physician Assistant Education. 26(1):19-27, March 2015.
- Pidgeon, M. (2016). More than a checklist: Meaningful Indigenous inclusion in higher education. Social Inclusion, 4(1), 77–91. DOI: <http://dx.doi.org/10.17645/si.v4i1.436>
- Pulling together guides <https://opentextbc.ca/indigenizationfoundations/>
- Language guide http://assets.brand.ubc.ca/downloads/ubc_indigenous_peoples_language_guide.pdf