
Gender Competencies

1. Medical Expert

Key Competency

The graduating student will know the difference between sex and gender and be able to apply a gender lens for approaching any medical problem from a gender perspective.

Enabling Competencies (Objectives)

Students are able to...

- 1.1 Analyze gender as a social determinant of health
- 1.2 Describe the complex interactions between the various social determinants of health across the life cycle.
- 1.3 Describe concepts of “difference” and how an understanding of difference can be applied in the clinical setting.
- 1.4 Describe how sex and gender affect risk factors, diagnosis, screening, presentation, management plans and follow-up of common medical problems.
- 1.5 Demonstrate an ability to recognize and respond to violence against women and other vulnerable populations (children, the disabled, elders...).

2. Communicator

Key Competency

The graduating student will be able to elicit and synthesize information from a patient, family or community from a gender perspective, outline sex and gender based influences on health and describe approaches for dealing with them

Enabling Competencies (Objective)

- 2.1 Demonstrate sensitivity to all forms of difference (economic, cultural, sexual, religious etc.) when communicating with patients and/or their families.
- 2.2 Demonstrate an ability to find common ground, respect for autonomy and empower patients for their own health acknowledging marginalized populations may have had negative health care experiences or have not accessed health services for fear of this.
- 2.3 Demonstrate an ability to interpret sex and gender based difference for patients and engage in a discussion of the effect of social factors on health.

3. **Collaborator**

Key Competency

The graduating student will be able to consult with other physicians and other health care professionals to develop strategies for addressing gender and other social determinants of health for individuals and populations.

Enabling Competencies (Objectives)

- 3.1 Demonstrate an ability to develop a management plan that addresses sex and gender based factors in collaboration with members of an interdisciplinary team.

4. **Manager**

Key Competency

The graduating student will be able to identify ways to make the operation of the Canadian healthcare system more responsive to gender inequity in policies and programs.

Enabling Competencies (Objectives)

Students are able to ...

- 4.1 Describe the difference between gender as a social determinant of health and as an equity issue
- 4.2 List gender influences in global and Canadian medical history and the current system of medical education.

4.3 Identify gender and sex-based differences in quality healthcare delivery and access in ambulatory care, hospital and other healthcare settings.

5. Health Advocate

Key Competency

The graduating student will be able to identify gender biases in health care access and delivery and propose ways to address gender in patient care.

Enabling Competencies (Objectives)

Students are able to...

- 5.1 Identify gender influences and sex-based differences in formal and informal health care access and delivery.
- 5.2 Respond to patients' changing needs and circumstances and effectively mobilize appropriate resources.
- 5.3 Apply a broad base of information and describe how to mobilize appropriate resources to respond to patients' changing needs and circumstances.
- 5.4 Explain the effect of gender on health at the individual, family, community and global levels.
- 5.5 Describe the role of physicians and strategies for addressing gender and all social determinants of health for individuals and populations.
- 5.6 Describe how the intersection of gender and other determinants of health (education, economic resources...) relate to health outcomes.
- 5.7 Demonstrate an ability to recognize and address violence and power imbalance at the patient, community and societal levels.

6. Scholars

Key Competency

The graduating student will be able to recognize and analyze gender bias in research design, implementation and analysis.

Enabling Competencies (Objectives)

Students are able to ...

- 6.1 Critically review the evidence for gender as a determinant of health.
- 6.2 Include sex and gender-based analysis in any review of evidence or literature.
- 6.3 Describe how an understanding of gender and social determinants of health can be integrated into existing practice standards.
- 6.4 Interpret and apply current evidence and standards of practice in the context of the individual patient.

7. Professional

Key Competency

The graduating student will be able to perform clinical duties in a manner that is nonbiased and in which all patients and their families feel safe and receive good care.

Enabling Competencies (Objectives)

Students able to...

- 7.1 Demonstrate self-awareness by discussing how such things as learning style and personality type might influence ones career path.
- 7.2 Reflect on one's own socialization along gender lines (growing up and medically) and describe the possible effects on self as a physician.
- 7.3 Initiate and conduct a medical interview that is sensitive to and addresses the health-related effects of gender as well as other social determinants of health.
- 7.4 Assess one's own attitudes and beliefs in care for patients who may be of a different or unfamiliar gender or sexual orientation, and describe how this could impact care.

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- 7.5 Demonstrate comfort caring for people at all points on the spectrum of gender and sexuality, recognizing your own need to enhance skills or learn more.
 - 7.6 Demonstrate an ability and willingness to employ strategies to address any biases or assumptions which may interfere with providing care to patients..
 - 7.7 Describe the process for reporting a suspected case of abuse of a patient and initial steps for helping the patient.
 - 7.8 List local faculty or other academic resources for medical students experiencing or wondering about harassment.
 - 7.9 Act with an awareness of the power imbalance between physicians and patients and the potential abuse of this power.