

A YEAR IN REVIEW

Transformative Learning, Revolutionizing Healthcare

BACKGROUND

The Centre for Faculty Development (CFD) is a partnership between Unity Health Toronto and the University of Toronto's (UofT) Temerty Faculty of Medicine. We view *Faculty* in a broad and inclusive manner to include all those that undertake a wide range of educational roles and activities in health professions education - including teaching, academic leadership, scholarship and advocacy.

The CFD offers a number of exceptional programs, communities, and resources to support the development of our participants and community members in their multiple educational roles and activities. For more information about the CFD visit our [website](#).

NOTABLE ACCOMPLISHMENTS

The CFD has a number of notable accomplishments to celebrate in the academic year 2021 – 2022, including:

- [Stepping Stones Program awarded](#) the Colin Woolf Excellence in Program Development and Coordination Award
- Introduction of a pay-what-you-can model & bursaries to help make [Building the Foundations of Anti-Oppressive Healthcare](#) more accessible to a diverse community of potential participants
- Launch of [Enhancing Teacher Performance Program](#)
- New [CFD Website](#) & [Registration System](#)
- Revitalized [Resource Hub](#)
- Welcoming [Academic Advisors](#), Indigenous Education and Equity, Diversity & Inclusion
- Undertaking a curriculum review & renewal for [Teaching for Learning and Collaboration \(TLC\) Program](#)
- Launch of annual [BPER Reads](#)
- Collaboratively reviewing CFD's policies, practices & structures. Learn more from the [CFD External Report Summary on Anti-Oppression & Anti-Racism](#)

EXCEPTIONAL PROGRAMMING

The CFD is committed to creating exceptional programming to meet current and emerging faculty development needs across the health system.

Supporting our Faculty

With programming largely remaining virtual, we continued to have strong engagement in programs.

8 CFD PROGRAMS

- [Building the Foundations of Anti-Oppressive Healthcare \(Anti-O\)](#)
- [Best Practices in Education Round \(BPER\)](#)
- [Community Forum for Education and Evaluation Scholars](#)
- [Education Scholars Program \(ESP\)](#)
- [Enhancing Teacher Performance \(ETP\)](#)
- [New & Evolving Academic Leaders \(NEAL\)](#)
- [Stepping Stones \(SSP\)](#)
- [Teaching for Transformation \(T4T\)](#)

- LEADERSHIP
- SCHOLARSHIP
- TEACHING
- ADVOCACY



MOBILIZING KNOWLEDGE

We are committed to mobilizing knowledge through education scholarship to advance best practices in education and evaluation.

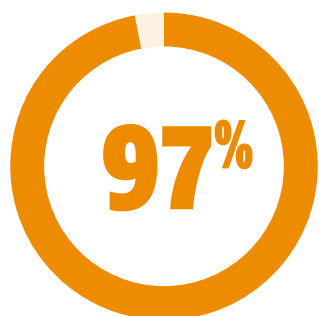
Our multifaceted [evaluation strategy](#) allows us to explore questions at the Centre and program level. Evaluative feedback helps us to optimize programming, advance knowledge, and attend to questions of equity and inclusivity.



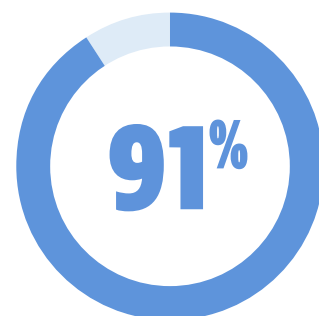
KEY HIGHLIGHTS FROM POST SESSION AND POST PROGRAM SURVEYS:



of respondents rated CFD programs favourably



of respondents rated CFD sessions or workshops favourably



of respondents indicated that they intend to make changes to their work practices after participating in a CFD program

TRENDS

- Participants value **practical** examples, strategies, cases & skill development.
- The CFD cultivates a comfortable, **supportive & accessible** learning environment.
- Participants value **collaborative & interactive** teaching & learning methods.
- Participants cite the **value of discomfort or vulnerability** as an important mechanism for change.

BUILDING COMMUNITIES & PARTNERSHIPS

The CFD cultivates inclusive communities to mobilize knowledge, resources, and expertise to support faculty development across the health system. We strive to strengthen existing partnerships and build new partnerships across the UofT / Toronto Academic Health Science Network (TASHN) systems, as well as with national and international academic and health sciences institutions.

The CFD supports [communities of practice](#) (COPs) by providing central resourcing, infrastructure, and academic leadership, to ensure they are supported and aligned with our central mission and strategic priorities. In 2021-22 the more formalized CFD communities provided support and capacity building related to specific topics including education/ evaluation scholarship, faculty development and mentorship.

The CFD continues its commitment to strengthening existing partnerships and cultivating new partnerships during this year, notably among internal partners across UofT and Unity Health Toronto, including collaborating with:

- The [Wilson Centre](#) to develop the [Atelier: Collaborative Education Research Program](#)
- [Patient and family partners \(PFP\)](#) in the design and implementation of research that will inform PFP engagement in research and teaching.
- The [Centre for Advancing Collaborative Healthcare & Education \(CACHE\)](#) to enrich [Teaching for Transformation](#) programming and resources.
- The [Office of Diversity and Inclusion](#) in the Temerty Faculty of Medicine at UofT to develop guiding principles to foster equitable and inclusive practices.

LOOKING FORWARD

Our commitment to **inspiring a learning and leading culture** runs deep among our team, partners, and the CFD community as a whole, as we live out our values to be collaborative, reflexive, inclusive, innovative and courageous.

Looking ahead to 2022-23, the CFD will:

- Launch the new [CFD Membership Program](#), which will include special access to programming, resources and discounts
- Put the [Education Scholars Program \(ESP\)](#) on hold for a curriculum review and renewal
- Launch the [Atelier: Collaborative Education Research Program](#)
- Celebrate 10th anniversary of the [New & Evolving Academic Leaders \(NEAL\) Program](#)
- Partner with the Office of Anti-Racism, Equity & Social Accountability (ARESA) at Unity Health Toronto to support the implementation and evaluation of education and training
- Embed guiding principles to foster equitable and inclusive practices, policies and structures across the Centre