

# PROFESSIONAL AND EVIDENCE-INFORMED INNOVATION SUPPORTING CHILD AND ADOLESCENT PSYCHIATRY POSTGRADUATE TRAINING IN EQUITY, DIVERSITY, AND INCLUSION PRINCIPLES

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## BACKGROUND

- Current social climate has brought attention to longstanding **historic and systemic social inequities** impacting **child and youth mental health**
- Interrelated biological, behavioural, and environmental factors intersect and compound, resulting in differential mental health outcomes and disparate experiences for **marginalized groups** (e.g. due to race, ethnicity, religion, immigrant/newcomer status, ability, sex, sexual orientation, gender identity, etc.)
- Despite this, **equity, diversity, and inclusion (EDI) principles** have not traditionally been a major component of **child and adolescent psychiatry (CAP)** residency education
- Need to ensure learners are equipped to bridge current disconnect between **clinical work** and **health/social inequities** to improve clinical care

## OBJECTIVE

To **develop** and **evaluate** a series of co-created, evidence-informed **virtual educational modules** focused on EDI themes relevant to CAP



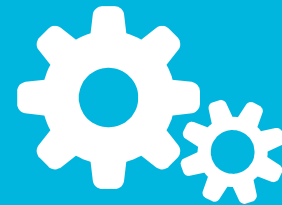
### PHASE 1

Environmental Scan



### PHASE 2

Module Development



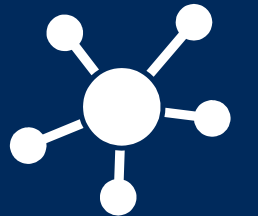
### PHASE 3

Testing



### PHASE 4

Dissemination



## PHASE 1: ENVIRONMENTAL SCAN

- Needs assessment of national CAP EDI curricula (sampling program directors, past and present psychiatry residents, and individuals with lived experience in mental health system)
- Exploring perceived EDI learning needs, including facilitators, barriers, and motivation for change within various programs

## PHASE 2: MODULE DESIGN

Co-design and co-develop series of online learning modules addressing educational gaps identified through needs assessment

Culturally-informed parent/child interviews

Biopsychosociocultural formulation

LGBTQ+ sensitive child psychiatry practice

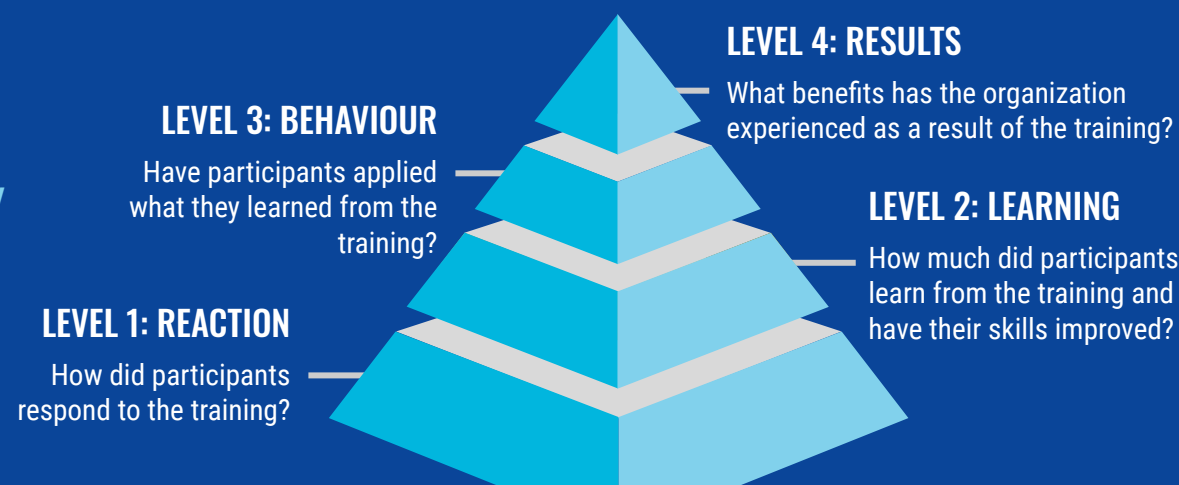
Indigenous mental health in CAP

Mental health in racialized populations

Trauma-informed care in CAP

## PHASE 3: TESTING

Pilot test, evaluate, and iteratively fine-tune modules using Kirkpatrick's levels of training criteria



## PHASE 4: DISSEMINATION

- **Local** and **national** dissemination to promote EDI teaching and learning among CAP trainees
- Potential to adapt modules for **broader applicability** (e.g. to general psychiatric practice, other medical specialties, and a variety of **interdisciplinary healthcare professionals**)

