



Dear members of the MSS,

Amidst the unjust and continued perpetration of violence and discrimination against Black communities worldwide, we would like to affirm our solidarity with all members of these communities. We recognize that this may be a vulnerable time for our Black medical student colleagues, and justly so. Please feel free to reach out to the [Wellness office](#) if you are feeling distressed. Here are some specific resources for black students who are going through difficult times:

- [Self-Care Tips for Black People Who Are Struggling With This Very Painful Week](#)
- [Black Mental Health Alliance](#)

We reiterate our solidarity and pledge to amplify Black people's voices and concerns as we actively work to dismantle structural racism within our own institutions. We stand in solidarity with actions against racist violence across the United States and Canada, as we are not immune to this phenomenon and when our politicians refuse to acknowledge it, we must step up. We denounce all societal and institutional forms of racism, which are historically and presently rooted within our systems and continue to impact populations across the globe. We denounce police violence as a public health crisis that disproportionately impacts Black communities and communities of colour. It also must be emphasized that the preposterous and unjust acts of racism that have occurred in recent weeks are not isolated incidents, but are continued manifestations of systemic issues that Black communities have always been and continue to be forced to endure.

Structural racism has always stood as a barrier to healthcare access and, as future health-care professionals, it is imperative we are held accountable to help disassemble these barriers. This ongoing discrimination, along with race-related violence, translates to adverse social determinants of health that preclude Black communities and individuals from achieving the health and wellness they have a human right to obtain. As aspiring healers and advocates of health and life free of suffering, we vehemently denounce this systemic discrimination and commit to working towards mitigating the effects of racism as a negative health outcome predictor for Black persons. The McGill Medical Students' Society is founded on and committed to the values of equity, diversity, and inclusion. We acknowledge that we have failed to support Black medical students and fight racism. We hope to do better. As such, we are dedicated to implementing these concrete actions:

- The MSS will push for the creation of a committee including the general membership to improve our resources and preparedness to the needs of Black medical students in our student society.
- With the recommendations from this committee, the MSS will include long term goals to its 2021-2024 Strategic Plan to make the student society a more inclusive and representative organisation.
- We have signed and will advocate for the recommendations of the "Open Letter to All Canadian Medical School Deans: Commit to Reducing Economic Barriers to Medical School Applications"
- The MSS will explore concrete and actionable methods to implement McGill University's recently approved Equity, Diversity, and Inclusion (EDI) plan and hold the McGill administration accountable for upholding its principles.
- Constantly re-examining our own practices and decisions as a student government to ensure we are actively involving Black perspectives at all levels of student leadership, and following principles of productive allyship.
- Continuing annual Equity, Diversity and Inclusivity training for the MedSoc executive council and orientation week teams.
- Advocating for the integration of anti-racism training into orientation week for incoming students.



MEDICAL STUDENTS' SOCIETY of McGill University
L'ASSOCIATION des ETUDIANT(E)S en MEDECINE de l'Université McGill

- The MSS recently granted an award to the Equity Committee for their “Our Shared Spaces in Medicine: exploring racism, gender identity and sexual harassment amongst medical learners” project. The hope is to be implemented permanently into the curriculum!
- The MSS, specifically the Executive Committee will raise the delayed publication of the diversity survey results as an issue that needs to be addressed, and collaborate with Faculty Members to implement a strategy to solve this issue.
- The MSS will explore the development of resources accessible to all to assist applicants much like U of T’s Community of Support (COS) model.
- The MSS will continue to support an admissions strategy that allows applicants from underrepresented groups in medicine to have their personal statement reviewed in the same way as the University of Toronto’s Black Student Application Program.
- The MSS will advocate that eponyms be renamed in honour of other meritorious McGill alumni and faculty including women and people of colour.

However, we acknowledge this is an ongoing fight for justice and we welcome feedback regarding how we can keep contributing to the movement and remain accountable. We also encourage the members of our student body to educate themselves on the issues faced by their peers. It is our duty and responsibility to support Black communities by confronting the structural gaslighting that continues to sustain societal and institutional racism. Here are some groups and resources to become better allies, understand how you can concretely help and stronger anti-racism advocates:

- [Black Medical Student Association of Canada](#)
- [Aile jeunesse de Québec Black Medical Association](#)
- [Anti-racism resources of the Federal Government](#)
- [Canadian anti-racism resources](#) and [Anti-racism resources for white people](#)
- [World History through an Equity Lens](#)
- How To Be More Than a Performative Ally In Medicine: [Invisible Challenges in Medicine Resource](#)
- CFMS anti-racism book club/ summer reading course: [sign up here](#)
- [Black Experiences in Healthcare Symposium Report](#)
- [Race, Health and Happiness podcast by Dr. Onye Nnorom](#)

We acknowledge that we should have always been providing this support to Black students. We hope you receive our sincerest apologies for our lack of proactivity to this real problem and we hope to do better in the days, weeks, months and years to come.

On behalf of the Medical Students’ Society of McGill University:

Rami Habib

Executive President | Président exécutif

Medical Students’ Society of McGill University

M.D., C.M. Candidate | Class of 2022