

# The CMA Nominations Committee Report, 2022

## Procedures

The CMA has followed its [Bylaws](#) and [Operating Rules and Procedures](#) to ensure a fair, transparent, effective and expeditious process.

Procedures that are not explicitly defined in the Bylaws or Operating Rules and Procedures were governed by the rules of order.

All conflicts of interest were declared and appropriately managed throughout the process. Individuals who were in a conflict of interest were recused from participating in deliberations and voting on relevant positions.

## 2022 highlights

- The call for expressions of interest was issued to a record number of organizations to encourage participation from historically under-represented groups. Candidates were asked to voluntarily self-identify across a range of skills and diversity attributes.
- The Nominations Committee approves and presents the Nominations Committee Report to General Council.
- Nominee bios are attached; any outstanding bios will be distributed electronically, as set out in these procedures.

## General Council ratification

- In accordance with section 13.4 (d) of the CMA Bylaws, the immediate past president will preside over the ratification elections at General Council.

## General Council president-elect election

- In accordance with section 12.3.4 of the CMA Bylaws, *“The following may submit a nomination for the Office of President-Elect, in accordance with the Association’s Operating Rules and Procedures: (a) any division, or the Nominations Committee in the case of a nominee from Quebec; (b) any 50 members of the Association.”*
- A nomination for president-elect was submitted by Doctors of BC under section 12.3.4 (a) of the CMA Bylaws.
- A nomination was subsequently submitted by 50 members of the association under section 12.3.4 (b) of the CMA Bylaws.
- Under section 12.4.1 (f) of the CMA Bylaws, the Nominations Committee may *“...submit, at its discretion, more than 1 nomination for any position to General Council.”*
- An election will be held for this position.

## Term commencement

- All terms will commence immediately following the Annual General Meeting.

## Resignations from elected positions

- According to the CMA Bylaws (11.5), should a position become vacant because of a resignation or other unforeseen circumstances, the Board of Directors will fill the vacancy.

## 2022 Nominations for Ratification

The names of the candidates presented for ratification are listed below. Bios for candidates are included in the order in which they appear in this list. Terms are up to three years, unless otherwise indicated.

POSITION	NOMINEE(S)	TERM
<b>Board of Directors</b>		
New Brunswick*	Allison Kennedy, MD	08/2022 – 05/2025
Prince Edward Island*	Larry Pan, MD	08/2022 – 05/2025
Quebec**	Jean-Joseph Condé, MD	08/2022 – 05/2025
Resident+	Esther Kim, MD	08/2022 – 08/2023
Student+	Santanna Hernandez	08/2022 – 08/2023
<b>Ethics Committee</b>		
Chair**	Barry Pakes, MD	08/2022 – 05/2025
Resident++	Olivia Lee, MD	08/2022 – 08/2023
Student+	Fiza Javed	08/2022 – 08/2023
<b>Nominations Committee</b>		
Resident+	Esther Kim, MD	08/2022 – 08/2023
Student+	Santanna Hernandez	08/2022 – 08/2023

\* 2nd three-year term

\*\* Initial three-year term, eligible for renewal

+ Initial one-year term, eligible for renewal

++ 3rd one-year term

## 2022 Nominations for Election

The names of the candidates presented for election are listed below. Bios for candidates are included in the order in which they appear in this list. The term is one year or until such time as their successors are appointed.

POSITION	NOMINEE(S)	TERM
President-elect	Kathleen Ross, MD	08/2022 – 08/2023
President-elect	Caroline Y. Wang, MD	08/2022 – 08/2023

## Dr. Allison Kennedy

Dr. Kennedy is a family physician in Perth-Andover, New Brunswick. He received his medical training in Nova Scotia and British Columbia and has been involved in all aspects of comprehensive rural practice.

Dr. Kennedy has served on the board of the New Brunswick Medical Society, as treasurer and chair of the society's finance committee and as its president (2010–11). He has been active in multiple attempts at primary care reform over the past 10 years, eventually leading to a new provincial delivery model (Family Medicine New Brunswick).



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## Dr. Larry Pan

Dr. Pan is a radiation oncologist and head of Prince Edward Island's provincial radiation oncology service. He obtained his MD from the University of Toronto in 2004 and FRCPC in radiation oncology in 2009.

He served as president of the Medical Society of Prince Edward Island in 2017–18 and as chair of its board of directors in 2018–19. With a strong interest in medical professionalism and health system innovation, Dr. Pan is motivated to support system transformational changes for sustainable high-quality health care.

He recently earned a master's certificate in physician leadership from York University's Schulich School of Business and a certificate in legal aspects of health care administration from Dalhousie University. Dr. Pan is an assistant professor with the Department of Radiation Oncology, Dalhousie University, and is the recipient of the Canadian Cancer Society's 2017 Excellence in Medicine and Health Award for Prince Edward Island.



## Dr. Jean-Joseph Condé

Dr. Condé practises family medicine in Val-d'Or and has been an active member of the Centre intégré de santé et de services sociaux de l'Abitibi-Témiscamingue since 1987, where he has worked in family medicine, emergency care and obstetrics. He is a faculty supervisor for McGill University medical students and family medicine residents.

Dr. Condé served as president of the Canadian Medical Protective Association (CMPA) from 2016 to 2018. Before that, he sat on the association's Executive Committee and several of its other committees; he presided over its audit, assistance scope, investment and file review committees. During his term as senior vice-president, he was an active member of the committee for the renewal of the association's 2015–2019 strategic plan.

Before joining the CMPA board, Dr. Condé sat on the board of the Fédération des Médecins omnipraticiens du Québec, first as vice-president of the Association des omnipraticiens du Nord-Ouest du Québec (AMONOQ) from 1989 to 1999, then as AMONOQ president from 1999 to 2002.



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## Dr. Esther Kim

Dr. Kim was born and raised in Winnipeg, Manitoba. She completed both her Bachelor of Science (Honours) and Doctor of Medicine at the University of Manitoba. She is currently in the fourth postgraduate year of a diagnostic radiology program, for which she serves as chief resident.

Dr. Kim values medical education and strongly believes that medical school and residency should be a welcoming and empowering educational experience. She is inspired by the resiliency and commitment that residents have demonstrated throughout the pandemic.

She served as president of the Professional Association of Residents and Interns of Manitoba (PARIM) through contract negotiations and the COVID-19 pandemic. She also fiercely advocated for residents as the president of Resident Doctors of Canada (RDoC) in 2020–21, especially with regard to examinations. She has developed strong relationships with national organizations and will ensure that she uses her experience and expertise as she continues in her roles as past president of PARIM and past president of RDoC.

Outside of medicine, Dr. Kim likes to volunteer and mentor in her Korean community. She enjoys spending quality time with her husband and is looking forward to travelling again one day.



## Santanna Hernandez

Mrs. Hernandez is Dene, from the Liidlii Kue Nation and Cold Lake First Nation on her father's side and Dutch on her maternal side. She was raised on the traditional territory of the Sto:lo Nation and spent many years as a guest on the unceded territory of the Sinixt (Lakes), Syilx (Okanagan), Ktunaxa and Secwepemc (Shuswap) nations, whom she honours for the many traditions and gifts they shared with her. Mrs. Hernandez is a mother of four children and working on her own healing journey from post-generational trauma and ongoing systemic racism.

She is a military medical student at the University of Calgary. She served as the first Indigenous president of the Canadian Federation of Medical Students and will continue to support the federation in the position of past president. She serves as co-chair on the ii'taa'poh'to'p student advisory circle and is continually working on research and initiatives to support Indigenous students at the university.

Mrs. Hernandez uses her leadership and governance experience to walk a parallel path with allies. Before attending medical school, she completed a Bachelor of Indigenous Social Work degree at the University of Victoria with a focus on Indigenous health and health policy.



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## Dr. Barry Pakes

Dr. Pakes is a public health and preventive medicine (PHPM) specialist, clinician, educator and researcher, with a special interest in public health and global health ethics.

He is the medical officer of health (MOH) of York Region as well as program director of the Public Health and Preventive Medicine Residency Program and global health academic lead at the University of Toronto. He has served in senior leadership positions including deputy chief MOH in Nunavut and associate MOH in several Ontario public health units. He is long-standing chair of the Continuing Professional Development Committee of Public Health Physicians of Canada and chair of the Jewish Medical Ethics continuing medical education series. He continues to work clinically in primary care and emergency medicine in Northern Ontario.

Dr. Pakes is a graduate of the PHPM Residency Program as well as the Family Medicine Residency Program at the University of Toronto. He has a PhD in public health ethics from the University of Toronto and was a senior ethics fellow at the World Health Organization. He also completed an MPH at the Harvard School of Public Health and tropical medicine training at the Gorgas Institute in Peru.

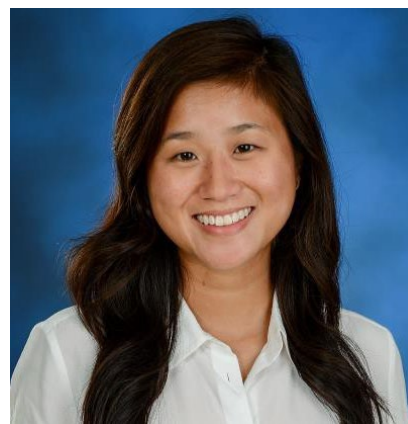


## Dr. Olivia Lee

Dr. Lee is a psychiatry resident at the University of Ottawa. In her life before medicine, she was a law student with research interests in health policy and ethics, including mental health law, genetic discrimination and neuroethics.

She completed her JD (Common Law) at the University of Ottawa before starting her residency and maintains a keen interest in understanding how ethical principles affect clinical practice. In 2019 she interned with Osler, Hoskin & Harcourt LLP and in 2018 with Senator Kim Pate. During this internship, she worked on several files involving medical ethics, including Bill C-56 (segregation in prisons and mental health), Bill C-375 (requirement for mental health information in pre-sentencing reports) and Bill C-404 (issues of paid surrogacy).

She previously served as a representative on the Canadian Federation of Medical Students and has contributed to position papers on learner privacy policy. She received her medical degree from the University of Ottawa in 2018, collecting several awards including a 2017–18 award for outstanding clinical performance in pediatrics and the 2013 Ontario Genomics Institute Summer Research Fellowship Program research grant.



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## Fiza Javed

Ms. Javed is a medical student at Queen's University, an entrepreneur and a CMA Ambassador. She is a racialized woman with over 10 years experience in advocacy, social justice and health equity. Ms. Javed has held leadership positions in numerous government, private, public health and not-for-profit organizations in the Quinte, Greater Toronto and Calgary areas.

Currently, she is an executive for the Municipal Day of Action, working alongside Kingston, Frontenac and Lennox & Addington Public Health, advocating for harm reduction and increased resources for people with mental health disorders.

She started volunteering at the age of 12 for the Heart and Stroke Foundation of Canada. She has held multiple advocacy roles including being a youth health ambassador for the local public health unit and a youth representative for the Community Development Council Strategic Planning, identifying housing and food insecurity concerns for vulnerable families. She was awarded the BMO Financial Group National Scholarship Award in 2013, which is based on academic merit, leadership and community service.

She has developed mental health and wellness teaching sessions for youth and virtual workshops for educators and health care workers in collaboration with social services agencies, Alberta Health Services and the Calgary Board of Education.



## Dr. Kathleen Ross

Dr. Ross is a family physician in Coquitlam and New Westminster, British Columbia; she does clinical work in community primary care and obstetrics and surgical assist work, including cardiovascular surgery, at Royal Columbian Hospital (RCH). She is a wife and mother of two. She holds a MSc in pathology and a MD from the University of British Columbia and teaches in the UBC Department of Medicine undergraduate and postgraduate programs.

Numerous leadership roles have provided Dr. Ross the opportunity to establish health care policy and lead grassroots improvement in both community and acute care services, including: past president of Doctors of BC; founding member and chair of the Fraser Northwest Division of Family Practice (FNDFP), RCH's Collaborative Services Council and FNWDFP's Shared Care Committee; and president of the RCH medical staff.

Dr. Ross is recognized for her interest in advancing technology in front-line clinical care. She has served as the physician lead and chair of the Pathways Patient Referral Association from inception to its current state as an indispensable online clinical and referral tool for physicians in BC and the Yukon.

As a founding member of Doctors of BC's Diversity and Inclusion Advisory Group in 2018 and physician lead for RCH's Antiracism and Unconscious Bias Working Group in 2021, Dr. Ross remains committed to fostering learning, awareness, education and ongoing implementation of inclusive, diverse and antiracist practices in health care.

In line with her commitment to ongoing quality improvement in health care, Dr. Ross recently completed the IHI Physician Quality Improvement Certificate Program targeting increased antenatal awareness of fetal movement changes to reduce adverse pregnancy outcomes at RCH.

Volunteerism is important to Dr. Ross. She has twice been recognized by Rotary International District 5050 for her health care educational training project work in remote Andean regions of Peru. She is a board member of Rotary World Help and the chair of the International Affairs Committee Chair for Rotary Club of Coquitlam. Dr. Ross works to awaken young women and girls to their possibilities and empower them via Girl Guides of Canada. In recognition of her long-standing community and international service work, Dr. Ross was inducted into the Terry Fox Wall of Fame in Port Coquitlam in 2019.



# Dr. Caroline Y. Wang

Dr. Caroline Wang has been a family physician in Richmond and Vancouver, British Columbia, since 1986. She has extensive leadership experience in organized medicine, community non-profits and senior administration. After graduating from the University of British Columbia in 1984, she was in full-time practice with active staff hospital privileges at Richmond Hospital for over 20 years. In 2014 Dr. Wang obtained a master's degree in public administration (MPA) from Robert F. Wagner Graduate School of Public Service, New York University, which is ranked No. 2 in health policy among US schools of public affairs by *USA Today*. Her courses included strategic leadership, non-profit governance, health policy and management, conflict management and negotiations.

Dr. Wang was elected as a director of the BC Medical Association (now Doctors of BC) for 10 years (1998–2008), including nine years as district delegate and one year on the executive as honorary secretary treasurer. She was on the CMA General Council for five years (2002–07). She served as president of the Vancouver Medical Association (2000–02), chair of the Area Medical Advisory Committee, Richmond Health Services (2002–05), and on numerous committees of the BCMA and Vancouver Coastal Health Authority. Her community leadership roles include serving as founding president of the Association of Chinese Canadian Professionals BC (2000–02), president of the Chinese Canadian Medical Society BC (1996–97) and president of the Federation of Chinese American and Chinese Canadian Medical Societies (2002–03). She is the founding president of the Coalition for Better Health Care Society (2018–present).

Dr. Wang was honored with the Primus Inter Pares Award of the Vancouver Medical Association (2015) and is a fellow of the New York Academy of Medicine.

