

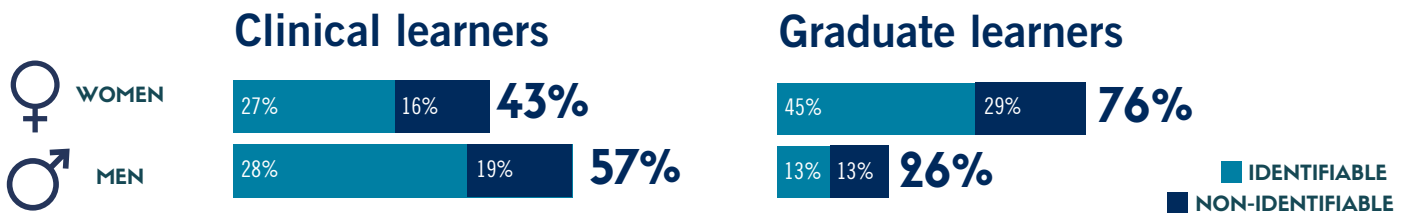
# Muslim Learner Experiences

*Selected findings from the 2021 Voices surveys*

Target Population	Data Collection	Response Rate
The Voices surveys are Attempted Censuses, that is, all registered learners in each cohort for the 2020-21 academic year were invited to participate in the survey. The survey was sent to all registered learners active for more than one month.	<b>MD Students</b>	April 13 to May 14
	<b>Residents</b>	RCPSC: Feb 24 to April 8 DFCM: May 26 to July 6
	<b>Clinical Fellow</b>	March 16 to May 6
	<b>GLSE</b>	March 23 to May 14

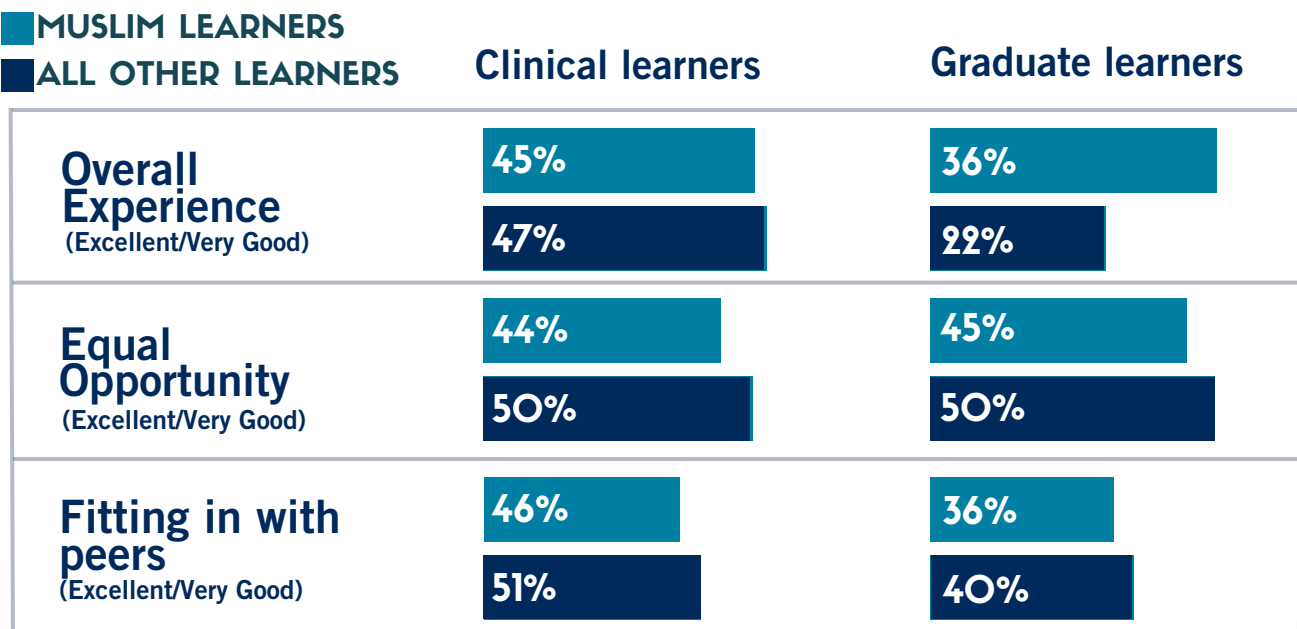
## Demographics

The gender identity and the ability to identify the religious belief of Muslim learners based only on their appearance varies at Temerty Medicine. Clinical students include the MD program, residents, and clinical fellows. Graduate & life science students include research programs in the Basic or Rehab Sciences.



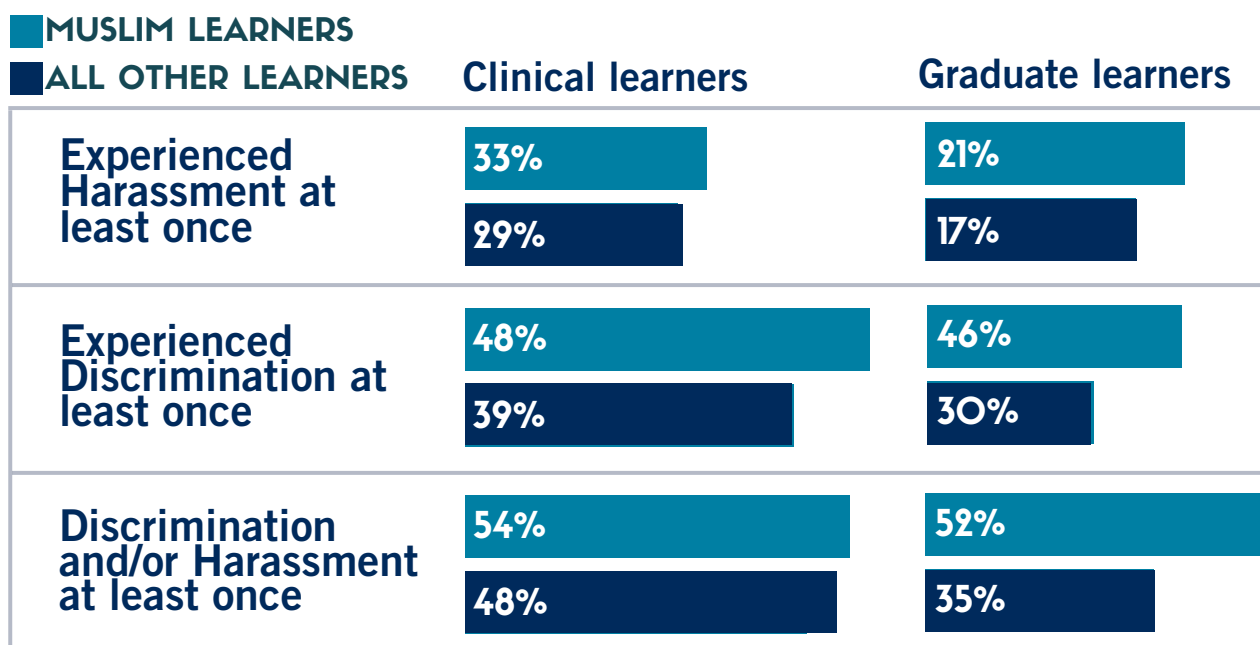
## Sense of belonging and equality

When comparing the experiences of Muslim learners Vs All other learners regarding "Overall Experience," "Access to Equal Opportunities," and "Feeling They Fit in With Their Peers," the data is somewhat consistent among the student body, with the exception of the graduate learners group, where the overall experience of the Muslims learners is more positive than the "All Other Learners" group.



## Mistreatment, harassment, and discrimination

54% of the Muslim clinical learners population and 52% of the Muslim graduate learners have experienced discrimination and/or harassment in the 20-21 academic year. Muslim graduate learners have experienced discrimination and/or harassment to a greater extent compared to the "All other learners" group.



## Initiatives to support Muslim community

- Appointment of inaugural Senior Advisor on Islamophobia (June 2021-Dec 2022)
- Listening Circles with Muslim learners, faculty and staff
- Bi-monthly meetings with MD program leadership and U of T chapter of the Muslim Medical Association of Canada
- MD program curriculum review and additions (Social Justice and Anti-Oppression, "Religious Discrimination in Medical Education")
- Diversity Dialogue event to commemorate and acknowledge the 1-year anniversary of the June 6, 2021 London terror attack
- Development of the TAHSN standards for religious attire for health care workers, learners and volunteers in hospital Areas with Sterile Procedures (ASP)
- Inaugural year-long post-doctoral fellowship in Islamophobia in Health Professions Education (Oct 2022)
- Education resources communicated via infographics and faculty-wide messaging (e.g. Ramadan, student handbook, Canadian Islamic History Month)
- Development, advising and support for faculty members as requested

These initiatives would not be possible without the hard work and dedication of Dr. Umberin Najeeb, whose advocacy in and beyond the Senior Advisor on Islamophobia role has raised awareness of the experience of Muslim community members at Temerty Medicine.