



2022/23

Annual Report



BC COLLEGE OF
FAMILY PHYSICIANS
The home of family medicine

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TERRITORY ACKNOWLEDGEMENT

The BC College of Family Physicians (BCCFP) is located on the unceded and traditional territories of the Coast Salish, including the traditional territories of x^wməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səlílwətał (Tsleil-Waututh) Nations. We also acknowledge that our members reside on various Indigenous territories across the province.

A MESSAGE FROM PRESIDENT DR. JUSTINE SPENCER, MD, CCFP



When I took over the role of BCCFP President in November 2022, my daughter was seven months old. She's now a busy toddler, and I'm excited to get to know her personality but it can also be challenging to figure out her needs. I see my Presidency mirrored in my experiences as a parent, from exciting new beginnings to the toddler stage, full of potential.

Early last year we were in the midst of our advocacy campaign, which was very successful. It was, along with the efforts of our colleagues, responsible for the creation of the new **Longitudinal Family Physician payment model**. This recognition was a new beginning, a re-birth, of family medicine in BC.

Alongside the feelings of hope and excitement, there comes a period of recalibration as the details of the new model and its implications continue to be worked through. Just as the work of a parent does not end when the baby phase is over, I believe we are now collectively in the toddler stage of the family medicine crisis here in BC.

Trying to figure out needs, plan for the future, and sometimes just get through the day. There is still a lot of work to be done, including working on team-based care, physician wellness, reducing administrative burdens, and supporting other areas of focused practice such as maternity care, long term care, and hospital work.

Just as it takes a village to raise a child, it takes our entire medical community working together to transform primary health care for the better.

Soon, we'll be launching a membership survey to better understand the needs of our members and determine the best route forward.

It's also important to celebrate the everyday wins of being a family physician and the truly incredible things we accomplish. This year, we focused on celebration and connection. We recognized our members' tenacious commitment to their patients and colleagues through our awards and honours program, as well as our BC Family Doctor Day campaign.

We have been meeting with the other family medicine organizations, forging new connections and building on existing ones. Just as it takes a village to raise a child, it takes our entire medical community working together to transform primary health care for the better.

Family docs: I see you and appreciate everything you do. Thank you for your continued dedication. Together, we can help to make family medicine more sustainable, accessible and equitable.

Dr. Justine Spencer, MD, CCFP
President

A THANK YOU FROM EXECUTIVE DIRECTOR TOBY ACHTMAN



I've had the privilege of working within family medicine as Executive Director of the BC College of Family Physicians (BCCFP) for ten years. As I transition into a new leadership role outside of health care, I look back on how we have evolved and grown – both as an organization and as a profession.

I want to thank all the Board members, family physicians, BCCFP staff and stakeholders that I've been fortunate enough to work with. I'm so proud of all that we have achieved together. I feel a lot of pride in my work and have spent time reflecting on the many amazing accomplishments during my tenure.

In 2014, the My Family Doctor Award was created as part of our initial engagement with patients. Reviewing the heartwarming nominations each spring is by far one of the highlights of the year at the BCCFP. The messages that we received over the years have showcased the amazing work of our members and how much you are valued by the patients you care for and colleagues you support.

On May 19, 2018 we established BC Family Doctor Day and organized for it to be proclaimed on an annual basis in the province, coinciding with World Family Doctor Day. This was the launch of the BCCFP's advocacy efforts to highlight the unique role of family medicine.

In 2019 we built on this effort and launched the [My Family Doctor Cares campaign](#) to sound the alarm on the ongoing erosion of longitudinal family medicine in BC. While this launch coincided with the onset of the pandemic and was put on a temporary hold, we relaunched a very successful campaign in 2022. Together, with our members and other associations, we advocated for greater investment in longitudinal family medicine, which contributed to a major refresh in family physician remuneration.

2019 was also the start of the BCCFP's journey towards reconciliation. I recently met with Drs. Elder Roberta Price and Rebekah Eatmon where we reflected on our journey to date and I am hopeful that this work will continue. I will cherish the relationships with these amazing women and the privilege and opportunity to support the BCCFP's [Declaration of Commitment to Cultural Safety and Humility](#).

While these are only a few of the highlights of the last decade with the BCCFP, they help to illustrate our continued efforts to improve sustainability and support for all specialists in family medicine. My overriding hope for the future is that family medicine will flourish and in turn more British Columbians will have access to care delivered by our incredible family physicians.

Toby Achtman
Executive Director, 2013-2023

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WELCOMING KENDRA JOHNSTON



To all of those that I've had the pleasure of connecting with over the last month, thank you for the warm welcome! With Toby's departure after more than a decade at the helm, I want to firstly express my deep gratitude for the trust and confidence of the Board. It's an incredible privilege to serve as the Executive Director of an association that plays such a crucial role in BC's healthcare landscape.

As we move forward, I envision the BCCFP as a dynamic organization that empowers family physicians to thrive in an ever-evolving healthcare landscape.

I also want to emphasize that none of this can be achieved without your support, collaboration, and dedication. I believe in the strength of our community, and I am eager to work alongside each and every one of you to achieve our shared goals.

Together, we can lead the way in advancing family medicine and shaping the future of healthcare in our province.

Thank you for entrusting me with this responsibility, and I look forward to working closely with all of you in the coming months and years.

Kendra Johnston
Executive Director



Thank you to the family physicians who have dedicated their time this year to driving forward the BCCFP's mission and vision and acting as ambassadors for the organization.

- | | |
|---|-------------------------------------|
| DR. JUSTINE SPENCER President | DR. ANA BOSKOVIC |
| DR. VINCENT WONG Vice President | DR. JOHNNY CHANG |
| DR. KATHERINE BELL Treasurer | DR. PREVEENA DHARMARAJ |
| DR. MARJORIE DOCHERTY Secretary | DR. PAUL DHILLON |
| DR. DAVID MAY Past President | DR. KATRIN LOVETT |
| | DR. CHRISTINE SINGH |
| | DR. SARAH TRANQUILLI-DOHERTY |
| | DR. SERENA VERMA |

BCCFP STRATEGIC PLAN 2021-2024

In January 2021, we launched a member survey to learn more about what's important to you. Your feedback informed the creation of our **2021-2024 Strategic Plan** below:

VISION

Inspired family physicians providing and supporting equitable, culturally safe, longitudinal care, for all British Columbians.

MISSION

We are the heart of family medicine in BC, providing leadership, support, advocacy, and education.

STRATEGIC PRIORITIES

ADVOCATE

for relationship-based, comprehensive, longitudinal family medicine.

SUPPORT, ACKNOWLEDGE, AND CELEBRATE

family physicians through all stages of their careers.

ADVOCATE

for culturally safe health care and demonstrate anti-racist approaches to address health equity.

As we near the end of this strategic plan's term, we are in the process of determining what the future looks like for BCCFP and our members. Keep an eye out for another survey in the coming months!

FACILITATING CULTURAL SAFETY AND HUMILITY PRACTISES



Dr. Elder Roberta Price providing a welcome at the BCCFP Leaders Dinner, May 2023.

CULTURAL SAFETY GRANTS PROGRAM

The BCCFP respects that Indigenous People have rich cultural and traditional practices that are part of their identity. We recognize how the many injustices experienced by the Indigenous People of what we now call British Columbia, continues to affect their health and well-being.

We are committed to continual learning and advocating for culturally safe health care to address health inequities.

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As part of this work, and our ongoing Declaration of Commitment to reconciliation, we created the BCCFP [Cultural Safety Grants Program](#) in February 2022. The first intake of recipients, selected by the Cultural Safety & Humility Working Group in September 2022, were awarded grants of \$5000 each and completed their projects in March 2023.

Some exemplary and thoughtful work came out of these initiatives, which represent new and continued building of relationships between family physicians and First Nations communities in BC.

We hope inspiration can be drawn from these examples and that they ignite meaningful action towards reconciliation efforts in BC and beyond.

Some exemplary and thoughtful work came out of these initiatives, which represent new and continued building of relationships between family physicians and First Nations communities in BC. Click a title to find out more.



Maternal care for the vulnerable *(Chetwynd/South Peace region)*

The team at Saulteau Health Centre conducted a study to address a knowledge gap in provider education around culturally safe and traditional prenatal care practices and highlight community supports and resources for complex prenatal conditions in pregnancy.



Traditional medicine workshops *(Victoria)*

The project aimed to deliver a series of traditional medicine workshops to family physicians, in partnership with the Victoria Native Friendship Centre.



Cultural safety and medication *(Courtenay/Comox Valley)*

Over 30 allied health care team providers – including representation from First Nations Health Authority (FNHA), Island Health, Comox Division of Family Practice/Primary Care Network, and private services – participated in the development and delivery of key resources on Plan W and Non-Insured Benefits of First Nations and Inuit Health Branch.



Bringing cultural recognition through art *(Penticton)*

Sylx artist Wynona Paul produced a large canvas painting (48"x70") that is now installed in the Fairview Medical Clinic entrance.



ER triage videos *(Prince George)*

This project aimed to produce a video and pamphlet, informed by regular consultation with community Elders, to help educate local family physicians and Emergency care providers on culturally safe care practices in the Emergency Room setting.



Public-facing WSÁNEĆ art at a local community health centre *(Victoria/Saanich)*

The project was aimed at funding a local WSÁNEĆ artist to create a prominent, public-facing mural and a sign at the new Island Sexual Health Community Health Clinic, in the SENĆOŦEN language, with direction from the "WSÁNEĆ Art Protocol" (2021) of the WSÁNEĆ Leadership Council, to welcome people of diverse Indigenous Nations into the clinic space.

Projects in progress:

The second call for project proposals closed on January 19, 2023. The BCCFP's Cultural Safety & Humility Working Group subsequently selected seven grant recipients to receive \$5000 each, listed below. We thank all those who applied.

1. JOURNEY HOME PROJECT: KNOWLEDGE TRANSLATION FOR THE NEXT GENERATION OF PALLIATIVE CARE PROVIDERS – [Saanich](#)

2. ST. PAUL'S HOSPITAL PERINATAL SUBSTANCE USE PROGRAM – [Vancouver](#)

3. CONTINUATION OF THE PG CULTURAL HUMILITY AND COMPETENCY WORKING GROUP – [Prince George](#)

4. A PLACE OF WELCOME: EXPRESSING CARE, SAFETY AND HUMILITY THROUGH PATIENT INTAKE FORMS – [Surrey-Langley](#)

5. COWICHAN MATERNITY CLINIC INDIGENOUS RECONNECTION & PRIMARY CARE NETWORK PRIORITY ATTACHMENT – [Duncan](#)

6. INTEGRATED LOCALLY PLANNED CULTURAL SAFETY KAIROS BLANKET EXERCISE – [Lillooet](#)

7. COWICHAN DISTRICT HOSPITAL EMERGENCY DEPARTMENT CULTURAL HUMILITY LEARNING AND DEVELOPMENT PLAN COMMUNITY ENGAGEMENT PROJECT – [Duncan](#)

Proposals for the third round of grants are being accepted until November 2, 2023. [Click here](#) for more information on how to apply!

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JULY

Our Ongoing Journey Towards Reconciliation

BCCFP Responds to Canadian Senate Report on Forced and Coerced Sterilization

SEPT

BCCFP Announces the Recipients of its First Intake of Cultural Safety & Humility Grants

NOV

BCCFP Launches Second Cultural Safety Grant Cycle

23

MAY



BCCFP Leaders Dinner: Dr. Rebekah Eatmon delivers the keynote address that explores the unique view of leadership from an Indigenous physician's perspective.

JUNE

BCCFP Announces the Recipients of its Second Intake of Cultural Safety Grants

BCCFP Shares Details of Completed Grant Projects

[Click here to read more about the BCCFP's journey towards reconciliation.](#)



Several of the recipients of the BCCFP's 2023 Physician Awards gathered at our Leaders Dinner in June: (from left) Dr. Anna Mason, Dr. Ella Monro, Dr. Bradley Little, Dr. Jennifer Lush, Dr. Robin Craven, Dr. Arielle Roberts, Dr. Nique Seper, Dr. Rachel Cook

BCCFP AWARDS RECIPIENTS 2023

Recognizing Our Incredible Recipients

More than 400 community members took the time to nominate family physicians from across the province. We heard stories of kindness, leadership, creativity, community engagement, unwavering support for patients and colleagues, and life-changing care.

Without exception, the nominations were full of admiration and gratitude, making clear what an incredible difference family physicians make in the lives of their patients.

[Find out more about this year's award recipients](#)

BC Family Physician of the Year



Dr. Jennifer Lush

According to one of her peers, Dr. Jennifer Lush has “selflessly changed the landscape of family medicine in BC for the better.” On entering medical school at UBC, she thought she was headed for a surgical career, but realized what she wanted most was an ongoing relationship with her patients, such as that unique to family physicians.

“Dr. Lush is an absolute inspiration to her colleagues, patients and friends. She truly exemplifies what it means to be an effective teacher, healer, scholar and wonderful human being. She is a beacon and leader in a time when we all need it so dearly.”

First Five Years of Practice Award



Dr. Bradley Little

Dr. Bradley Little provides longitudinal care to a diverse family practice in Vancouver, including specialized care for people living with HIV, transgender people, and the queer community.

“[Dr. Little demonstrates] exceptional advocacy by incorporating marginalized populations in his work while putting primary care at the forefront.”

College Coin Recipients

Dr. Sarah Chritchley
Dr. Cynthia Clark
Dr. Fiona Duncan
Dr. Melissa Gillis
Dr. Laura Harper
Dr. Brenda Hefford
Dr. Alison Howatt
Dr. Eric Juneau
Dr. Kelly Lau
Dr. Natalie Lee

Dr. Michelle Linekin
Dr. Greg Linton
Dr. Mark MacKenzie
Dr. Kevin V. McMeel
Dr. Ulrike Meyer
Dr. Ian Schokking
Dr. Shayne Soetaert
Dr. Michael Slatnik
Dr. Julia Stewart
Dr. Megan Taylor

Dr. Jeannine Thompson
Dr. Kevin Wade
Dr. Elizabeth Watt
Dr. Danica Whalley
Dr. Ray Wiss
Dr. Janice Wong
Dr. Philip Yoon
Dr. Maryam Zeineddin

Exceptional Teacher Honours:

Dr. Maria Anderson
Dr. Jessica Chiles
Dr. Sarah Culkin
Dr. Mohamed Elbira
Dr. Jessica Fenn
Dr. Karen Forgie
Dr. Nicholas Graham

Dr. Melissa Herr
Dr. Dimithra Hippola
Dr. Jasleen Kaur
Dr. Tracy Lee
Dr. David Li
Dr. Brian Mackay
Dr. Chris Newcombe

Dr. Mike Purdon
Dr. Megan Taylor
Dr. Alexis Thomson
Dr. Shaun Van Pel
Dr. Lisa Weger
Dr. Jennifer Woolsey

My Family Doctor Award

The My Family Doctor Award is nominated by patients and celebrates the doctor-patient relationship that supports good health. Five family physicians – one from each geographic health authority – received this year's award:



Dr. Ingrid Cosio
Prince George

“Going in feels like you are receiving a warm hug! Dr. Cosio puts you at ease, makes you feel like no question is a stupid one, and is genuinely interested in you as a person.”



Dr. Paul Graham
Chilliwack

“When his patients’ anxiety, fear, or shame is exposed, he is empathetic, kind, and non-judgmental. He considers not only [his patients’] physical health, but also their mental, emotional, and spiritual health.”



Dr. Anna Mason
Victoria

“[Dr. Mason] believed in me and saw the potential I still had to recover and make positive changes in my life when it felt like I had no hope left. If it was not for Dr. Mason I would likely not be graduating this spring!”



Dr. Sheldon Howard
Vancouver

“[Dr. Howard] recognizes that homelessness and poverty are complex issues that require a multifaceted approach. He takes the time to get to know his patients and understand the underlying issues that may be contributing to their health problems.”



Dr. Ella Munro
Princeton

“She is our family doctor. First she had my husband and I and then added my mom when she moved to town as she aged. She then added my daughter-in-law who was pregnant and didn’t have a doctor. Then my son and new baby. Truly a family doctor.”

We also recognized exceptional family medicine residents in the following categories:

BCCFP R2 Resident Award:



Dr. Rachel Cook
Kamloops

“[Dr. Cook] is a key member of the team that goes the extra mile for her fellow residents to make them feel loved and supported.”



Dr. Robin Craven
Surrey South Fraser

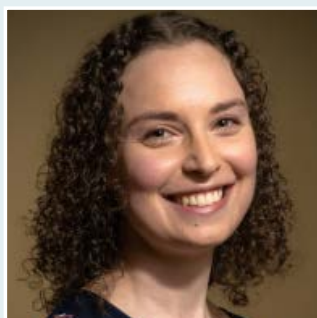
“[Dr. Craven] feels passionately about ensuring that under-served communities have well-matched physicians to care for them [and is] a tireless advocate for the value of family medicine.”



Dr. Cassia Tremblay
Kootenay Boundary

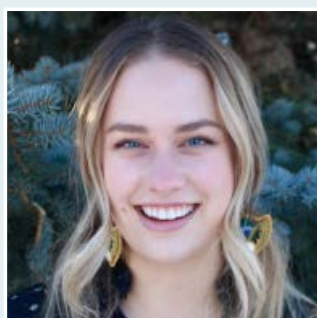
“[Dr. Tremblay is] the doctor we all want to be and want to have care for us and our families.”

Dr. Manoo and Jean Gurjar Award:



Dr. Arielle Roberts
Campbell River

“[Dr. Roberts is] passionate about full-service family medicine as well as being a committed advocate and leader for her peers and the patients she cares for along the way.”



Dr. Nique Seper
Vancouver Island

“[Dr. Seper is] an inspiration for her fellow residents in terms of social justice, anti-colonial and pro-Indigenous rights.”

LIFE AFTER RESIDENCY

An Insight from Dr. Cassia Tremblay



Thank you for sharing your insights with current and future family medicine residents, Dr. Tremblay! Please tell us a bit about yourself.

My name is Dr. Cassia Tremblay (still getting used to saying that). I completed my residency in the UBC Kootenay Boundary rural program, spending my time in Nelson, Castlegar and Trail. I'm now splitting my time between the Kootenays and Victoria, balancing my time between the mountains and my family!

How does the reality of practising family medicine in BC compare to your expectations based on your experience during residency?

The transition to practice has had a lot of administrative hoops to jump through, in fact I'm still jumping through them. I was expecting the administrative burden of the clinical work itself, but not necessarily the administration of the transition.

I have already been offered so many opportunities for interesting and impactful work across the province. I knew most communities were in need of family doctors and locums, but it's been a bit overwhelming being faced with the need itself.

On the other hand, I am really grateful for the opportunities for new graduates out

there and I am excited to keep exploring all the options. From my perspective, the reality of what we do for work and the impact and importance it holds for so many is eye opening. Thankfully so many that came before me are offering words of wisdom; as much as I am willing to lean into their advice, it is there and useful.

BC was the only province to fill all of the family medicine residency spots this year - why do you think that is?

British Columbia is a beautiful place to live, that's no secret! The opportunities to craft a professional life with endless outdoor lifestyles are certainly a main reason I want to practice in BC. I also hope that students finishing medical school see the changes that have started to happen in regards to payment models as a bolstering of provincial support for family practice and the start of ongoing improvements in primary care. As for the residency itself, I do feel my training prepared me really well for family practice. UBC has a great reputation and has such a variety of training sites that applicants are able to tailor their training to their career goals.

What are your hopes for the future of family medicine and what advice would you give to current and future family medicine residents in BC?

From my perspective, the reality of what we do for work and the impact and importance it holds for so many is eye opening

I hope that we can continue with forward momentum towards a system that works for both patients and providers. I would encourage current and future family medicine residents to think creatively about how they can practice medicine in a way that meets the needs of their community while also problem-solving around some of the challenging aspects of family practice like increasing patient complexity and overhead costs. It can be overwhelming thinking of how to embrace technological changes, integrate team-based care, and other necessary adaptations. However, at the end of the day innovation happens one step at a time. I believe each family doc can advance family practice by showing up for their communities and practicing their own values.

SUPPORTING THE NEXT GENERATION OF FAMILY PHYSICIANS

DINNER WITH DOCS

This spring, we welcomed over 150 UBC medical students who took the opportunity to learn about the experience of being a family physician during our annual Dinner with Docs series.

We held one virtual session in mid-March, followed by three in-person events in April; one in Kelowna and two in Vancouver. Questions ranged from: the difference between rural and urban practices and what life is like for physicians with children, to the new LFP payment model and how to decide if family medicine is for you.

Thank you to all of the incredible family physicians who volunteered their time to share their experience with the next generation of family physicians:

Drs. Katherine Bell, Laura Birdsell, Johnny Chang, Riley Davidson, Marjorie Docherty, Fahreen Dossa, Kalen Geddes, Hira Gill, Jason Kason, George Ko, Taran Main, Amy McInerney, Adrian Morris, Devyn Parsons, Jennifer Parsons, Mike Purdon, Julia Ridley, Justine Spencer, Gordon Stahl, Omesh Syal, Sarah Tranquilli-Doherty, Lizanne Ventor, Serena Verma, Vincent Wong and Angie Xiong

MEDICAL STUDENT CONFERENCE



It was a privilege to once again host an in-person conference for UBC medical students interested in the unique specialty of family medicine. We were joined by esteemed family physicians from across the province who demonstrated their passion for and dedication to family practice. Topics ranged from: the value in rural family medicine and how to treat pain with compassion to remuneration models and tips on how to complete a successful family medicine application.

A special thank you to all of this year's inspiring family physicians who joined us:

Drs. Rupri Brar, Rebekah Eatmon, Christine Singh, Justine Spencer, Cassia Tremblay, Melanie van Soeren, Shaun Van Zyl, Fred Voon, Vincent Wong and Maryam Zeinidden.

MEDICAL STUDENT SCHOLARSHIPS

Each year, the BCCFP awards \$1,000 BCCFP Medical Student Scholarships to two fourth-year medical students graduating from UBC and entering postgraduate family medicine training in Canada.

This year's recipients are:



Dr. Olivia Yau

Olivia is a medical student at the UBC Vancouver Fraser Family Medicine program and a graduate of UBC's Vancouver Fraser

Medical Program. She previously completed a Masters in Experimental Medicine at Queen's University where she optimized vascular ultrasound in the detection of atherosclerotic plaques using phantom models. With the onset of the pandemic, she adapted her research on artificial intelligence (AI) in Point-of-care ultrasound (POCUS) to COVID-19 as part of the UBC Data Science and Health (DASH) research cluster. From her work, Olivia recognized the role AI has in modern medicine.



Dr. Chenxi (Bessie) He

Dr. Chenxi (Bessie) He grew up in Vancouver and completed both her undergraduate and medical

degrees at UBC. She has been interested in pursuing Family Medicine since before medical school when she worked part time as an MOA at a local family practice for over 4 years. She established long term relationships with those family doctors who eventually became her mentors and friends. She still keeps in contact with the same family practice and helps out every fall with flu vaccine clinics. Though she kept her options open during medical school, she has always been drawn back to the rewarding and diverse experiences of Family Medicine.



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