

PIIP and You:

In January 2021, the College of Physicians and Surgeons of Alberta launched the [Physician Practice Improvement Program \(PIIP\)](#) to help the college and its members fulfill regulator obligations within the *Healthcare Professions Act*. The program requires members to use data to identify opportunities for growth within your practice, create an action plan to address it, and finally demonstrate progress towards your goals. The program consists of three activities: a practice-driven activity, an activity relating to the CPSA Standards of Practice, and finally a personal development activity.

We at INclusion INCorporated are here to help you meet your personal development activity needs – and provide meaningful ways to continue your professional growth and development.

Who We are and How We'll Help You:

INclusion INCorporated is a full-service equity, diversity and inclusion consulting firm – we support our clients to articulate their goals clearly and set out a path to work towards them. We deliver focused, customized solutions that help our clients meet their individual needs through trainings, action plans, and accountability check-ins. Our team is comprised of folks with a range of skills, expertise and lived experiences in diversity, equity and inclusion. We work with clients across Canada to support their individual and collective progress towards cultures of belonging.

We meet you where you are – and then we develop your approach forward together, supporting each phase of your plan and development.

We provide an annual Personal Development EDI Membership to access the services below which will support you to meet the *Personal Development* pillar of PIIP:

Personal Development Planning (Action Plan):

We help you identify areas for growth and then create a targeted action plan towards meeting those goals. We also serve as an accountability partner through quarterly check-ins to reflect on your progress and ensure that you make progress on your development plan. We can also advise you on self-paced e-learning courses and other resources that will help you meet your specific needs and goals.

This offering will include an initial session where we work through areas that you are feeling challenged by and where you see opportunity, and we then co-create your personal development plan. This will create a framework of how we support you through your journey.

Assessment and Reporting (Personal Progress Report):

At the beginning of this process you will undertake an assessment survey. This survey will explore your current state within topic areas and connect to your personal action plan. We will then work with you to track progress including a follow up survey tool, documenting certificates for trainings undertaken

(either with us or through other programs) and create an individualized personal progress report that is designed to meet the requirements of the CPSA PPIP Personal Development Activity.

Trainings:

We understand that your time is valuable. Our microlearnings start at just 60 minutes and our full-length trainings have a run time of 2 hours. We host ongoing training opportunities that you can opt into with your membership to ensure that you have access to content and learnings as you are ready for them.

These trainings can be used to advance your understanding of equity – and help provide tools and knowledge towards a more empathetic, inclusive practice.

Topics include but are not limited to:

- Intro to Inclusion
- Anti-Racism
- Indigenous Peoples
- Bias Awareness
- Allyship
- Microaggressions
- Considering Language
- Trauma-Informed Practices
- Gender Identities
- Pronouns
- Gender Equity
- 2SLGBTQ+ Inclusion
- Inclusive Leadership

When you register for your membership you will then receive invitations to each training as it is offered, and we guarantee six training opportunities per year to choose from. You will also receive access to our topic specific resources. Upon completion of each training, you will receive a certificate of completion and it will be added to your Personal Progress Report.

J.E.D.I Executive Coaching:

We recognize that our clients sometimes need additional support in order to move forward with their Justice, Equity, Diversity and Inclusion (JEDI) goals. We are pleased to offer JEDI Leadership Coaching to provide you with supportive tools, resources and assistance.

Coaching is delivered through one-on-one or small group sessions to support you as you navigate the work and changes that they want to bring forward in your personal practice. JEDI Executive Coaching is an additional fee.

Registering for Your Membership

The annual Personal Development EDI membership includes:

- Consultation to co-create your goals for your Personal Development Plan
- Personal Development Plan (Action Plan)
- Quarterly check ins
- Personal Progress Report
- Access to Training workshops

The annual membership fee is \$750 plus tax.

A receipt will be provided to you to support claiming this as business expense.

To register for your membership or to ask questions please email support@inclusionincorporated.com

We look forward to supporting your personal development journey in equity, diversity and inclusion!