

# CMA CHARTER OF SHARED VALUES

## DRAFT FOR CONSULTATION

### INTRODUCTION

*What is it?*

The CMA Charter of Shared Values aims to identify values and commitments that articulate what physicians owe to each other and to the profession, in order to further strengthen professional responsibilities to which physicians can commit in support of a unified profession, in the service of patients, serving as a shared accountability for patient care.

*Why does it matter?*

We achieve the highest degree of both individual and collective success when we work together, commit together and believe together; when we share a clearly articulated set of common values, virtues and principles; and when we subscribe to the same explicit and implicit understandings.

### COMMITMENTS TO EACH OTHER

#### 1. RESPECT: *OUR MOST IMPORTANT SHARED VALUE*

**As a physician, I will strive to be respectful; I will recognize that everyone is worthy of intrinsic respect, ought to respect others and their own personal and professional dignity, and will aim to promote respect through collaborative training and practice.**

#### 2. INTEGRITY

**As a physician, I will strive to always act with integrity; I will behave in an honest and trustworthy manner, with consistency of intentions and actions, to sustain the public's trust and act with moral concern to promote effective leadership and to achieve a good outcome.**

#### 3. HUMILITY

**As a physician, I will strive to act with humility; I will be humble in my dealings with my physician colleagues and I will recognize the role that so many others, whether teachers, colleagues or learners, have played in my success.**

#### 4. CIVILITY

**As a physician, I will strive to be civil; I will respect myself and others, and in particular those with whom I may not agree; and I will enter into communication with my physician colleagues with an attitude of active and open listening, whether it be in person, written or virtual.**

#### 5. RECIPROCITY

**As a physician, I will strive to cultivate reciprocal relationships; I will share and exchange my knowledge and experience with my physician colleagues; and I will be generous with them in spirit and in time.**

## COMMITMENTS TO THE PROFESSION

### 1. COMMITMENT TO PROMOTING A CULTURE OF RESPECT AND COLLEGIALITY

*As a physician, I will strive to build a culture based on mutual respect and collegiality where physicians treat each other as people in a shared endeavor, and promote civility. I will strive to:*

- *Cultivate* respectful, open, and transparent dialogue and relationships
- *Take responsibility* for promoting civility and confronting incivility within the profession
- *Recognize* the relative value among specialties and across the educational spectrum, and of the profession's shared contributions within health systems

### 2. COMMITMENT TO PROMOTING A CULTURE OF SELF-CARE AND SUPPORT

*As a physician, I will strive to build a culture of self-care and support where physicians are empowered to ask for help and are supported to care for their own physical, mental, and social well-being. I will strive to:*

- *Value and promote* physician health and wellness
- *Cultivate* an environment of psychological safety, conducive to challenging the status quo without fear of negative reprisal
- *Recognize* that both individual and system-level barriers contribute to health and wellness-related issues

### 3. COMMITMENT TO PROMOTING A CULTURE OF LEADERSHIP AND MENTORSHIP

*As a physician, I will strive to foster a culture of leadership and mentorship across the career life cycle. I will strive to:*

- *Encourage and enable* opportunities and participation in leadership roles across all levels of training and practice
- *Promote and enable* formal and informal mentorship opportunities and training across all levels of training and practice
- *Value* the exchange of knowledge and experience and encourage reflexive relationships (bi-directional) across all levels of training and practice

### 4. COMMITMENT TO PROMOTING A CULTURE OF INQUIRY AND REFLECTION

*As a physician, I will strive to foster a culture of inquiry and reflection that values and enables reflective practice, individually and collectively. I will strive to:*

- *Value and enable* collective inquiry and self-reflection to effect meaningful change
- *Foster* curiosity and exploration to identify strengths and capabilities of teams and health systems to generate new possibilities for action
- *Cultivate* strong connections and relationships between, and meaningful interactions with, colleagues

### 5. COMMITMENT TO PROMOTING A CULTURE OF DIVERSITY

*As a physician, I will strive to foster a community of practitioners that reflects the diversity of the communities they serve. I will strive to:*

- *Promote* diversity within the profession to be receptive and responsive to the evolving (physical, emotional, cultural, socioeconomic) needs of our patient populations
- *Foster* a training and practice environment where diverse and unique perspectives, across generations, are heard and appreciated
- *Value* the importance of these perspectives within the medical profession, even when they may not be my own