

# CMA CHARTER OF SHARED VALUES

A vision for intra-professionalism for physicians

## What it is

The CMA Charter of Shared Values aims to identify shared values and commitments to each other and to the profession to which physicians and learners can commit to promote trust and respect within the profession and for each other, and identify opportunities for engagement and leadership to promote civility and confront incivility within the profession.

## Why it matters

The Charter is intended to further strengthen professional responsibilities in support of a unified and aligned profession. 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

Our most important shared values



### Respect

As a physician, I will strive to be respectful; I will recognize that everyone has inherent worth, is worthy of dignity, and has the right to be valued and respected, and to be treated ethically; I will respect others and their personal and professional dignity; and I will aim to promote and model respect through collaborative training and practice.



### Integrity

As a physician, I will strive to act with integrity; I will act in an honest and truthful manner, with consistency of intentions and actions; and I will act with moral concern to promote and model effective leadership and to achieve a good outcome for patients.



### Reciprocity

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



### Civility

As a physician, I will strive to be civil; I will respect myself and others, regardless of their role, even those with whom I may not agree; I will enter into communication with my physician colleagues with an attitude of active and open listening, whether it be in person, in writing, or virtually; and I will accept personal accountability.

# COMMITMENTS TO THE PROFESSION

## 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 family medicine and specialties and across the educational spectrum, and of the profession's shared contributions within health systems
- Model healthy and supportive training and practice environments.

## 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 physician health and wellness and promote a professional culture that recognizes, supports, and responds effectively to your needs and colleagues in-need
- Cultivate an environment of physical and psychological safety, conducive to challenging the status quo, as well as encouraging helpseeking behaviours, without fear of negative reprisal
- Recognize that both individual and system-level barriers contribute to health and wellness-related issues and advocate for cultural and systemic change to remove barriers.

## 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, practice, and health system delivery
- Promote and enable formal and informal mentorship opportunities and leadership training across all levels of training and practice
- Value the exchange of knowledge and experience and encourage reflective relationships (bi-directional) across all levels of training and practice.

## 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.

## Commitment to promoting a culture of quality

As a physician, I will strive to foster a culture of quality and quality improvement. I will strive to:

- Foster intra- and inter-professional collaborations and promote collaborative models of care
- Provide high quality patient care and have a view to continuous improvement at the practice and system level, and commit to developing and applying the skills and techniques of quality improvement
- Understand that quality improvement is a critical and life-long part of education and practice; participate in maintaining professional standards in myself and my colleagues
- Engage patients, families, and caregivers in the process of improvement.

## Commitment to valuing 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, cultures and abilities, are heard and appreciated
- Foster diversity in leadership across the full spectrum of leadership roles within the profession and health systems
- Value the importance of these perspectives within the medical profession, even when they may not be my own patients, families, and caregivers in the process of improvement.