

WIN 2 - The Integration Journey

Starting the Journey

Host:

When healthcare organizations hire and integrate internationally-educated health professionals, they start a journey towards cultural competence, developing a work environment where all members of the team understand, communicate, and interact effectively with each other across cultures. Because of its benefits, this is a journey worth taking. One that develops over time with guidance, experience, and self-knowledge. In this course we'll take you through a process of self-reflection, examining the concept of culture. We'll look at how culture can have an impact on an organization and its team members. We'll also hear from some people taking similar journeys towards cultural competence - some just at the beginning, and others who arrived long ago.

We've asked a group of internationally-educated health professionals to go through a self-reflective process as well, sharing some personal insights about their own cultures. Let's meet them.

Dr. Amardeep Bhullar, India:

In India I was a doctor; I was a dentist; and later on I did my post-graduation in Masters in Public Health. I took care of a whole village, and I transferred the maternal and child health department. So we wanted to get good figures, good data; we want to reduce the maternal mortality. Canadians focus on public health, so I wanted to give a boost to my career, so I came here; I landed up here, and I landed here on 8th July [2016]. I'm looking into that - what should I go - but first Dental Assistant is for sure. After that I'll do something in public health.

Dr. Mai Sherif, Egypt:

I came from Egypt three years ago, and I live here now. I have more than 20 years' experience in medical field. I decided that I may want to come here to Canada and give my children better education system and also healthcare system. I decided that I maybe I will not go for license to work as a clinician. I like research too, very much, so I chose that as an alternative career. So I'm now enrolled in the McMaster Clinical Research Certificate Associate in McMaster University. I hope this certificate will help me to find a job here in Canada.

Dr. Tushar Malavade, India:

I did my post-graduation in Medicine from 2004 to 2007. And then I did my Nephrology training. And I finished my exams in like 2011 and then I applied for Clinical Fellowship, so I did Clinical Fellowship, came in here, two years. Then I did a Transplant Fellowship, and while I was doing my fellowship I actually changed my mind; rather than going back to India - I had a discussion with my wife - and now I'm starting to do my residency in Canada. So I'm doing Medicine for three years, and then going back to Nephrology.

Kenneth Cruz, The Philippines:

I'm a Registered Nurse from the Philippines. So I came here in 2010 after graduating school in the Philippines. Now I'm a Registered Nurse so that's - it took me, I would say, five years; so here I am, doing general nursing, and also I work part-time at a dentist's office just across the street. I was thinking about continuing on and becoming a Nurse Practitioner.

Dr. Umberin Najeeb, Parkistan:

My name is Umberin Najeeb and I'm an Internist working at Sunnybrook Health Sciences Centre. I'm also an Assistant Professor at Department of Medicine at University of Toronto. I'm an internationally-trained physician; I'm Canadian for the last 12 years, and I was a practising physician back in Pakistan. So I applied for an Educational Fellowship through Sunnybrook and University of Toronto Hospitalist Program, and I got hired as a Hospitalist Fellow in August of 2006. I passed my Royal College Internal Medicine exam in spring of 2009, and then started working here at Sunnybrook in Department of Internal Medicine.