

Annual Report

April 2017-June 2018



Alberta Indigenous Mentorship in
Health Innovation (AIM-HI) Network

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INTRODUCTION

We are pleased to share with you this report, which details the first year of the Alberta Indigenous Mentorship in Health Innovation (AIM-HI) Network. The AIM-HI Network is one of eight Indigenous mentorship nodes funded until 2022 by the Canadian Institutes of Health Research (CIHR). AIM-HI exists to enhance capacity in health research led by Indigenous scholars in Alberta. Our activities are designed to support Indigenous graduate students and new investigators who are in health research disciplines, recruit Indigenous students to health research careers, generate evidence on wise practices for Indigenous mentorship, and advocate to institutions to enable Indigenous promotion and success in academic and in health research more broadly.

AIM-HI NETWORK OBJECTIVES

1. Identify supports for success and resilience while overcoming barriers that impact Indigenous learner success and new investigator transitions from study to workforce that largely neglects the socio-political histories caused by colonization and settler colonialism.
2. Reorganize health research mentorship around cultural and community principles and values to address the dynamic, transactional facets of career development for Indigenous learners.
3. Expand and enhance an intergenerational mentorship network among Indigenous mentees, in relation to Indigenous and non-Indigenous community and academic mentors, to build an inter-disciplinary community of practice committed to Indigenous health research.
4. Develop a knowledge base on wise mentorship practice for the training of Indigenous health researchers that leads to better career outcomes, as well as sustained professional and community relationships.
5. Advocate for continued systemic change necessary to equitably promote Indigenous health researchers for success in academia and beyond.



CORE EXECUTIVE COMMITTEE

The original co-Principal Investigators form the Core Executive Committee and include:

Cheryl Barnabe	University of Calgary	Medicine	Métis
Lindsay Crowshoe	University of Calgary	Medicine	Blackfoot
Cora Voyageur	University of Calgary	Sociology	Dene
Robert Henry	University of Calgary	Sociology	Métis
Karlee Fellner	University of Calgary	Education	Cree/ Métis
Cheryl Currie	University of Lethbridge	Public Health	Settler

During our first year we also welcomed the following to the Core Executive Committee:

Rita Henderson	University of Calgary	Medicine	Settler
Jennifer Leason	University of Calgary	Anthropology	Saulteaux
Adam Murry	University of Calgary	Psychology	Chiricahua Apache

This core team meets monthly to review progress and identify new opportunities that will support the AIM-HI mandate.

The application also included 2 principal knowledge users (Dr. Esther Tailfeathers and Ms. Bonnie Healy), 12 co-investigators, 13 collaborators, 10 trainees, and 5 partners.

COORDINATORS AND RESEARCH SUPPORT

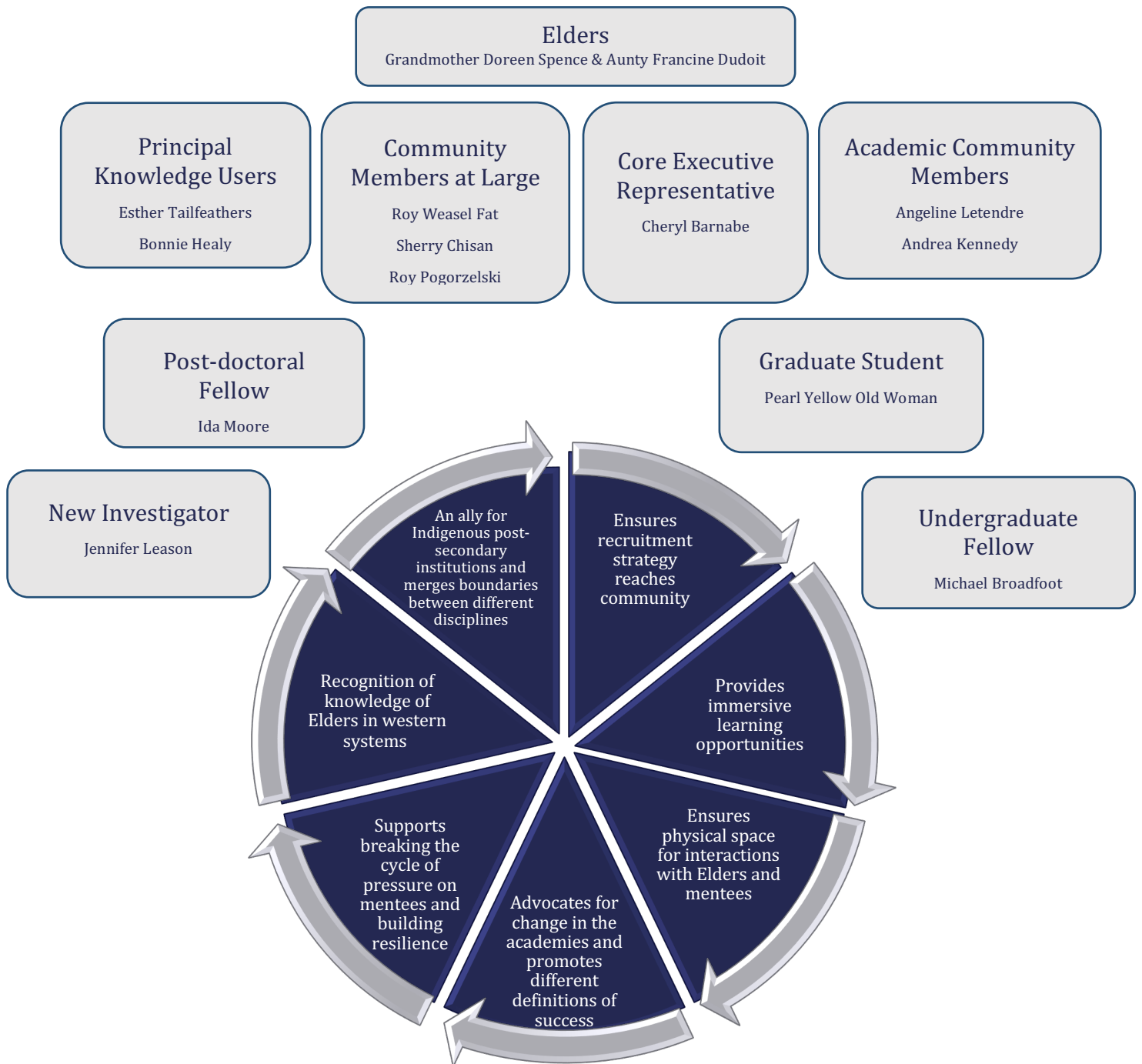
Thomas Snow is the central coordinator, located at the University of Calgary.

Jillian Barnes is the coordinator at the University of Lethbridge.

Sharon Foster-Bodiguel has supported the mini-research day module development and mentor resource development literature searches.

COMMUNITY ADVISORY COMMITTEE (CAC)

The Community Advisory Committee provides guidance to the AIM-HI Network CEC, including the identification of new ideas and emerging opportunities; connection to communities throughout the province; and insights into mentee experiences and challenges. The first meeting was held in April 2018.



OPERATIONAL COMMITTEES

Leadership and oversight of AIM-HI Activities is distributed through 7 Operational Committees, which are:

Intergenerational Mentorship Gatherings and Sweats: Karlee Fellner

Annual Retreat: Cora Voyageur and Jennifer Leason

Mentor Development: Lindsay Crowshoe

Communications and Collaborations: Cheryl Barnabe

Student Stipends: Cheryl Barnabe

Recruitment: Robert Henry and Jennifer Leason

Evaluation: Cheryl Currie, Rita Henderson, Adam Murry



INTERGENERATIONAL MENTORSHIP GATHERINGS AND SWEATS

Mandate

Support the academic success, leadership skills, psychosocial needs, and cultural affirmation of mentees through experiential learning, oral knowledge sharing, and cultural and academic mentorship



Achievements

- 3 Meetings have been held

November IMG	February IMG	April IMG
Red Lodge Native Centre (U of C)	Crowsnest Hall Multipurpose Room (U of C) & Office of Academic Indigenization (MRU)	Women's Resource Centre (U of C) & Iniskim Centre (MRU)
15+ participants	10+ participants	10+ participants



ANNUAL RETREAT

Mandate

Create and strengthen relationships, develop skills, and provide learning

Achievements

- The annual retreat was held in Banff on May 9 and 10, 2018, attended by 38 people. The agenda included a pipe ceremony, a keynote presentation by Dr. Mike Degagne, President of Nipissing University and former director of the Aboriginal Healing Foundation; a panel presentation by Dr. Cora Voyageur, Dr. Angeline Letendre and Dr. Lindsay Crowshoe on their experiences as researchers; research presentations by AIM-HI Mentees; and a workshop on the elements of mentorship.



MENTOR DEVELOPMENT

Mandate

Provide resources to support mentorship, build knowledge and skills in Indigenous mentorship

Achievements

- A full literature review on mentorship models has been completed. The workshop at the retreat provided an opportunity to discuss the elements of Indigenous mentorship which will be expanded on further.



COMMUNICATIONS AND COLLABORATIONS



Mandate

Expand knowledge of AIM-HI to mentees and community and identify emerging opportunities

Achievements

- Website and social media links were launched in November 2017 – over 134 subscribers!
 - Website: <https://obrieniph.ucalgary.ca/aim-hi/>
 - Facebook: <https://www.facebook.com/aimhinetwork/>
 - Twitter: @aimhinetwork

- Weekly update newsletters are distributed by email and summarize training and funding opportunities, upcoming conferences and events, and announcements on the achievements of our Indigenous scholars. Old versions are posted on the website for reference.

- AIM-HI co-hosted an Indigenous Health Research Forum on May 15th along with the Group for Research with Indigenous Peoples (O'Brien Institute for Public Health) and the Indigenous Health Dialogue (Strategic Partnerships and Community Engagement Office, Cumming School of Medicine). At this event we honored our AIM-HI mentees and a recent graduate from the Community Health Sciences program.

- Attendance/representation at:
 - National Gathering of Elders, Edmonton September 2017
 - Kainai Relationship Development Event in the community of Kainai on October 19, 2017
 - Grand Opening of the Office of Academic Indigenization at Mount Royal University on January 26, 2018
 - PEKE Pathways Gathering in Lethbridge on June 25-27, 2018

- Monthly teleconference with other IMNPs/national IMNP
- Letters of support provided for grant applications (Canadian Indigenous Nurses Association, Networks of Excellence in Indigenous Health Research applications and a National Centre of Excellence)
- Student Dinners – AIM-HI has held 2 student dinners in partnership with the Undergraduate Medical Education (UME) office's Aboriginal Health Program (AHP).
 - September 28, 2017
 - May 14, 2018 with Dr. Evan Adams



STUDENT STIPENDS

Mandate

Provide funding awards to Indigenous scholars in health research careers

Achievements

- Calls for applications for undergraduate summer studentships and graduate stipends were made in the fall of 2017, and awardees were announced in 2018.
- Awardees include:
 - Undergraduate Summer Studentships – Michael Broadfoot, Jillian Bear Chief, Rain Desjarlais, Bo Singer
- Graduate Mentorship Stipends– Dawn Rault, Pearl Yellow Old Woman, Ashley Cornect-Benoit, Nevada Ouelette, Sharon Foster, Wayne Clark
- A Travel Bursary competition to support attendance at the National Gathering of Graduate Students was launched in June 2018





RECRUITMENT

Mandate

Promote health research careers to a new generation of Indigenous students

Achievements

- Participation at Health Fairs
- A literature review has been completed to inform the development of mini-research day modules.
- Digital Storytelling videos of mentors and mentees have been recorded and are in edit
- Support of the Indigesteam science camp

Distributed

45 Backpacks

55 Notebooks

75 Pens

75 Tattoos

20 Stylus'

25 Bracelets

80 Pamphlets



Stoney Health Fair

100+ Attendees



Siksika Health Fair

300-400 Attendees



EVALUATION

Mandate

Identify mentee needs to ensure alignment with activities offered by AIM-HI, and evaluate the effect of the network

Achievements

- Our Network objectives were used to create a baseline quantitative survey and qualitative interview script. Ethics approval to begin data collection was achieved from each of our partner institutions, and data collection was launched June 2018. Members of our team also completed an extensive literature review on effective mentorship practices and how best to assess them, which will be developed into a manuscript for publication. Our mentor survey is currently in development based on this review and will be launched in Fall 2018.
- Mapped to our AIM-HI Network objectives, we have developed a quantitative survey for mentees to learn more about their mentorship needs, and the effect of the AIM-HI Network and activities on their education and career trajectory. This will be amplified by individual interviews and focus groups. Domains for a mentor survey are in development.

ADVOCACY

A critical aspect of AIM-HI is to serve as an advocate for change in academic institutions to better support Indigenous scholar recruitment and retention. This activity necessitates the collaboration between AIM-HI and the other IMNP nodes, is informed by our evaluation strategy and experiences. In 2017-2018, AIM-HI PI's were invited to give a presentation at the University of Calgary's Cumming School of Medicine Leadership Retreat, followed by meetings with the Dean and Vice-Dean of Medicine as well as with the Senior Associate Dean of Clinical Research, which resulted in the submission of a Canada Research Chair proposal to the University of Calgary. We continue to engage with leadership.



ACKNOWLEDGEMENTS

FUNDING SUPPORT

Canadian Institutes of Health Research

Office of the Vice-President of Research, University of Calgary

Dean of the Faculty of Health Sciences, University of Lethbridge

O'Brien Institute for Public Health

Additional in-kind support for activities was provided by Mount Royal University and the Native Centre at the University of Calgary



Academic Partner Institutions:



THE YEAR AHEAD

While continuing to offer the activities above, we will also expand to others

Sweats will be offered

Engagement with Elders

High school presentations and community health fairs

Mentor-mentee pairs

Development of additional stipend opportunities

Mentor resources

Student dinners Lethbridge and Edmonton

Mini-research days

