

Department of Psychiatry Serving and Engaging: Compendium of Equity Learning Resources

Updated: January 9th, 2026

The following compendium of articles and courses support the equity mandate of the 2026-2031 Departmental Strategic Plan. The resources listed below support an upcoming course called, "Building Cultural Competence for Mental Health Equity." The course was introduced by Drs. Agyapong, Cassidy and Watson-Creed at January 7th 2026 grand rounds. Anyone who missed rounds can view the recording here: <https://youtu.be/iPPKt7isHAM>

The "Building Cultural Competence for Mental Health Equity" course is being co-created and co-delivered with leaders of the Black/ African Nova Scotia community. The course will be offered in 2 parts in Spring, 2026:

1. A "Foundation" Session on April 8th (Grand Rounds 8:30-9:30 – Recorded)
2. An "Experiential" Session on May 1st (In-person/ Not recorded - Details TBA)

All faculty are encouraged to attend. For those under the AFP, time spent can be billed as "Clinical Teaching". All faculty who wish to attend the Experiential Session will be asked to **register in advance** and **read the following 4 articles**:

- [**Cultural Formulation Interview \(CFI\)**](#) – A tool introduced in the *Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM-5)* to assist clinicians in conducting culturally sensitive assessments. It provides a structured approach to understanding patients' cultural backgrounds and the impact on their mental health.
- [**A Systematic Review of Cultural Competence Trainings for Mental Health Providers**](#)
- [**A Cultural Competence Guide for Primary Health Care Professionals in Nova Scotia**](#)
- [**Key Features of Culturally Inclusive, -Affirming and Contextually Relevant Mental Health Care and Healing Practices with Black Canadians: A Scoping Review**](#)

Additional resources for the Spring 2026 Course include the following readings and courses:

- [**Taking Action on Racism and Structural Violence in Psychiatric Training and Clinical Practice**](#)
- [**An Introduction to the Cultural Formulation Interview**](#)
- [**A Systematic Review of Cultural Competence Trainings for Mental Health Providers**](#)
- [**Cultural Competence and Evidence Based Practice in Mental Health**](#)

Black Health Education Collaborative (BHEC) Online Course

Black Health Primer- A paid online course designed to empower healthcare providers with tools and resources to address anti-Black racism and revolutionize the Canadian healthcare system. The course consists of eight modules, each approximately one hour long, and is accredited for continuing professional development. This course is offered by BHEC (<https://www.bhec.ca/>) which aims to dismantle anti-Black racism in healthcare and equip professionals to provide accurate, culturally safe, and informed care to improve the health of Black communities across Canada.

Note: The cost of this recommended paid course can be applied for reimbursement through the departmental Faculty Development Fund, for all those eligible.

Faculty of Medicine, Dalhousie University's Online Resources

a. White Fragility Clinic

Dalhousie University's Faculty of Medicine's "White Fragility Clinic" offers ongoing anti-oppression practice. Program runs 1-2 pm on Thursdays every 2 weeks. 2025-2026 registration:

[White Fragility Clinic Registration 2025/2026](#); Clinic contact: laurel.king@dal.ca

b. Faculty of Medicine's Anti-Oppression Course: "Supporting Diverse, Inclusive, and Anti-Oppressive Learning Environments" (CME accredited 12 credit hours)

Note: By December 2025, 75% of the faculty in the Department of Psychiatry has completed FoM's Anti-Oppression course. New Department members are asked to complete this 12 credit hours CME course, with time billed as "Clinical Teaching" under the Alternative Funding Plan (AFP).

Anti-Oppression Course details: Dalhousie University's Faculty of Medicine's online program "Supporting Diverse, Inclusive, and Anti-Oppressive Learning Environments" is aimed at faculty and educators to apply inclusive and anti-oppressive strategies in their teaching practices. This self-paced course, via Brightspace platform, comprises six modules designed to enhance teaching practices by fostering inclusivity and addressing oppression in medical education. Each module includes resources such as videos, podcasts, articles, and links to external websites, allowing participants to engage with the material at their own pace. To enroll, participants need a Dalhousie NetID and can self-register through Brightspace. Modules include:

1. **Racism and Prejudice in Academic Medicine:** Explores the influence of racism and prejudice on medical teaching and practice.
2. **Unconscious and Implicit Bias:** Examines the impact of unconscious and implicit biases in medical education and practice.
3. **Recognizing Privilege and Fragility in Ourselves and Our Learners:** Discusses how cultural fragility and privilege affect medical teaching and practice.
4. **Identifying and Mitigating Microaggressions in the Learning Environment:** Identifies the negative effects of microaggressions and provides strategies to address them.
5. **Creating Psychological Safety for Learners:** Offers techniques to establish psychologically safe learning environments.
6. **Understanding the Case-Based Learning Curriculum Diversification Process and Outcome:** Describes the process of diversifying case-based learning and its impact on tutorials.

Department of Psychiatry's Compendium of Learning Resources on Equity-Denied Groups:

The following recommended anti-oppression learning resources relate to the full list of prioritized equity-denied groups as outlined in the department's 2026+ Strategic Plan:

- Black/ African Nova Scotians
- Indigenous/Mi'kmaq community
- Other racialized populations
- Newcomers and Refugees
- Acadian/French-speaking population
- Women (especially single mothers and those experiencing domestic violence)
- Vulnerable age groups (over 65 and under 19)
- 2SLGBTQIA+ community
- Rural population
- Street population/homeless and those experiencing poverty
- Individuals who have been incarcerated
- Individuals living with physical and intellectual disabilities
- Individuals living with addiction/those using illicit substances
- Individuals living with severe and persistent mental illness

The following department members are acknowledged for their contributions to the compendium of equity learning resources: Drs. Abdulmohsen Alhumoud, Pamela Arenella, Alexa Bagnell, Amy Gough, Aaron Keshen, Risk Kronfli, Abraham Rudnick, Mutiat Sulyma, Tanya Tulipan, Zenovia Ursuliak and Suzanne Zinck. Mr. Julien Davis and Ms. Lynette Reid also contributed.

Additional learning resource recommendations can be submitted to: Psych.Ses@dal.ca.

African/ Black Nova Scotians

Courses/ Training

- **Black Health Primer**- As above, a paid online course designed to empower healthcare providers with tools and resources to address anti-Black racism and revolutionize the Canadian healthcare system. The course consists of eight modules, each approximately one hour long, and is accredited for continuing professional development. It is offered by Black Health Education Collaborative (BHEC) <https://www.bhec.ca/> which aims to dismantle anti-Black racism in healthcare and equip professionals to provide accurate, culturally safe, and informed care to improve the health of Black communities across Canada.
- **Centering Black Canadian Health** (HLTH 2000) - Dalhousie University offers an elective course titled which uses a social determinants of health lens to educate students on Black Canadians' experiences in healthcare, including mental health topics.
- **Culturally Adapted CBT for Black Populations Course** - The Centre for Addiction and Mental Health (CAMH) offers a free, online, self-directed course designed for mental health professionals with prior CBT training. The course discusses practical cultural adaptations to traditional Cognitive Behavioural Therapy (CBT) to improve treatment outcomes for Black populations.
- **Understanding Africentric Approaches to Black Mental Health & Well-Being** - This interactive, evidence-based training is aimed at improving service provider capacities to support Black mental health in various social service settings. It provides knowledge on the intersections of Black mental health, racial trauma, and the impact of anti-Black racism in Canada, focusing on Africentric interventions and practices.

Article

- **Key Features of Culturally Inclusive, -Affirming and Contextually Relevant Mental Health Care and Healing Practices with Black Canadians: A Scoping Review**

Indigenous/Mi'kmaq Community

Courses/ Training

- [**ACHH Course- Mi'kmaq-led Cultural Safety Curriculum**](#): A research project in Nova Scotia using a six-module cultural safety course for clinicians at IWK Health, Nova Scotia Health, and Mi'kmaw community health settings. This program is specifically focused on the local Mi'kmaq context, covering history, the impact of that history on health, anti-racism, and trauma-informed clinical practices.
- [**San'yas Anti-Racism Indigenous Cultural Safety Training Program**](#) is an online paid course offered by the Provincial Health Services Authority (BC) aimed at addressing anti-Indigenous racism and promoting cultural safety. These courses are interactive, facilitated by experts, and provide a Certificate of Completion. <https://sanyas.ca/home>
 - **Core Training:** Tailored for participants in British Columbia, Manitoba, and Ontario, the training covers cultural safety, anti-Indigenous racism, colonial history, and effective communication. Nova Scotian mental health professionals are advised to take the specific module on mental health which covers historical issues, stereotyping, and developing effective communication skills.
 - **Bystander to Ally:** Focuses on recognizing and addressing racism, fostering allyship.
- [**Mental Health First Aid \(MHFA\) – First Nations**](#): Designed for First Nations people and those who work with them, this course uses the EAGLE model (Engage, Assist, Give, Listen, Encourage) as a framework for helping through a mental health crisis. It acknowledges the impacts of colonization and focuses on holistic wellness.

Articles

- [**Mental Health Interventions for First Nations, Inuit and Metis Peoples in Canada: A Systematic Review**](#)
- [**The Mental Health of Aboriginal People**](#)
- [**National Inquiry into MMIWG**](#)

Newcomers and Refugees

Courses/Training

- Immigrant and Refugee Mental Health (IRMH) Course offered for free by the [Immigrant and Refugee Mental Health Project \(IRMHP\)](#) from the [Centre for Addiction and Mental Health \(CAMH\)](#).
This self-directed training provides service providers with evidence-based information on the mental health needs of immigrants and refugees, covering topics like social determinants of health, migration, and the needs of specific subgroups. It includes interactive elements, readings, videos, and expert consultation, designed to be completed over a six-week period with a 20–25-hour time commitment. The course is accredited and meets the certification criteria for the [College of Family Physicians of Canada](#).
- [CAMH leadership course](#) for professionals committed to understanding and leading teams that work with immigrants and refugees.

Article

- [Supporting the Mental Health of Refugees Coming to Canada](#) - Mental Health Commission of Canada

Acadian/French-speaking population

Courses/ Training

- [Active Offer Training](#): Provides online courses to help healthcare providers offer services in French
- [Université Sainte-Anne's Santé Online](#): Offers free online French language courses specifically designed for healthcare professionals to interact with French-speaking patients and colleagues.
- [Réseau Santé – Nouvelle-Écosse](#): This network offers tools and resources for healthcare professionals, including an Anki flashcard deck to learn French medical terms and phrases, aiding communication with Acadian and Francophone patients.

Article

- [The Mental Health of Refugee Claimants and Undocumented Migrants](#) - Canadian Psychiatric Association Position Paper

Women (especially single mothers and those experiencing domestic violence)

Courses / Training

- [**Women, Trauma & Mental Health Online Course**](#): PESI offers an online course featuring various trauma experts discussing effective treatment methods for women experiencing trauma, addressing specific symptoms like anxiety, depression, and PTSD.
- [**Massachusetts General Hospital courses**](#): [**Psychiatric Disorders**](#) and [**Spotlight on Demand**](#)
- [**World Health Organization \(WHO\) Curriculum**](#): The WHO offers a training curriculum for healthcare providers, particularly in low- and middle-income countries, focused on providing women-centered clinical care to survivors of domestic and sexual violence. The curriculum emphasizes the "LIVES" approach (Listen, Inquire, Validate, Enhance safety, and Support).
- [**Centre for Research & Education on Violence Against Women & Children \(CREVAWC\)**](#) offers a professional certificate program [**Certificate Programs in Gender-Based Violence \(GBV\) Practice Skills**](#). The course is designed to equip service providers with skills to recognize and respond to GBV. Courses cover risk assessment, documentation, and client advocacy using a trauma-informed approach.

Articles

- [**APA Resources for Psychiatrists**](#): Guides and toolkits for psychiatrists on best practices for treating women who have experienced intimate partner violence (IPV), including screening considerations, safety assessments, and treatment options.
- [**Canmat Guidelines**](#) on perinatal mood and anxiety disorders

Vulnerable age groups (over 65 and under 19)

Older adults: Courses/ training

- Canadian Academy of Geriatric Psychiatry (CAGP) [**Annual Scientific Meeting**](#)
- CAGP [**Online Course**](#)

Articles

- [**Canadian Geriatrics Journal**](#)
- Canadian Coalition for Seniors Mental Health - [**National Guidelines**](#)

Children and Youth: Courses/training

- [**AACAP Diversity and Cultural Competency Curriculum for Child and Adolescent Psychiatry Training**](#)
- Canadian Academy of Child & Adolescent Psychiatry [**Annual Scientific meeting**](#)

Article

- [**Canadian Academy of Child and Adolescent Psychiatry Journal**](#)

2SLGBTQIA+ community

Courses/Training

- [**Pulse - 2SLGBTQIA+ Affirming Care Conference - Save The Date: 2026 2SLGBTQIA+ Affirming Care Conference**](#) An annual symposium over 4 half-days from 8:30AM on Feb 3-6, 2026. This local accredited course prepares mental health clinicians to provide gender affirming care including hormone and surgical readiness letters. Dr. Suzanne Zinck offers a monthly peer supervision group for any provider in NS who has completed a gender affirming care course that uses WPATH standards of care.
- Recommended course by IWK-NSHA's prideHealth: [**CBRC Mainpro+ accredited learning portal \(free\)**](#) and [**Health Care Providers and Trainees - 2SLGBTQIA+ Health - LibGuides at Nova Scotia Health**](#)
- **Canadian Mental Health Association (CMHA) Calgary:** The CMHA Calgary offers an online, self-paced course titled "**Mental Health Matters: A 2SLGBTQ+ Course**". This course provides introductory information about the unique mental health experiences of the community and how to support positive well-being. Learn more or register on the [**YouthSMART Equipped platform**](#).
- **Egale Canada:** A leading national organization for 2SLGBTQI issues - webinars and other resources. "**2SLGBTQI Inclusion for Mental Health and Social Service Providers**" covers structural and cultural biases in the mental health system.
- **The College of Family Physicians of Canada (CFPC) [**2SLGBTQ+ Health Member Interest Group**](#)** hosts webinars and provides access to a variety of resources and publications on caring for 2SLGBTQ+ patients in primary care, which includes significant mental health components.

Articles

- [**Mental Health Care for People Who Identify as Two Spirit, Lesbian, Gay, Bisexual, Transgender, and \(or\) Queer \(2SLGBTQ+\)**](#) A Canadian Psychiatric Association (CPA) position paper emphasizing need for psychiatrists to increase their understanding of the mental health needs of 2SLGBTQ+ people and the importance of a comprehensive approach to care.
- [**WPATH Standards of Care for the Health of Transgender and Gender Diverse People, Version 8**](#)

Rural populations

Courses/ Training

- **Mental Health Commission of Canada (MHCC):** Offers a variety of evidence-based training programs, including the widely available [Opening Minds course](#) to reduce stigma, which can be tailored for different industries and workplaces. While not specifically for rural care, it provides foundational skills for addressing mental health in any setting.
- **Rural Mental Wellness Toolkit:** This initiative offers a [Peer Support Fundamentals Training](#), which is designed for rural communities to train locals to lead peer support groups.
- **Rural Physicians of Canada (SRPC):** The [National Advanced Skills and Training Program for Rural Practice](#) previously funded advanced training for rural physicians to build their skills and capacity in rural practice. Although funding has ended, the program highlights the need for such training and the benefits it provides.

Articles

- Mental Health Commission of Canada's [Rural and Remote Mental Health in Canada- Evidence brief on best and promising practices](#)
- [Rural Psychiatric Practices and Models: A Canadian Jurisdictional Scan](#)

Street population/homeless and those experiencing poverty

Courses/ Training

- Homelessness training - [Homelessness Learning Hub](#) - Grounds clinical work in broader structural and policy contexts.

Articles

- [CAMH Housing Policy Framework](#)
- [Homelessness, housing instability and mental health: making the connections](#)
- Mental Health Commission of Canada's [National At Home/Chez Soi Final Report](#)
Canadian evidence that stable housing and appropriate supports can change outcomes and reduce repeated crises, hospital visit, and justice involvement.

Individuals who have been incarcerated

Courses/ Training

- [Canadian Academy of Psychiatry and the Law](#) - Annual conference
- Documentary [NCR: Not Criminally Responsible](#) explores ethical tensions psychiatrists often navigate—care, public safety, victims' interests, and societal responsibility.

Articles

- [Canadian Psychiatric Association Position Paper: The Criminalization of People with Mental Illness](#)
- [Brief History of the Criminalization of Mental Illness](#)

Individuals living with physical and intellectual disabilities

Courses/ Training

- The Royal College of Psychiatrists UK - Learning resources [intellectual disability psychiatry](#)
- The Association for Psychological Therapies, [Intellectual Disabilities Training Courses](#)
- [Video seminars on Disability Competencies in Medical Education](#)

Articles

- Guidelines on developmental disabilities (UK) - [Tools for clinicians; Tools for families and parents](#)
- [Am I Ableist?](#) (Dalhousie Student-created resource)
- [What should we teach about disability? National consensus on disability competencies for health care education](#)
- [Core Competencies on Disabilities report](#)

Individuals living with addiction/those using illicit substances

Courses/Training

- [Basic Pharmacology in Mental Health and Substance Use | CAMH](#)
- [Core Concepts of Concurrent Disorders | CAMH](#)
- [CSAM-SMCA Certification for Canadian Addiction Medicine Practitioners](#) (advanced)
- [Addiction and Shame Course](#) - Certification Pesi Canada

Articles

- [Psychiatry and the Opioid Crisis in Canada](#) - Canadian Psychiatric Association Position Paper
- [Training in Substance Use Disorder, Part 1 Clinical Practice Recommendations](#) - Canadian Psychiatric Association Paper
- [Meta-review on the efficacy of psychological therapies for the treatment of substance use disorders](#) - Canadian paper

Individuals living with severe and persistent mental illness

Courses/ Training

- [Canadian Psychiatric Association Annual Conference](#)

Articles

- [The social determinants of mental health and disorder: evidence, prevention and recommendations](#)
- [Optimizing care for patients in Canada with severe and persistent mental illness: a focus on pharmacologic therapy](#)
- [Closing the care gap for people with severe and persistent mental illness: collaborative care, telehealth and clinical pharmacy](#)
- [The Use of Seclusion and Restraint in Psychiatry](#) - Canadian Psychiatric Association Position Paper
- [CPA Guidelines for the Pharmacological Treatment of Schizophrenia Spectrum and other Psychotic Disorders in Children and Youth](#)
- [A smart technology intervention in the homes of people with mental illness and physical comorbidities](#)
- [The social determinants of mental health and disorder: evidence, prevention and recommendations](#)
- [United Nations Office of the High Commission on Human Rights - Mental health and human rights](#)