

# General Assembly meeting

General assembly  
engagement

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# Agenda

5.1 GA engagement report

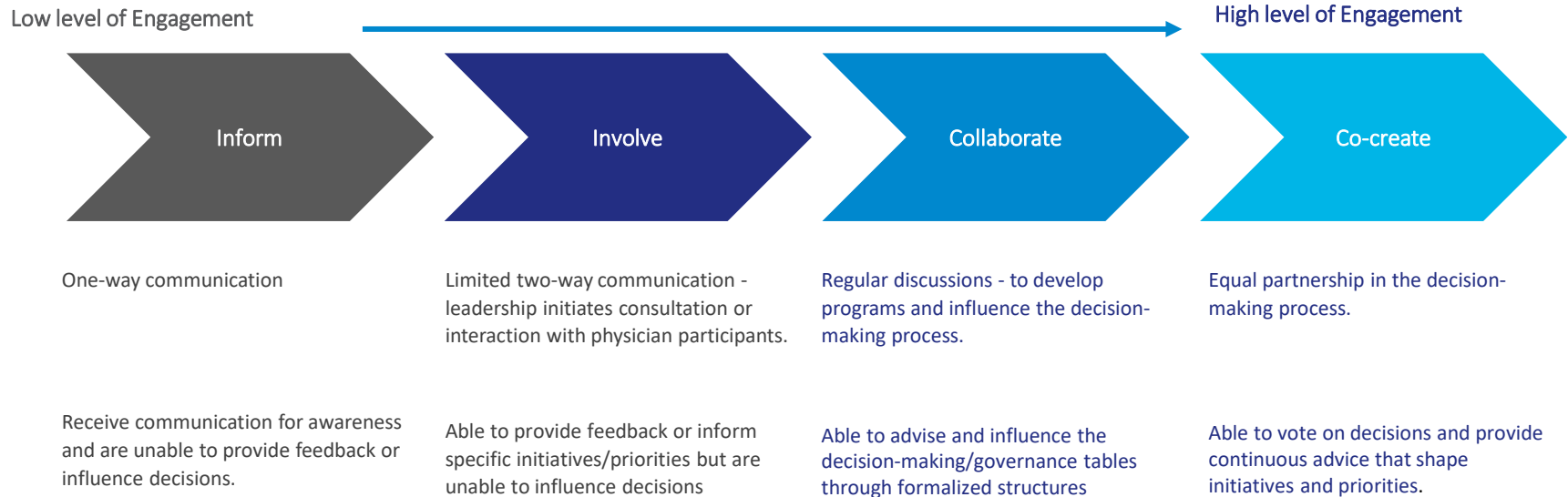
5.2. Guide to Engagement

5.3. Code of Conduct and Civility

Engagement: To involve oneself or become occupied; to participate fully and deeply

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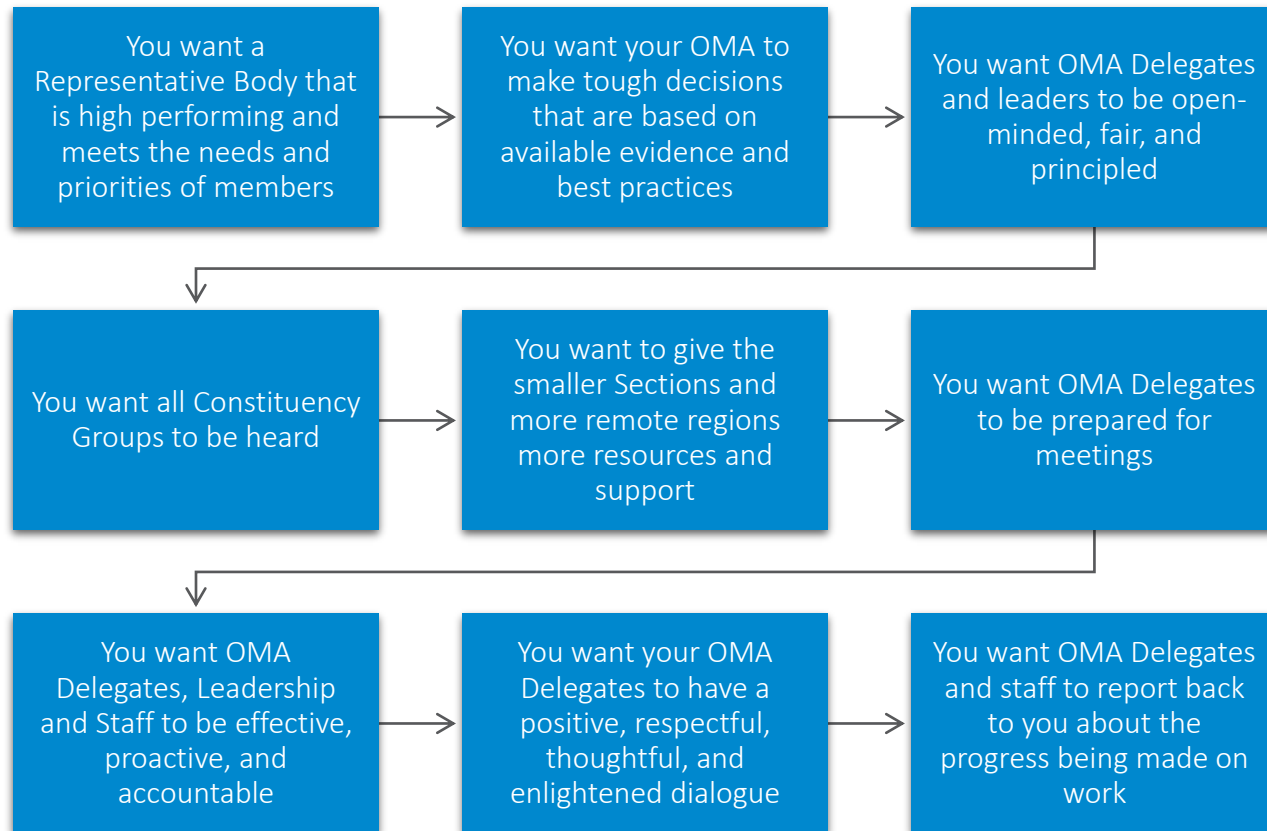
# Continuum of Engagement – OHT model



# Good Governance and Accountability



## What we heard from members



# Developing our work



## Establishing the activity

- What activity/task is being measured?
- What is considered “regular” for this specific activity/task, as this may vary depending on the activity/task.

## Specific to activity, GA members involved in

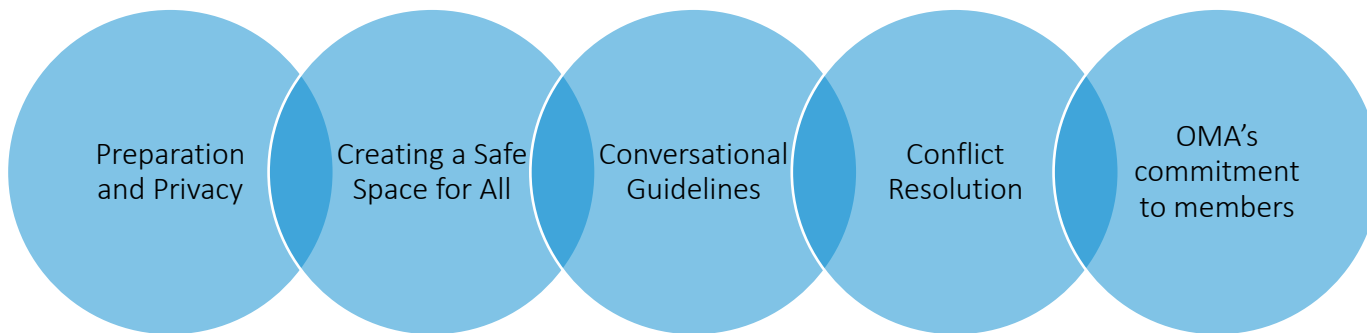
- Deciding how their work is done
- Making suggestions for improvement
- Goal setting
- Planning
- Monitoring of their performance

# Engagement Reports



# Guide to Engagement

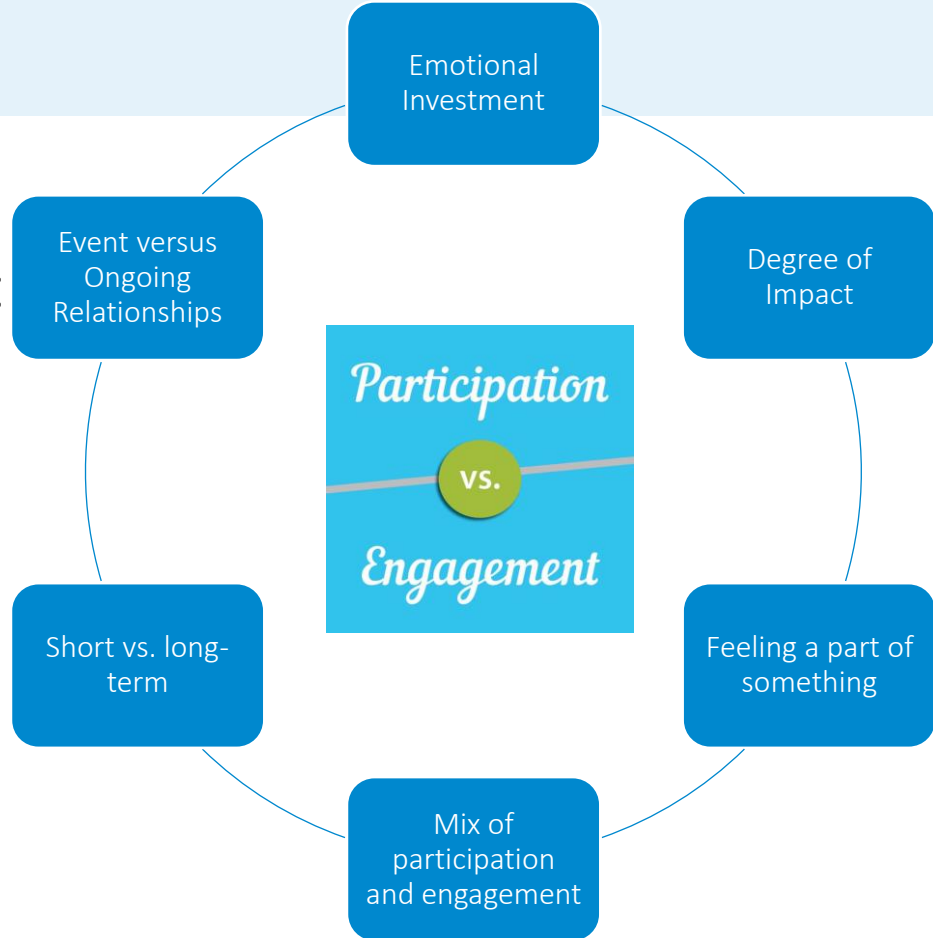
- Your time is precious. A guide to engagement is a set of powerful tools for improving and maintaining productive and efficient meetings.





# Table Exercise

- What can we do better as an organization to support you in preparing for GA meetings?
- What can be done by colleagues, groups and individuals to be better prepared for meetings?



# Table Discussion

- What helps meetings run smoothly?
- What are personal practices you use to have a better experience and contribution at meetings?

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[oma.generalassembly@oma.org](mailto:oma.generalassembly@oma.org)

- What did you learn?



# Code of Conduct and Civility

# How this work evolved

## Member Interactions and Code of Conduct Task Force

Member Interactions & Conduct Task Force mandated to create a policy and procedure to govern member interactions requiring escalations. The implementation of this process required by-law amendments and the creation of a committee to administer the policy.

## Civility, Diversity and Inclusion Committee

Terms of reference of the new committee approved by the board in March 2020. The committee had 2 main goals 1) administration of the procedure and 2) education and training in the areas of civility and EDI.

## General Assembly Early Work

As the new General Assembly began its operations, the GA undertook purposeful work on meeting engagement and code of conduct. This work built the foundation of work being shared today.

## Policy & Procedure Review

The move to a code of conduct and civility was recommended following the work of the General Assembly and requests/inquiries from the constituency groups, the board, and staff. First experiences with the escalation procedure provided insights into what was working and what wasn't.

# Current State



# Future State



## Members including OMA Physician Leaders

- Mission, Vision, Values
- Principles Guiding Member Interactions
- OMA Escalation Policy and Procedure
- Agreement to abide by all OMA policies and procedures (application/nomination intake)



## OMA Board of Directors

- Mission, Vision, Values
- Code of Conduct
- Signed Attestation/Acknowledgement (per term)
- Respect in the Workplace Policy



## OMA Staff

- Mission, Vision, Values
- Code of Conduct
- Signed Attestation (annually)
- Respect in the Workplace Policy



## All OMA

- Mission, Vision, Values (all)
- Code of Conduct (staff & board)
- Code of Conduct and Civility (members)
- Respect in the Workplace (all)
- Regular Attestations/Acknowledgment (for staff, board, & physician leaders serving in elected or appointed OMA roles)
- Agreement to abide by all OMA policies and procedures (application/nomination intake)

# Discussion

1. Rolling out a new policy will always have its challenges; we anticipate this new code of civility will be no different. As physician leaders, what barriers to implementation do you foresee and how might the OMA mitigate these?
2. This new code of civility is critical to building a safe space for members and staff alike, your support is essential to its successful implementation. How can the OMA help you champion this work?

Thank you.

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