

CONSTANCE LEBLANC, MD, FCFP, CCFP(EM) MAED, CCPE, EMBA, CCIPTM

ResearchGate: <https://medicine.dal.ca/departments/core-units/cpd.html>

WORK

- **Staff Emergency Physician, Quaternary Care Hospital** 1989-present
Charles V Keating Emergency and Trauma Centre, NSH
Queen Elizabeth II Health Sciences Centre, Halifax, NS
- **Staff Emergency Physician, Community Care** 2019-present
Cobequid Community Health Center, NSH, Lower Sackville, NS
- **Provincial Co-Lead, Choosing Wisely Nova Scotia** 2015-present
Collaborating with CWC and DoctorsNS for Quality Value Added Care
- **Director of Education, Department of Emergency Medicine, Dalhousie University** 2008-present
Strategic planning, oversight, and coordination for all ED education programming for the Tri-provincial Department of Emergency Medicine for Dalhousie University
- **Associate Dean, Office of CPD, Faculty Development, and Medical Education Research** 2010-2020
Leadership and oversight for CPD, Faculty Development, and Medical Education Research
Dalhousie University, Halifax, NS
- **Interim Vice-president of Education, AFMC** 2013-2014
Served as Interim VP leading the Summit of the future of CPD (Bilingual)
- **Professor, Department of Emergency Medicine** 2010-present
Dalhousie University, Halifax, NS
- **Medical Control Physician, Life-Flight Nova Scotia** 1993-2012
EHS, Nova Scotia
- **Poison Information Physician, Nova Scotia Poison Information Center** 1990-2012
Poison Information Center, IWK Hospital, Halifax, NS
- **Medical Control Physician, PRAXES** 1990-2012
PRAXES Emergency Specialists, Halifax, NS (Bilingual)

EDUCATION

- **Canadian Certified Inclusion Professional Certification (CCIP™)** 2023
Certification for Workplace Assessments in EDIA
- **Stanford 7-day Journey Reflective process** 2022
Anti-racism and Allyship Journey
- **Executive Master of Business Administration and Technology Degree** 2020-2021
Quantic School of Business and Technology, Washington, USA
- **Institute for Healthcare Improvement (Spanish)**
 - **Introdução ao Objetivo Triple (Triple Aim) para as Populações** 2021
Three Course Series on Triple Aim- completed in Spanish, IHI
 - **Introdução a la Cultura de la Seguridad** 2021
Three Course Series on Patient Safety- completed in Spanish, IHI
 - **Mental Health and Wellbeing during and after Covid-19** 2021
Course on moral trauma and programming to reduce this damage to our workforce, IHI
- **San'yas Healthcare Education Programs for Indigenous Inclusiveness** 2019-2021
Education developed for Indigenous inclusivity and for the provision of trauma-informed Care in all healthcare settings
- **Lean Six-Sigma Education Program** 2019-ongoing
Learning to use Six Sigma in Healthcare to measure quality
- **Women in Transformational Management Programme** 2019

- Saïd Business School, University of Oxford, UK
Corporate Reputation Management and Executive Leadership Programme 2018
Saïd Business School, University of Oxford, UK
- **Canadian Certified Physicians Executive- renewed 2021** 2016
Canadian Association of Physicians Executives, Canadian Medical Association
- **Master of Arts (Education) – Curriculum Studies in Medical Education** 2007
Mount Saint Vincent University, Halifax, NS (*Magnus Cum Laude*)
- **Certification in Family Medicine 1989 (English) and Emergency Medicine** 1993
College of Family Physicians of Canada
- **Certification en Médecine de Famille du Québec (French)** 1989
Fédération des Médecins de Famille du Québec
- **Doctorat en Médecine (French)** 1987
Université Laval, Québec, PQ
- **Diplôme des Sciences de la Santé (French)** 1983
Université de Moncton, Moncton, NB

AWARDS and HONOURS

- **Canadian Association of Emergency Physicians President’s Award** 2022
Highest National Honour Awarded by CAEP for lifetime contribution to EM
- **Executive Master of Business Administration Degree Merit Scholarship** 2021
Merit Entrance Scholarship
- **Dr. Leo Peddle Lecturer:** Named lecture in Obstetrics and Gynecology 2021
Allyship in Medical Education: Equity Diversity, and Inclusivity
- **Royal College Accredited CPD Provider National Innovation Award** 2020
Choosing Wisely with Academic Detailing Conference: Five-year Review
- **Society of Academic Continuing Professional Development Fellowship** 2020
Inducted into the SACME Academy as an Academic Fellow of SACME
- **Nominated, Gold Headed Cane Award** 2020
Professionalism and Humanities Award
- **Urban Canadian Emergency Physician of the Year** 2019
Canadian Association of Emergency Physicians
- **Royal College Accredited CPD Provider National Innovation Award** 2018
Canadian Association of Emergency Physicians’ Emergency Medicine Review Course
- **Royal College Accredited CPD Provider National Innovation Award** 2017
“Teaching is Where It’s AT Program”. A train the trainer model for Faculty Development
- **Undergraduate Teacher of the Year** 2012
Department of Emergency Medicine, Dalhousie University
- **Internet GOLD Top Ten Award** 2015
Top-Ten Speakers, Essentials of Emergency Medicine Online
- **Nominated, Gold Headed Cane Award** 2010
Professionalism and Humanities Award

ADMINISTRATIVE and LEADERSHIP ROLES

International

- **North American Representative, IFEM Board of Directors** 2022-present
Elected representative for EM in North America
- **Chair, Equity, Diversity, and Inclusivity Special Interest Group IFEM** 2022-present
Developing direction and educational content for IFEM in EDI
- **Founding Member, CAEP International Section** 2021-present
Developing capacity in Emergency Medicine Internationally
- **Co-chair, Toronto International Summit on Leadership Education for Physicians** 2020-present

- Leading development of conference and strategic direction for TISLEP
- **Chair, CPD Committee IFEM** 2016-present
Leading CPD for the International Federation of Emergency Medicine
- **Member, ICEM Planning Committee for CAEP, ICEM Montréal 2025** 2019-present
Representative on Planning Committee for Diversity and Inclusivity
- **International Federation of Emergency Medicine, Chair, CPD Committee** 2018-present
Oversight for Annual ICEM meetings, programme endorsements and symposia
- **Member, IMEX Board of Directors** 2017-2019
International Medical Educators' Exchange
Planning and hosting IMEX meetings, international scholars' group
- **Society for Academic for Continuing Medical Education** 2017-present
Life member, Academy of Scholars
- **Society for Academic for Continuing Medical Education** 2018-2021
Member, Strategic Advisory Committee
- **Society for Academic Emergency Medicine** 2010-2018
Member, Board of Directors Member

National

- **Equity in Health Systems Lab Member** 2022- present
This lab is a collaborative on anti-racism and UIM
- **Treasurer, Canadian Society of Physician Leaders' Board of Directors** 2022-present
Leadership track for presidency in 2024
- **Member, Online Gamified Course on Leadership using the LEADS Framework** 2020-2021
Course on Leadership through the RCPSC, launched December 2021
(<https://cpd.royalcollege.ca/product?catalog=LEADS-EN>)
- **Member, Canadian Society of Physician Leaders' Board of Directors** 2019-2022
Joule, CSPL, Active member on several Panels on Leadership
- **Member, Sanokundu of the University of Toronto** 2019-present
Sanokundu, University of Toronto Unity for Equity, Diversity and Inclusivity
- **Chair, CSPL Adjudication Committee CSPL** 2018-2020
Providing leadership on leadership for CMA/ Joule
- **Physician Educator for Eastern Canada, Advanced Trauma Life Support Course** 2015-present
Education expert for courses east of Toronto for ATLS provide and instructor courses
- **Chair, Committee for Accreditation of CACME (AFMC)** 2014-2020
Accreditation of CPD Office site visits
 - Chair: University of Ottawa, 2019
 - Chair: Schulich School of Medicine, 2015
 - Chair: University of Manitoba, 2016
- **Research Day Judge and Keynote Speaker** 2021
University of Ottawa, Department of Obstetrics and Gynecology- EDI lecture
- **Research Day Judge and Keynote Speaker** 2020
University of Manitoba Department of Emergency Medicine- WIM lecture
- **Chair, CAEP National Conference May 2019, Halifax** 2017-2019
CAEP Meeting Chair (conference for > 1200 delegates)
- **Chair, Choosing Wisely Canada, Nova Scotia Provincial Program NS** 2016-present
Annual National Choosing Wisely Invitational Meeting, Provincial board, Steering committee
- **Chair, Association of Faculties of Medicine of Canada CPD Accreditation Committee** 2017-2020
Oversight Committee for Five Organizations leading accreditation of University CPD Offices
- **Chair, Association of Faculties of Medicine of Canada CPD Committee** 2013-2017
Committee of CPD Deans and representative on AFMC Education Council
- **Chair, CFPC Emergency Medicine National Examination Committee** 2010-2018
Examination development for special competency in EM national examination

- **Member- Medical Council of Canada MCC-360 committee** 2016-present
Development of tools to assess Non-Medical Expert Competencies (Communicator, Collaborator, Professional competency assessment tool development)
- **Member, CPD Committee of the RCPSC** 2015-2019
Committee advisory to the RCPSC for all matters pertaining to CPD
- **Accreditation CFPC Family Medicine Programs and ESEM programs** 2000- 2010
 - Accreditation visits for several Family Medicine Programs (Université de Montréal, McGill University, Université Laval, and others) for ESEM, EM and Family Medicine

Provincial and Regional

- **Physician Lead: Choosing Wisely Nova Scotia** 2013-present
Collaborating with CWC and DoctorsNS to lead this campaign provincially
 - Transfusion guideline adherence project: 11 hospitals compliant as of 2021
 - Four of 11 hospitals Designated Level 1 as of 2022
 - Laboratory utilization pilot project; Laboratory Medicine for Province of Nova Scotia CT Head project, WCB project, work with medical students (STARS)
 - OR Pathology Specimens recalibration Orthopaedics and Vascular Surgery
 - Nova Scotia Maximal Surgical Blood Order (MSBO) update
 - Benzodiazepine use in the Hospital- funded project for School of Pharmacy
- **Member, Cancer Care Pathway for Nova Scotia- DOHW, NSH and DoctorsNS** 2021-2022
Development team, pathway to provide quality care across the continuum for cancer patients an interprofessional and integrated approach to care
- **Member, Peer-review Adjudication Committee, CPSNS** 2019-present
Conduct regular reviews of physicians' remediation and CPD planning processes. Education and evaluation of programme
- **Co-chair, EDIB Leads Committee, Dalhousie University Faculty of Medicine** 2022-present
Providing direction, leadership, and education across all departments of the FoM
- **Member, Equity, Diversity, and Inclusivity in Leadership Committee Dalhousie University** 2016-present
Developing recommendations/ scholarship for the Faculty of Medicine in Leadership See peer-reviewed publication list and report with guidelines for the Faculty of Medicine (https://cdn.dal.ca/content/dam/dalhousie/pdf/faculty/medicine/departments/core-units/global-health/Diversity/gho_2016_diversity_inclusion_equity_guidelines_2016_dec_6%20.pdf)
- **Member, Drug Evaluation Alliance of Nova Scotia of the DOH** 2010-present
Department of Health and Wellness Nova Scotia
- **Chair, Choosing Wisely: Dalhousie, NSHA, Doctors Nova Scotia** 2013-present
Dalhousie University and CDHA

COURSES ATTENDED and/or SPEAKING

*For brevity, I have excluded local and regional conference, family medicine conferences, EM rounds, journal club and some invited sessions.

Leadership and Management Skills

- **Invited Plenary Speaker ICEM 2023 (confirmed)** 2023
Plenary for this large conference on Equity, Diversity, and Inclusion
Education Workshop: A Resident in Difficulty or a Difficult Resident?
- **International Congress for Academic Medicine (confirmed)** 2023
CFMS workshop: EDIA in UGME
CSPL Workshop:
EDIA Workshop
- **Canadian Conference on Physician Leadership (confirmed)** 2023
Facilitation and Leadership Role as a Member of the BoD
- **Association of Medical Educators of Europe (confirmed)** 2023
EDIA Masterclass and Workshop, Glasgow Scotland
Abstract on Head of the Class Scholarship

- **Invited Speaker for ICRE** 2022
 - Education Workshop on mentorship and transitions
 - Workshop on EDIB and Inclusive Excellence
- **Invited Speaker: Masterclass on EDI** 2022

Half-day international Masterclass in EDI in Medical Education. Lyon France
- **Invited Speaker EDIB, PEI Medical Society Board of Directors** 2022

Workshop on Equity, Diversity, Inclusion and Belonging with Board members
- **Invited Speaker EDIB, EHS Nova Scotia EDIB** 2022

Guest speaker on Microaggressions and Allyship
- **Invited Speaker, Royal College International for Faculty Development** 2022

Four-day Faculty development and leadership training in Abu Dhabi, UAE
- **Invited Speaker: Choosing Wisely Canada for Emergency Medicine** 2022

Review of the EM list for CWC and collation of progress towards quality in EM nationally
- **Invited Speaker CAEP EDI in Education Symposium** 2022

Collaborative work in the EDI space developing approach to achieving EDI in all facets of our education programming from application to retirement in EM. This work includes public hearings, surveys, a scoping review and focus groups.
- **Invited Speaker: The Essentials of Emergency Medicine EEM 2022** 2022

Speaker for several topics in leadership, EDI, and clinical medicine
- **San'yas Indigenous Cultural Safety Training Advanced** 2022

Completed Advanced San'yas training for healthcare providers
- **Invited Speaker National Optometry meeting USA** 2021

US Optometry Teachers national meeting: focused on EDI and Quality
- **Leadership Course RCSPC using Gamification** 2021

Course development team for Gamification of Physician Learning for Leadership
- **Canadian Society of Physicians Leaders Recertification** 2021

Recertification with review of leadership roles and involvement
- **Talking About Tough Issues (TATI)** 2021

CHA Learning HealthCare Can course on resolving conflict in healthcare settings
- **Teaching and Assessing Critical Thinking-Level I and Level II** 2021

Course on Critical Thinking and Disciplined Thinking Processes and the Impact on Quality
- **CAEP BOD Retreat Development on EDI** 2021

Developed and evaluated a retreat on Equity Diversity and Inclusivity for CAEP BoD
- **University of Toronto, Leadership for CDP** 2021

Provided the leadership and quality review, peer-review section for this longitudinal course
- **San'yas Indigenous Cultural Safety Training** 2020

Indigenous history as it applied to Healthcare Quality
Provincial Health Services Authority in British Columbia
- **Conference on Leadership in Emergency Medicine, CAEP** 2020

Planning committee member and speaker, Mexico. February 2020
Equity Diversity and Inclusivity and Reputation Management workshops
- **Women Transforming Leadership Programme** 2019

Oxford University, Saïd Business School
- **National Accreditation Conference for CPD** 2019

Opening Plenary on Meaningful COI Disclosures, Ottawa ON
- **ICRE TISLEP Conference Invited Speaker Leading for Diversity** 2020

Plenary workshop with an international Team on Diversity and Inclusiveness
- **ICRE TISLEP Conference Invited Speaker Leading for Diversity** 2019

Plenary workshop with an international Team on Diversity and Inclusiveness
- **ICRE Conference Invited Workshop Leading for Diversity** 2019

Workshop with an international Team on Diversity and Inclusiveness for ICRE
- **Chair, Thomas and Alice Morgans Fear Conference on Leadership in Healthcare** 2019

The Future of Healthcare: Meeting our Needs for the Future

- **DoctorsNS Leadership Series** 2019
Leading for change to meet our needs
- **Chair, Thomas and Alice Morgans Fear Conference on Leadership in Healthcare** 2018
The Future of Healthcare: Meeting our Needs for the Future
- **Emergency Department Administration Conference** 2018
SREMI, Wilson Center Toronto, ON confirmed Plenary Speaker
- **Institutional and Personal Reputation Management Programme** 2018
Oxford University, Saïd Business School
- **ICRE TISLEP Conference Invited Speaker Leading for Diversity** 2018
Workshop with an international Team on Diversity and Inclusiveness
- **RCPSC Simulation Summit: Ottawa, ON** 2018
Plenary Speaker, Simulation in Medicine
- **SACME Conference on Continuing Medical Education** 2018
Keynote speaker on Paths for Women in Academic leadership
- **Leadership Inspiration for Faculty Executives** 2016
Plenary speaker, Diversity in Leadership
- **SACME keynote address CM Congress: Opening Plenary** 2016
San Diego, CA

Emergency Medicine/ Education

- **CAEP Academic Symposia-** Annual contributor 2020,2021,2022
Academic, clinical and research presentations on EDI in Emergency Medicine
Symposium for 2023 confirmed and Leadership Session confirmed
- **CAEP Roadshow Speaker** (in French and in English) 1997-present
Speaker and Developer for CAEP Roadshows and Special events (average 8 per year)
- **Speaker, CAEP Annual Meeting** 1998-present
Annual Talks including: 2021 (EDI, Leadership, Procedures); 2020 (Leadership, Education),
2019 (Meeting chair), 2018 (Education, toxicology), 2022 (physician manpower, transitions
in practice, education)
- **Invited Speaker: Université de Montréal Day in Emergency Medicine** 2022
Balancing Time management, Quality care and Wellness in the ED (French)
- **Invited Hospital and Department Rounds Guest Speaker** 2015-present
Montfort Hospital EM, McGill MGH Day, McGill EM conference, Peterborough Hospital,
ED: IWK Pediatrics, Dalhousie University Obstetrics and Gynecology, Family Medicine,
Yarmouth Hospital, Inverness Hospital, University of Toronto: Mt Sinai, and others (Bilingual)
- **FeminEM: Women in EM leadership** 2019
Conference, New York, NY
- **Emergency Medicine Update** 2019
Two keynote plenaries: Flow and Toxicology
- **International Conference on Emergency Medicine**
Speaker, Dubai virtual conference: Quality M&MS Critical Care Cases 2021
Speaker, Seoul, Korea, 2019 Women in Leadership in EM 2019
Invited Speaker for Buenos Aires, 2020 (cancelled Covid-9) women in Leadership in EM 2020
- **Essentials of Emergency Medicine: Keynote**
• Essentials of EM Canada invited speaker 2021
• Hippo Education: Education of the Future and my Favorite F-Word: Internet Gold Award 2014
- **Local and Regional Speaking and Planning**
• Dalhousie Refreshers in Family Medicine and Emergency Medicine 2000-present
• Dalhousie Refreshers in Emergency Medicine (conference planner) 2010-2020
• Community Hospital Program CME 2006-2020
• Choosing Wisely with Academic Detailing Conference* CPD Award Winner 2015-2020
• Department of Emergency Medicine Grand Rounds 1989-present

Research Projects and Program Development

• EqHS Virtual Lab member	2022-present
• EDIB across the Province of Nova Scotia Survey and Workshop project	2022-present
• Focus Group Interviews for EDI change in a not-for-profit organization	2022-present
• Using HFACS for M&Ms in the Emergency Department to Improve Quality	2022-present
• A National Exploration of Pan-CT Scan use in Trauma in the Emergency Department	2022-present
• Scoping Review of Resident Selection Processes and Biases 1948-present	2021-present
• Impact of EDI sessions on BoD perspectives and series of articles (under peer review)	2021-present
• RingRescue™: randomized prospective trial on compression ring removal device in the ED	2020-present
• Using novel approaches to teaching and learning PoCUS (data collection)	2019-present
• Head of the Class Project on EDI Among Department Heads Report	2017-2022
• Leadership Barriers for Equity-seeking groups in Medicine	2020-2022
• Development of a Peer-Review Process for Nova Scotia Physicians (CPSNS)	2015-2022
• Leadership Gamification Project, RCPSC, prototype launched (>500 completions)	2020-2021
• Developing a Care Network for the Frail Elderly in Long Term Care	2012-2020
• Women in Academic Leadership in the Faculty of Medicine at Dalhousie University	2016-2019

Research Grants

• EqHS Grant ESDC Grant Co-Leader (304K)	2023
• SSHRC EDI and Academic promotion in Medicine grant CAMH and AFMC (200k)	2022
• Soklaridis S, LeBlanc C , et al. RCSPC grant \$20,000.	2022
• Soklaridis S, LeBlanc C , et al. SSHRC grant \$25,000.	2020
• Sheppard. G, LeBlanc C , et al. Seed, Bridge and Multidisciplinary Fund MUN. \$9,932.	2020
• Cameron P, LeBlanc C , et al. Living Lab Grant, Dalhousie University \$5,000.	2020
• Wright S, LeBlanc C , et al. Living Lab Grant, Dalhousie University \$5,000.	2020
• LeBlanc C , Campbell S. Health Canada Funding for Choosing Wisely Nova Scotia \$340,000	2019
• Cameron P, LeBlanc C , et al. Exploring Race with Department Heads \$5,000.	2019
• Mahalik A, LeBlanc C , et al. Augmenting Interaction in presentations Heads \$5,000.	2019
• LeBlanc C , DEANS Grant: DOHW NS \$150,000 (\$50,000 renewable x 3)	2019
• LeBlanc C , Sampalli A. Workers' Compensation Nova Scotia Funding \$1,000.	2019
• Black E, LeBlanc C , Campbell S, Bonnar P, et al. NSHRF \$147,000 (\$49,000 renewable x 3)	2018
• LeBlanc C , Fisher J, Fleming I, Mclean-Vesey P. Toolkit development for opioid prescribing at the bedside DOHW \$100,000 (renewable x 5)	2018
• LeBlanc C , Mallam K. Health Canada Funding for Choosing Wisely Nova Scotia \$160,000	2017
• LeBlanc C , Jones B, DOHW DEANS funding for RA to conduct above research. \$26,000	2016
• LeBlanc C , Mallery L, Moorehouse P, et al. Technology Evaluation Grant \$30,000	2015

PUBLICATIONS

Peer-Reviewed**

• McIlveen-Brown, Emma, et al. LeBlanc, Constance . Leadership for change: a step-by-step pathway for developing local capacity for equity, diversity and inclusion. <i>Canadian Journal of Emergency Medicine</i> (2023): 1-5.	2023
• Bryan, Jennifer, et al. LeBlanc, Constance . Leadership for change: working toward equity, diversity, and inclusion. <i>Canadian Journal of Emergency Medicine</i> (2023): 1-4.	2023
• Ali, Huma, et al. LeBlanc, Constance . Leadership for change: participatory facilitation as a method to make organizational impact in equity, diversity and inclusion using the CAEP board of directors as an exemplar. <i>Canadian Journal of Emergency Medicine</i> (2023): 1-4.	2023
• Johnson, Kirsten, et al. LeBlanc, Constance . Leadership for change: how medical	2023

- associations are working toward equity, diversity and inclusion.** *Canadian Journal of Emergency Medicine* (2023): 1-4.
- Soklaridis S, LeBlanc C, et al. **Pre-existing conditions: A scoping review exploring the academic productivity of equity-deserving physician scholars during COVID-19.** 2022
Academic Medicine 2022.
 - Soklaridis S, LeBlanc C, et al. **Moving beyond 'Think Leadership, Think White Male': The contents and contexts of equity, diversity, and inclusion in physician leadership programs.** *BMJ leader* 2022.
 - Soklaridis S, LeBlanc C, et al. **Binary thinking: The oversimplification of academic medical Leadership.** *BMJ Leader* 2022
 - Bryan J, LeBlanc C, et al. **CAEP 2021 Academic Symposium: Recommendations for addressing racism and colonialism in emergency medicine.** *CJEM.* 2022 Jan 12:1–7. 2022
 - Cameron P, LeBlanc C, et al. **"Head of the Class": Equity policies, practices, and discourses related to Department Head appointments at a Canadian medical school.** *CCME* 2022. 2022
 - Cameron P, LeBlanc C, et al. **"Head of the Class": Equity policies, practices, and discourses related to Department Head appointments at a Canadian medical school.** Report. 2022
 - Cameron P, LeBlanc C, et al. **"Head of the Class": Equity policies, practices, and discourses related to Department Head appointments at a Canadian medical school.** *CMEJ* 2022 2022
 - Saylor L, LeBlanc C. **Compression Devices as an Alternative Approach after Unsuccessful Ring Removal Attempts.** *Cureus* 2022. 2022
 - Johnson K, Bryan J, LeBlanc C, et al. **The Canadian Association of Emergency Physicians: Working toward Equity, Diversity, and Inclusion.** *CJEM* 2022 (In press) 2022
 - Byran J, LeBlanc C, et al. **CJEM Series on Equity Diversity and Inclusion for the Canadian Association of Emergency Physicians.** *CJEM* 2022 (In press) 2022
 - Patoka C, LeBlanc C, et al. **Scoping Review of Strategies to improve EDI in EM Resident Selection.** *CJEM* 2022 (in progress) 2022
 - Cameron P, LeBlanc C, et al. **Canadian Conference on Medical Education 2021 Abstracts Les résumés de la Conférence canadienne sur l'éducation médicale 2021].** *Can Med Educ J.* 2021;12(2):e138-e344. Published 2021 Apr 30. doi:10.36834/cmej.72402 2021
 - Sonnenberg, Lyn K., LeBlanc C, et al. **"Six ways to get a grip by calling-out racism and enacting allyship in medical education."** *Canadian Medical Education Journal* (French and English) 2021
 - **The Impact of Transfusion Guideline Implementation on Emergency Physician Transfusion Orders.** Williams, C, LeBlanc C. (under peer review) 2021
 - Cameron P, LeBlanc C et al., **Beneath the surface: Gender equity in academic medicine leadership at a Canadian medical school.** *CMEJ* (under peer review) 2020
 - Staple L, LeBlanc C. **A Novel Approach to Ring Removal: Compression Device** *JEMS.* 2020
 - Brisseau, Clarissa, and Constance LeBlanc. **"Timing: A key concept for both karateka (空手家) and emergency physicians."** *DALHOUSIE MEDICAL JOURNAL* 46.1 (2019). 2020
 - LeBlanc C, Sonnenberg LK, King S, Busari J, **Medical Education Leadership: from Diversity To Inclusivity.** *German Medical Science* (German and English publication) 2019
 - LeBlanc, C., Murray, J., Staple, L., & Chan, B. (2019). **Review of emergency preparedness in the office setting: How best to prepare based on your practice and patient demographic characteristics.** *Canadian Family Physician, 65*(4), 253-259. 2019
 - Cameron, P, LeBlanc C, et al. **Chapter: Pregnant Pauses. Handbook on Promoting Social Justice in Education.** 2019
 - Copp S, LeBlanc C. **A Case of Ophthalmic Branch Trigeminal Neuralgia in the Emergency Department.** *Cureus.* 2019 Jan; 11(1): e3831. Published online 2019 Jan 6. doi: 10.7759/cureus.3831 2019
 - Brisseau C, LeBlanc C. **Timing: A Key Concept for both Karateka (空手家) and Emergency Physicians.** *Dalhousie Medical Journal.* *Dalhousie Medical Journal.* Vol 46 (1) 2019 2019
 - Mallery L, LeBlanc C, et al. **Questionable Benefit of Second-Generation Antidepressants for The Treatment of Depression in Frail Older Adults without Dementia.** *BMC Geriatrics.* 2019

- LeBlanc C, Simpson C. **Challenge to change: diversity in leadership** 2018
<https://cjpl.ca/challengediversity.html>. Accessed November 12, 2018.
- Staple L, Beed S, MacIntyre J, Murphy, LeBlanc C. **Organ and tissue donation from poisoned patients in the emergency department: A Canadian emergency physician survey.** 2018
CJEM, 10 Apr 2018:1-8.
- Gravel J, Varner C, LeBlanc C. **Management of priapism with a trial of exercise in the emergency department.** 2018
CJEM, 2018 Mar 16:1-4.
- Sinclair D, Abu-Laban R, Frank J, Holroyd B, LeBlanc C. **The future of emergency medicine in Canada: Reflections one year after the release of the Collaborative Working Group final report.** 2017
CJEM 2017; 19(S2):S38-9.
- Frank, J.R., Cheung, W. J., Sherbino, J., Primavesi, R., Woods, R.A., Bandiera, G., & LeBlanc, C. **2017 CAEP 2016 Academic Symposium: How to have an impact as an emergency medicine Educator and scholar.** *Canadian Journal of Emergency Medicine*, 19(S1), S16-S21.
- Sinclair D, Abu-Laban R, LeBlanc C. **Emergency medicine training & practice in Canada: Celebrating the past & evolving for the future.** 2016
CJEM 2016; 19(S2). 2016
CAEP 2015 Academic Symposium: Leadership within the emergency medicine academic community and beyond. *Canadian Journal of Emergency Medicine*, 18(S1), S1-S9.
- Hazelton L, Allen M, LeBlanc C, et al. **Assessing clinical faculty understanding of statistical terms used to measure treatment effects and their application to teaching.** 2016
J CME 2016; 36(4):278-83.
- Van Hoof T, LeBlanc C, et al. **Society for academic continuing medical education intervention guideline series: guideline 1, performance measurement and feedback.** 2015
JCEHP 2015; 35(S2):S51-4.
- Van Hoof T, LeBlanc C, et al. **Society for academic continuing medical education intervention guideline series: guideline 2, practice facilitation.** 2015
JCEHP 2015; 35(S2):S55-9.
- Van Hoof T, LeBlanc C, et al. **Society for academic continuing medical education intervention guideline series: guideline 3, education meetings.** 2015
JCEHP 2015; 35(S2):S60-4.
- Van Hoof T, LeBlanc C, et al. **Society for Academic continuing medical education intervention guideline series: guideline 4, interprofessional education.** 2015
JCEHP 2015; 35(S2):S65-9.

**Full publication list available on ResearchGate: https://www.researchgate.net/profile/Constance_Leblanc2

Non-Peer-Reviewed** (current year only)

- **Ethical Grounding for Choosing Wisely** (video): <https://www.nshen.ca/index.php/fireside-chats/the-ethical-foundation-for-choosing-wisely/> 2022
- LeBlanc C, Elnenaï M. **Using Labs Wisely in Nova Scotia.** DoctorsNS Magazine 2022
November 2022 (in press) 2022
- LeBlanc, C. **Choosing Wisely Post-COVID-19.** DoctorsNS Magazine October 2022 2022
- LeBlanc, C. **Is Your Hospital Using Blood Wisely?** DoctorsNS Magazine February 2022 2022
- Breckon M, LeBlanc C. **Four Nova Scotia Hospitals Achieve Level One CWC Designation** 2022
DoctorsNS Magazine. March 2022.
- LeBlanc C, Mallam K. **STARS Award Notice.** DoctorsNS Magazine. May 2022. 2022

LEISURE

Music

- **Piano:** grade ten Vincent d'Indy, Montreal, PQ

Sports

- **Shotokan Karate:** Black Belt (Shodan) May 2022
- **SCUBA diving:** Open-water diver 2016, Advanced open-water level 2020

- Running, skiing, hiking, cycling, and camping

Travel

- **Leisure travel:** Europe, across Canada and the US, UK, Asia
- **Sport travel:** SCUBA, cycling, hiking, and *The Amazing Chase Across Asia* 2018
- **Medical Travel:** Adventure ship physician Polar Latitudes: Camping in Antarctica 2022

Languages

- Complete fluency in English and French, basic Spanish

Diversity

- I am a cis-gendered woman, the first woman hired by our provincial trauma center
- I am married to a Chinese man, with two adult children
- My genealogy is métis of Mi'kmaq descent, I do not actively identify as indigenous

Dr. Constance LeBlanc

February 26th 2023.