



# Diversity, Equity & Inclusion Guide

September 2021

## Introduction

The Huron Perth & Area Ontario Health Team (HPA OHT) envisions a sustainable, people-driven system that strives to provide a positive experience for all. Within this vision, HPA OHT is passionately committed to;

- ▶ Embracing change to enrich the lives of citizens and put community health outcomes first,
- ▶ Creating relationships based on trust and commit organizational resources towards collective improvement,
- ▶ Delivering evidence-based, fiscally responsible and sustainable care,
- ▶ Pursuing opportunities to eliminate gaps, duplication and provide optimal care
- ▶ Partnering together for effective decision-making.

## Purpose

The purpose of the HPA OHT Diversity, Equity and Inclusion (DEI) Guide is to share information with members and, together, take action. The Guide serves as one source for members to integrate into their own organization's DEI work and as the foundation for the future action by the HPA OHT DEI Working Group.

## Working Group

The Diversity, Equity, Inclusion Working Group was established in spring 2021 as part of the Accountability and Implementation Structure for HPA OHT. Secretariat staff and the following member organization representatives comprise the Working Group who commenced virtual meetings to undertake the work;

- Carlin Jackes, Huron Perth Healthcare Alliance
- Cindy Maxfield, Grand Bend Community Health Centre
- Dawne Boersen, Perth Huron Family Services

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- Justin Dias, Perth County
- Justyna Borowlec, Cheshire Independent Living Services
- Karl Ellis, Listowel Wingham Hospitals Alliance
- Kim Van Wyk, Clinton Family Health team
- Lana Burchett, Rotary Hospice
- Lauren Beer, St Marys & Area Mobility Services
- Nancy Peter, South Huron Hospital Association
- Pam Hanington, Huron Perth Public Health
- Robin Spence Haffner, Choices for Change
- Sarah Franklin, Perth County

## Background

With regards to diversity, equity and inclusion, foundational legislation and human right codes to support the work, include; the [Ontario Humans Right Code](#) and the [Accessibility for Ontarians with Disabilities Act](#). The Ontario Humans Right Code prohibits actions that discriminate against people based on a protected ground in a protected social area. The Accessibility for Ontarians with Disabilities Act establishes standards for customer service, such as accessible formats and communication supports.

To maintain focus on HPA OHT's diversity, equity and inclusion commitment, it is important to understand the work specifically within the health care sector. The Alliance for Healthier Communities [Health Equity Charter 2020](#) is an excellent example of boldly addressing the needs of communities in relation to the best possible health for everyone. In addition, the following definitions from Ontario Health's [Equity, Inclusion, Diversity and Anti-Racism Framework](#) provide clarity:

## Diversity

*“The range of visible and invisible qualities, experiences and identities that shape who we are, how we think, how we engage with and how we are*

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*perceived by the world. These can be along the dimensions of race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, age, physical or mental abilities, religious or spiritual beliefs, or political ideologies. They can also include differences such as personality, style, capabilities, and thought or perspectives.”*

## Equity

*“Unlike the notion of equality, equity is not about sameness of treatment. It denotes fairness and justice in process and in results. Equitable outcomes often require differential treatment and resource redistribution to achieve a level playing field among all individuals and communities. This requires recognizing and addressing barriers to opportunities for all to thrive in our society.”*

## Inclusion

*“Inclusion recognizes, welcomes and makes space for diversity. An inclusive organization capitalizes on the diversity of thought, experiences, skills and talents of all of our employees.”*

## Diversity, Equity and Inclusion Statement

### Purpose

This statement can be used by member organizations of the HPA OHT as a “foundational statement” to reflect their own and the HPA OHT’s commitment to diversity, equity and inclusion in health system design and service delivery. This statement is designed to evolve as the HPA OHT work progresses.

### Statement

Huron Perth and Area Ontario Health Team (HPA OHT) works to create a healthcare system that reflects the diversity of the communities we serve and provides equitable and inclusive care.

<<insert member organization name>>, as part of our Ontario Health Team commits to create and maintain a health system that is diverse, inclusive, equitable and welcoming.

## Land Acknowledgement

### Purpose

This Land Acknowledgement may be used by member organizations of the HPA OHT as one of the actions to support Canada's Truth and Reconciliation commitments. It is encouraged that member organizations add a specific action when the Land Acknowledgement is spoken. HPA OHT will provide recommendations for action work in the Week In Review email blasts for member organizations.

### Process

The HPA OHT land acknowledgement was drafted during the summer of 2021 with insight from HPA OHT member organizations and Huron and Perth municipalities that shared their organization land acknowledgements. Some organizations included the processes implemented for developing the acknowledgements.

To honour the previous work of HPA OHT members and in awareness that Truth & Reconciliation is the work of those who do not identify as Indigenous and First Nations, this Land Acknowledgement is offered. As HPA OHT relationships evolve, and with the anticipation of collaboration with an Elder for OHT regional work, we acknowledge this Land Acknowledgement will mature with new iterations. The Land Acknowledgement is more than a statement to be spoken; it is a step in a call to action.

### Land Acknowledgement

We understand the land on which we gather is the traditional territory of the Anishinaabeg, Haudenosaunee, Ojibwa and Wendat. Treaty 29 and Treaty 45 ½ are the established agreements to peacefully share and be stewards of the land.

We recognize the long history of Indigenous and First Nations Peoples of Turtle Island and show our respect to them today. We commit to the following action: <insert action>

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## Pronunciations

Follow the links to learn the pronunciation of the nations;

[Anishinaabeg](#) Awe – Nish – Nah - Beck

[Haudenosaunee](#) Hoe – De – Nah – Show – Nee

[Ojibwa](#) Oh – Jib – Ba – Way

[Wendat](#) When - Dat

## Truth & Reconciliation Actions

The Land Acknowledgement encourages action as it relates to Truth & Reconciliation. Member organizations are encouraged to explore, discuss and identify actions. In addition, the following actions may be considered for use with the Land Acknowledgement;

[READ](#) A Knock on the Door: The Essential History of Residential Schools from TRC.

[READ](#) Seven Fallen Feathers by Tanya Talaga

[READ](#) The Advocate online magazine at the Chiefs of Ontario web site.

[BUY](#) the 2021 Orange Shirt and WEAR it often.

[LISTEN](#) to All Our Relations: 2018 Massey Lectures by Tanya Talaga

[LISTEN / WATCH / READ](#) The Secret Path by Gord Downie & Jeff Lemire

[DONATE](#) to Downie & Wenjack Fund

[EXPLORE](#) a map of territories, languages and treaties

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## Diversity, Equity & Inclusion Resources

The HPA OHT Diversity, Equity & Inclusion Working Group researched, reviewed and identified a variety of resources to share with members. Members are encouraged to access the resources to support their organization's diversity, equity and inclusion work. The Working Group welcomes additional resource suggestions and encourages information sharing. New resources may be sent to the HPA OHT Secretariat and will be shared at the Working Group meetings for review.

### Frameworks

Ontario Health developed an [Equity, Inclusion, Diversity and Anti-Racism Framework](#) with a focus on addressing anti-Indigenous and anti-Racism work through eleven areas of action.

The Canadian Mental Health Association Ontario released an [Action Framework: Advancing Equity in Mental Health](#) with ideas for integrating at service delivery, organizational and regional levels.

Cancer Care Ontario has an [Equity in Engagement Framework](#); the framework promotes equitable engagement and tools to assist efforts to engage and connect with diverse marginalized populations

CAMH released a framework for [Dismantling Anti-Black Racism](#); the framework outlines goals and specific actions to dismantle anti-Black racism within CAMH.

Ontario Trillium Foundation released a [Framework for Diversity, Equity and Inclusion](#) that outlines specific actions for staff, communities and volunteers.



## Statement Samples

1. The Canadian Chiropractic Association released a [Diversity, Equity and Inclusion Statement](#)
2. Lakeridge Health released a commitment to [Diversity, Equity and Inclusion Statement](#)
3. Markham Stouffville Hospital endorsed its own version of the York Region [Inclusion Charter](#)

## Policy

1. The Canadian Medical Association released an [Equity and Diversity in Medicine Policy](#) as well as a [background on the policy](#); see Recommendations and Guiding Principles sections of the policy as it relates to ethics and medical professionals.

## Action Plans

1. The Canadian Chiropractic Association released an [Action Plan for 2020-2025](#).
2. Markham Stouffville Hospital developed a [Diversity, Equity and Inclusion Plan for 2020-2022](#).
3. Health Quality Ontario produced a [Health Equity Plan](#).

## Guides

1. The Registered Nurses Association of Ontario released the [Embracing Cultural Diversity in Health Care: Developing Cultural Competence](#) – a best practices guide for embracing diversity within health care organizations.
2. City of Ottawa created an [Equity and Inclusion Lens Handbook](#).

## Tools and Toolkits

1. [Health Equity Impact Assessment Tool](#); decision support tool that walks individuals through the steps of identifying how a program, policy or similar initiative will impact population groups in different ways.
2. [D.I.Y Health Equity Toolkit](#) produced by Canadian Association of Mental Health; a guide for those interested in working towards equity within Ontario's Mental Health System and beyond.
3. [Advancing the Mission: Tools for Equity, Diversity and Inclusion](#); toolkit contains 11 tools that organization can use to achieve change—divided into two categories: Cross-Cutting Tools and Hard-Wire Group (see page 28).
4. [Navigating Race in Canadian Workplaces](#); a toolkit for diversity and inclusion practitioners to provide them with relevant resources to talk about race and racism in the workplace.
5. [Embracing Diversity Toolkit](#) from the Center for Learning, Research and Innovation in Long-Term Care.
6. [Health Equity Toolkit](#) by EQUIP Health Care; specifically, [Trauma and Violence Informed Practice Tool](#).
7. Grey Bruce Public Health created a [Health Equity Tool](#) and corresponding online training videos along with instructions for use.
8. National Collaborating Centre for Determinants of Health produced [Let's Talk Health Equity](#)

## Assessment/Evaluation

1. Centre for Innovation in Campus Mental Health has an [Evaluation Toolkit](#); primarily directed towards mental health, well-being and addiction services evaluation.

## Education

1. [Call it out: Racism, Racial Discrimination and Human Rights](#) from the Ontario Human Rights Commission; a 30-minute interactive e-course that offers a foundation for learning about

race, racial discrimination and human rights protections under Ontario Human Rights Code.

2. [94 Calls to Action](#) by The Truth and Reconciliation Commission; actions to advance Canada through the process of reconciliation with First Nation, Inuit, Métis and urban Indigenous Peoples—includes a “health” section (actions 18-24).
3. Ontario Health’s (Cancer Care Ontario) [Indigenous Relationship and Cultural Safety Course](#); a series of 13 Free online courses to provide knowledge about the history and culture of First Nations, Inuit and Métis people and communities.
4. University of Alberta’s [Indigenous Canada Course](#); a free 12-lesson Massive Open Online Course from the Faculty of Native Studies that explores Indigenous histories and contemporary issues in Canada.
5. Some HPA OHT members have received [San’yas Indigenous Cultural Safety training](#) from the Provincial Health Services Authority in BC. This training was provided up to ten members from each OHT in 2020-2021. There is an OHT goal to have all members trained in Indigenous Cultural Safety. It is an eight week, work-at-your-own pace course that requires 8 to 11 hour per week. Cost is approximately \$300 per person. The training is accredited by the Ontario College of Family Physicians, Canadian College of Health Leaders and the Royal College of Physicians and Surgeons of Canada.

## Dates of Significance

Refer to [Government of Canada](#) and [Province of Ontario](#) Important and Commemorative Days sites for complete listing.