



Board of Directors  
Policy Manual

Subject: **EQUITY, DIVERSITY, INCLUSION  
AND ANTIRACISM**

Policy # 5-340

Approved by: Board of Directors

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**POLICY**

The Board is committed to the principles of equity, diversity, inclusion (EDI), and anti-racism for all members of the Hospital community, which includes patients, families and visitors, management, staff, contractors, as well as Directors and other volunteers. These principles are of central importance to the right of all members of the Hospital community to be treated with fairness, dignity and respect.

The Hospital will maintain an Equity, Diversity and Inclusion program (the Program) to further these principles in a manner reflecting the Hospital’s purpose and values and the communities it serves.

The Board will ensure that its own policies and procedures conform with the Program, *mutatis mutandis*.

**PURPOSE**

This policy provides for framework elements of the Program, definitions to guide its creation, and for Board oversight of it

**PROCEDURES**

**Program elements**

a. EDI

Policies and procedures to prohibit and prevent discrimination or harassment on grounds of race, Indigenous ancestry, ethnic origin, religion, sex, sexual gender identity or expression, age, marital or family status, language, or visible and invisible disability. These will apply to both decisions concerning staff recruitment and selection, career development, promotion, staff development opportunities, pay and remuneration, or reward and recognition and to patient care.

Gather and use equity data to inform future decisions regarding policies, programs, guidelines, and practices. Develop metrics that will continuously measure progress and success in creating a culture and environment that supports equity, diversity and inclusion in the patient and employee experience.

b. Anti-racism

Policies and procedures to prohibit and prevent racial discrimination and harassment and to promote an anti-racist culture.

c. Incidents and complaints

Policies and procedures or linkage to existing policies to enable the recording and reporting of incidents or complaints of infringement of EDI and anti-racism policies and procedures

d. Training and education

Programs to provide ongoing training and education for members of the hospital community to increase awareness of EDI issues and promote a more inclusive work environment

e. Intersections

Links to related policies and procedures such as harassment, violence and accessibility.

**Board oversight:**

The Governance Committee will receive and review quarterly reports, which will include policy initiatives, incidents and complaints

The Board will annually review the Program

**APPENDIX**

1. Defined terms

*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 (unequal) 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

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

*Inclusion*

Inclusion recognizes, welcomes and makes space for diversity. An inclusive organization encourages the participation of, and capitalizes on, the diversity of thought, experiences, skills and talents of all its members.

### *Anti-racism*

An anti-racism approach is a systematic method of analysis and a proactive course of action. The approach recognizes the existence of racism, both individual and systemic racism, and actively seeks to identify, reduce and remove the racially inequitable outcomes and power imbalances between individuals and groups and the structures that sustain these inequities.

### *Discrimination*

Any action, decision or form of unequal treatment of an individual or group, based on the prohibited grounds of discrimination of the *Ontario Human Rights Code*, such as age, disability or race. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but have the effect of disadvantaging individuals or groups.

### *Harassment*

An incident or course of vexatious actions or comments that are known, or ought reasonably to be known, to be unwelcome, the effect of which constitutes aggressive pressure or intimidation. Harassment can involve words or actions that are known or should be known to be potentially offensive, embarrassing, humiliating, demeaning or otherwise harmful.

## **References**

[Ontario Human Rights Code](#)  
[Ontario Health EDI Framework](#)