



Equity, Diversity, Inclusion and Belonging Plan Extension 2022-2024

Oak Valley Health prides itself as an organization that serves some of Ontario's most diverse communities with core principles of fostering a safe and inclusive environment.

We acknowledge that structural racism, discrimination, gender bias and institutional oppression exist within our society, and negatively impact health outcomes.

We are committed to listening, learning, and taking the necessary actions to ensure every person can come to work or receive care at Oak Valley Health safely, openly, and honestly. We are also committed to embedding anti-oppressive principles in all aspects of our policies, processes, and practices. Building a diverse, equitable, and inclusive Oak Valley Health is both an obligation and an opportunity. It is not enough to simply recognize diversity, we need to create an environment of inclusion, where our people work towards common goals, feel supported, and have a sense of belonging.

★ Deliver an extraordinary patient experience

- Apply equity, diversity, and inclusion (EDI) lens in our strategic planning
- Integrate pronouns in MEDITECH
- Expand and operationalize the language navigation program

🤝 Enhance our community

- Implement Truth & Reconciliation Commission (TRC) call for action
- Establish corporate calendar of significant observances

👥 Empower our people

- Expand education sessions/speaker series
- Establish a second Community of Inclusion group

Strategic enabler: Increase EDI presence/awareness



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The Oak Valley Health Code of Behaviour states “I embrace diversity, and inclusion and treat everyone with dignity.” This mandate demonstrates the need for robust EDI principles and practices. As such, we have developed an EDI plan that is responsive to what we have heard from staff, professional staff, and our community. It also aligns with our strategy and encourages all stakeholders to work collaboratively to correct power imbalances. This EDI plan serves as a roadmap for incorporating EDI into health care planning and service delivery with the single goal of improving equity for our people and our community.

Together we need to create an environment where everyone feels comfortable being themselves, is engaged, and empowered to share their ideas.

EMBEDDING an 'honoured to care culture' that is equitable and inclusive of all.

ESTABLISHING internal and external partnerships to drive positive systemic change.

EMBRACING all equity-seeking and equity-deserving groups.