



MEDIA RELEASE

MSH launches equity, diversity and inclusion plan

MARKHAM, ON (January 26, 2021) – Markham Stouffville Hospital (MSH) is proud to launch its first formal Equity, Diversity, and Inclusion (EDI) plan.

“As an organization that serves some of Canada’s most diverse communities, MSH must foster an environment of equity and inclusivity,” said Jo-anne Marr, President and CEO of MSH.

“We are committed to listening, learning and understanding to ensure every person can work and receive care safely, openly and honestly, and embedding an anti-oppression approach in all aspects of our internal policies, processes and practices to address systemic inequities and power imbalances.”

Jo-anne adds that the launch of the EDI plan “builds on important progress we have made over the last five years. This includes rejuvenating our code of behaviour and corporate values, launching an EDI committee, and more formally recognizing Pride month.”

MSH is also a member of the Municipal Diversity and Inclusion Group (MDIG), which helped York Region take an historic step forward with the launch of its first [Inclusion Charter](#) in 2019.

“Everyone is welcome in Markham and the launch of Markham Stouffville Hospital’s equity, diversity and inclusion plan complements the City of Markham’s Diversity Action Plan, which was developed to further strengthen our commitment towards inclusion and celebrating our diversity,” said Markham Mayor Frank Scarpitti.

“This year, the City will be updating its Diversity Action Plan and we look forward to collaborating with organizations like Markham Stouffville Hospital on various initiatives and consultations.”

The EDI plan provides a framework for MSH EDI activities and serves as a resource to enable MSH to sustain and advance its efforts. The EDI framework incorporates MSH’s strategic objectives and uses an anti-oppression approach to supporting a workplace that actively seeks to rectify systemic inequities and honours our values.

<p>Delivering an extraordinary patient experience</p> <ul style="list-style-type: none"> • Enhance interpretation and translation services 	<p>Embracing our community</p> <ul style="list-style-type: none"> • Develop an EDI policy that articulates our approach in supporting the diversity of communities we serve • Implement inclusive environments for all at our sites 	<p>Empowering our people</p> <ul style="list-style-type: none"> • Implement EDI training for Board members, leadership and staff • Develop an EDI recruitment plan so our people best reflect the diversity of our community • Launch Communities of Inclusion peer support and advisory group • Add an EDI specific question to our iReport system to better understand if discrimination contributes to violence in the workplace
<p align="center">Strategic enabler</p> <p align="center">Develop and implement a plan for sociodemographic data collection on our people and our patients.</p>		

To learn more, visit <https://www.msh.on.ca/about-us/equity-diversity-and-inclusion>.

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About Markham Stouffville Hospital (MSH)

Markham Stouffville Hospital (MSH) is one of Ontario’s leading community hospitals. Across its two sites (Markham and Uxbridge) and the Reactivation Care Centre (RCC), the hospital has 329 beds and provides high quality, patient-centred care to more than 402,000 patients each year. It offers diagnostic and emergency services and delivers clinical programs in acute care medicine and surgery, addictions and mental health, and childbirth and children’s services.

At MSH, 560 physicians, 25 midwives, 2,300 staff and 1,200 volunteers serve patients and families with an honoured to care mindset. The hospital partners with other providers to take this care beyond its walls and deliver an extraordinary patient experience to the residents of Markham, Whitchurch-Stouffville, Uxbridge and beyond. For more information: visit www.msh.on.ca.