

COMMITTEE UPDATE



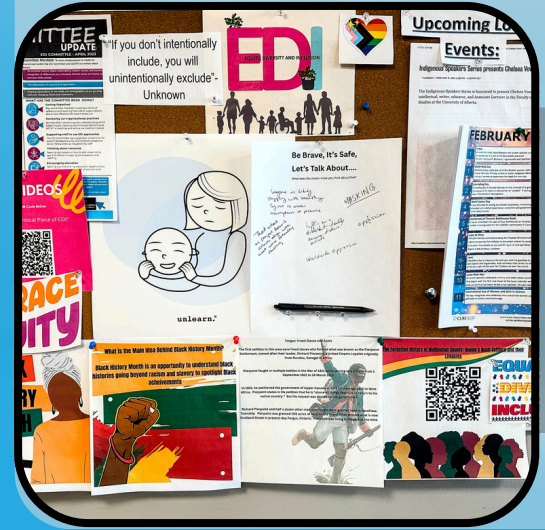
UGFHT EQUITY, DIVERSITY AND INCLUSION COMMITTEE February 2024

UGFHT EDI Spotlight

The launch of the UGFHT and CW food bank hub



The interactive EDI board in the Trailside lunch room



Committee Mandate: To work collaboratively to create an environment within the EDI Committee and UGFHT as a whole which fosters:

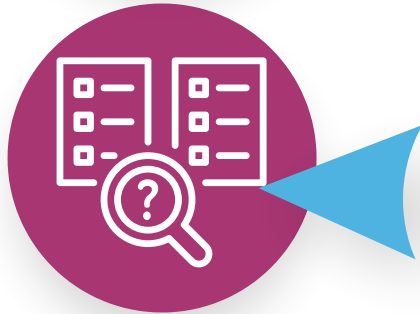
- An inclusive culture where vulnerability, respect, equity, and positive recognition of differences are cultivated, diverse voices are heard, and everyone feels valued.
- The elimination of injustice and oppression.
- Ongoing adaptations to the needs and demographics of our growing and ever-changing clients and community.

WHAT HAS THE COMMITTEE BEEN DOING?



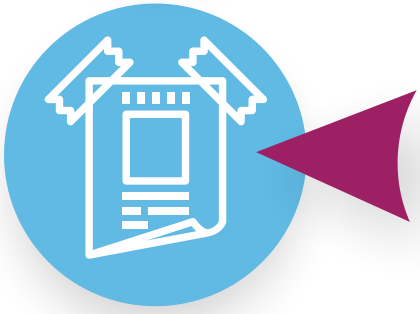
Staying Organized

The committee has been tracking our progress to make sure that we are moving strategically through improvements and able to share confidently in our progress.



Updating our organizational practices

ED and HR have been busy updating interview questions, job postings, and exit interviews to be more inclusive and encourage learning about opportunities. We also have a new statement in the handbook related to cultural holidays. Check out the employee handbook.



Improving print and digital materials

The committee, in combination with the communications working group, has been working to update website, social media and print materials to be consistent, diverse and inclusive. Check it out!



Partnerships to prioritize EDI in our clinical care

We continue to support and celebrate our work to give rural access to clinical programs and services such as the trans health clinic, cardiac rehab, and pain programs. We also proudly host partner organizations such as Stonehenge, Arthritis Society and Hospice Wellington.



Encouraging education

We have, as a staff, completed 74 reported hours of EDI related education this year and have planned for collaborative education with the FHT and FHO for next year.



81%

Through this work, we established that the UGFHT currently meets 81% of the GDEIB Benchmark's **LEVEL 3: PROACTIVE**, which is defined as the organization having "A clear awareness of the value of DEI; starting to implement DEI systemically. This is what is required and expected of all organizations." Last Year we were at 51%! Great work to all!

WHAT'S NEXT?

- Planning a large group education session for FHT and FHO staff.
- Continuing to make time at UGFHT meetings to highlight EDI happenings and opportunities.
- Continue to work through the global benchmarks to improve EDI at UGFHT for staff and partners.

Do you have ideas for our committee or how we can make UGFHT more inclusive and equitable? Let us know!



Have you taken training on an issue connected to EDI?

Make sure to let HR know if you have done training! We are tracking this!

[Check out this video:](#)



Belonging, A Critical Piece of Diversity, Equity & Inclusion | Carin Taylor

Have you taken engaging training on an issue connected to Equity, Diversity or Inclusion that others should know about?

Let a committee member know!

