

COMMITTEE UPDATE



UGFHT EQUITY, DIVERSITY AND INCLUSION COMMITTEE Fall 2025

UGFHT EDI Spotlight

Partnership with the social committee to send out reminders of awareness days and elective group purchasing of associated merchandise (i.e. Pink and Orange Shirt Days).



Created a means for staff to recognize and thank one another for excelling in their roles and with EDI initiatives.



EDI Progress by the numbers

94% **59%**

Level 3 (Target 90%)

Level 4 (Target 50%)

Through this work, we established that the UGFHT currently meets 94% 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."** And 59% of **Level 4: PROGRESSIVE**, defined as **"Implementing DEI systemically and showing improved results and outcomes beyond what is required or expected."**

WHAT'S NEXT?

- 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, patients, and partners.

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

Let us know by contacting
info@uppergrandfht.org



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.

Updates on Core Initiatives at UGFHT



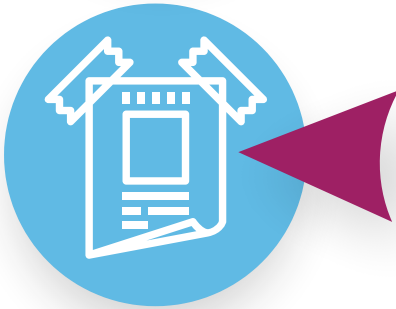
Tracking our work using the GDEI Benchmarks

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 continue to revise recruitment practices, review practices and add flexibility to respect the diversity of UGFHT staff. We had a Community Health Profile created that gives updated information about the demographic and socioeconomic needs in our communities.



Improving print and digital materials

We continue to update the website, social media and print materials to be consistent, diverse and inclusive. We have created a yearly workflow plan as a planning and accountability tool that will be used each year to organize and track work completed.



Partnerships to prioritize EDI in our clinical care

In partnership with the Wellington Healthcare Alliance, Rural Wellington FHTs, and the OHT, we are learning more about the Indigenous services available in our region and working to improve referral pathways.



Supporting EDI education

Introduced a requirement for staff to complete at least one hour of EDI-related professional development annually, and EDI training is now embedded in the onboarding process for all new team members

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

**Let us know by contacting
info@uppergrandfht.org**

[Check out our Website and our updated list of EDI learning resources.](#)

