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EDI Tips for GWOHT Members

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Pronouns on all Name Tags

In order to make everyone feel comfortable and accepted, pronouns can be added to all staff name tags. This would allow people to be referred to in the way they are most comfortable as well as encourage patients to feel safe sharing their pronouns.

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Staff Feedback Survey

Concerns regarding EDI in the workplace can at times go unnoticed. Creating an online survey for staff to complete could help in reducing this problem. This survey can be used to give feedback, positive or negative, and make any recommendations they feel will help to continue to create a positive work environment. The survey will be anonymous so staff feel comfortable being honest.

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Diversity on all Posters

Diversity and representation in the work place is vital. It is important that all staff and patients see themselves in the displays in the centre. All posters and signage within an organization should reflect the community around them. Our hope is for all people and all races to feel represented at the health centre.

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Gender Neutral Facilities

It is incredibly important to ensure that there are spaces for all patients to feel comfortable. Gender neutral washrooms and change rooms will allow all patients the opportunity to use spaces that fit the way they personally identify. It is important to note, that some people may not feel that they are able to identify as male or female. By providing gender neutral facilities, patients will not have to make this choice.

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Indigenous Community Survey

An online survey available for any Indigenous patients to complete can act as a channel of communication. All communities have different needs and it is important that this channel of communication is used to better equip the GWOHT in providing the best care for Indigenous people. Any information on changes or improvements that can be made to the health centre to better meet the needs of patients is strongly appreciated and encouraged.

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Committee Meetings

Meeting to formally go over new developments is important for the success of a committee. Regular meetings will help to reduce confusion and remain on the same page. These meetings can be used to go over new EDI ideas, any problems or concerns that have taken place, and to create resolutions for the company. By checking in often, there will be added emphasis on ensure the success of EDI in the workplace.

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Biannual Staff Training

To encourage EDI in the workplace, regular training is important. In order to keep staff well informed on current EDI practices and important topics that require sensitivity, training should take place twice a year. One of the best ways to have strong EDI in the workplace is by regularly gathering and learning new information.

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Vote for EDI Committee

Each year, every department can conduct a vote to elect one representative to sit on the EDI committee on behalf of their department. This person will represent all members of their department during committee meetings and decisions. This will encourage the interests of all departments to be accounted for during decision making.

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Implicit Bias

Implicit Bias occurs when we associate stereotypes with people without our conscious knowledge. Implicit bias in individual interactions can be adjusted and countered if we are aware of our bias and take action to redirect our responses. A great approach to reversing your own implicit bias is to practice stereotype replacing which occurs when you recognize that a response is based on a stereotype and you consciously adjust your response

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Holding Those Around Us Accountable

Equity, Diversity, and Inclusion suppressing comments, attitudes, and discussions should be called out. It is frightening to confront a co-worker, manager, or boss regarding a prejudiced, or narrow-minded comment or action, however, it is a great step towards making the workplace a positive place. A great way to confront someone is to approach them in private and give them a chance to learn.

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Microaggressions

Microaggressions are indirect, subtle, or unintentional discriminatory words or actions against members of a marginalized group. Many individuals are not aware of the language they use, and this causes certain seemingly harmless statements to come across as racist, sexist or classist. An important way to avoid microaggressions is to recognize and reflect on your own biases, interactions, and behaviors.

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Benefits of Diversity

Having a diverse physician workforce is critical to maximizing care for diverse patient populations. In the USA, only 4% of U.S. doctors are Black. Additionally, research shows that having a Black doctor led black men to receive more-effective care. It is important to embrace everyone into the healthcare industry, and celebrate diversity.

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It Is Okay to Ask

You can't always tell someone's pronouns by how they look. It is better to ask what an individual's pronouns are than to guess and get someone's pronouns wrong, putting both parties in an uncomfortable situation. A great way to invite someone to share their pronouns is by sharing your own when introducing yourself.

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Racial Disparities in Access to Healthcare

Individuals who are a part of a minority are less likely to receive routine medical care and face higher rates of morbidity. Research also shows that bias, stereotyping, prejudice, and clinical uncertainty are the factors that contribute to these disparities. A way to reduce this is through education, and encouraging physicians and those who work in healthcare to be aware of their own practices.

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Including Young People in the Discussion of Healthcare

Youth involvement in health-related programs has been proven to be positively related to the success of these programs. By creating a relationship between adults and youth during the development, implementation, and evaluation of policies, research, and health promotion efforts that target adolescents, everyone involved is likely to take away additional knowledge and new perspectives.

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Racial Inequities in the Hiring Process

Although unfortunate, there are still inequities in the hiring process, and these inequities impact the level of diversity within healthcare institutions. A way to avoid this is to create a standard interview process that you follow for every candidate. By asking everyone the same questions at an interview, you limit the number of biases and stereotypes that could occur otherwise.

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Making Healthcare Gender Neutral

Often, transgender or gender non-conforming individuals experience a sense of distress when accessing healthcare due to many factors. For example, most individuals think of a gynecologist as a doctor strictly for women, however, it would be beneficial to remove the gender association with certain types of doctors in order to make everyone comfortable accessing necessary care.

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Investing Into Community Initiatives

When looking at healthcare financial and services, it is important to redirect some financial investments to community initiatives and needs. This includes offering career-development opportunities to employees, thinking of whom live at or close to the poverty level; some about where to build facilities, and who constructs and supplies them; and striving for ethnic, racial, and socioeconomic diversity in all the decision-making that occurs.

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Discussing Gender Identity With Patients

Research shows LGBTQ+ youth value the opportunity to discuss gender and sexuality with their healthcare provider. Transgender and gender diverse youth are more likely than their peers to experience poor physical health and are at higher risk of depression, anxiety, self-harm and suicide. Considering this, it is imperative to the health of our youth that we make the discussion of gender a topic that is openly discussed without judgement.

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Having a Variety of Spaces in Workplaces and Clinics

Every individual has a variety of needs, and the sense of comfort can increase or decrease their environment. The goal should be to create an environment where there are a variety of spaces that caters to the needs of users (patients, visitors, and staff). This can include gender-neutral bathrooms, wheelchair accessible facilities, outdoor spaces, private rooms, comfortable spaces to lounge etc.

FOR ADDITIONAL TIPS FOLLOW THE EDI RESOURCE INSTAGRAM PAGE DEDICATED TO GWOHT MEMBERS

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