



HÔPITAL
**Glengarry
Memorial**
HOSPITAL

Creating a Sense of Belonging

Inclusion, Diversity, Equity & Anti-Racism
Framework

2024-2028



Message from the President & CEO



Robert Alldred-Hughes
President & CEO

As we embark on a new chapter in our journey toward excellence in healthcare, I am delighted to introduce the Inclusion, Diversity, Equity & Anti-Racism (IDEA) Framework for HGMH, a critical and important document that holds the promise of fostering a more inclusive, supportive, and thriving environment for all.

At HGMH, we understand that diversity is a strength, and by embracing a culture of equity and inclusion, we not only enhance the well-being of our staff but also improve the quality of care we provide to the community we proudly serve. This framework represents our commitment to creating a workplace where every voice is heard, every perspective is valued, and every individual, regardless of background, feels a sense of belonging.

Why is this important to us? The answer lies in the very essence of our mission – delivering outstanding care for our communities. By championing equity, diversity, and inclusion, we are better equipped to understand, respect, and respond to the unique requirements of our patients. As we strive for to be outstanding at every patient and family encounter, it is imperative that our hospital reflects the community it serves, ensuring that our practices and policies align with the principles of fairness and equitable opportunity.

This framework is not just a set of guidelines; it is a pledge to weave IDEA into the very fabric of HGMH. It is a commitment to fostering an environment where differences are celebrated, where barriers are dismantled, and where every member of our team feels empowered to contribute their best.

As we embark on this transformative journey, I invite each and every one of you to actively participate, share your insights, and champion the cause of equity, diversity, and inclusion. Together, we can provide care that reflects and respects the mosaic of our community.

Thank you for your dedication and commitment to being better together.

Our Commitment to Truth and Reconciliation

We recognize the profound impact that historical injustices, including but not limited to colonialism, systemic racism, and discrimination, have had on Indigenous peoples, marginalized communities, and individuals. We acknowledge the enduring trauma and intergenerational effects that continue to reverberate through society.

We commit ourselves to the principles of truth and reconciliation and pledge to actively engage in truth, healing, education and awareness, collaboration and accountability.

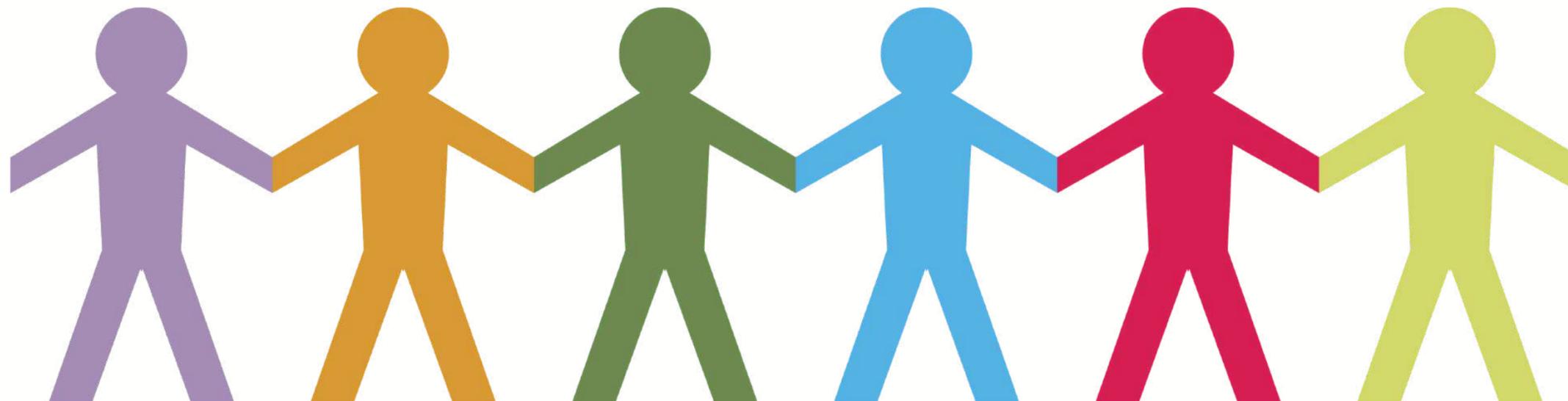
We affirm our dedication to fostering a healthcare environment that is inclusive, respectful, and just for all. We recognize that the journey towards reconciliation is ongoing and complex, but we are steadfast in our determination to contribute to a future where equity, dignity, and healing prevail.



Our Commitment to Inclusion, Diversity, Equity & Anti-Racism

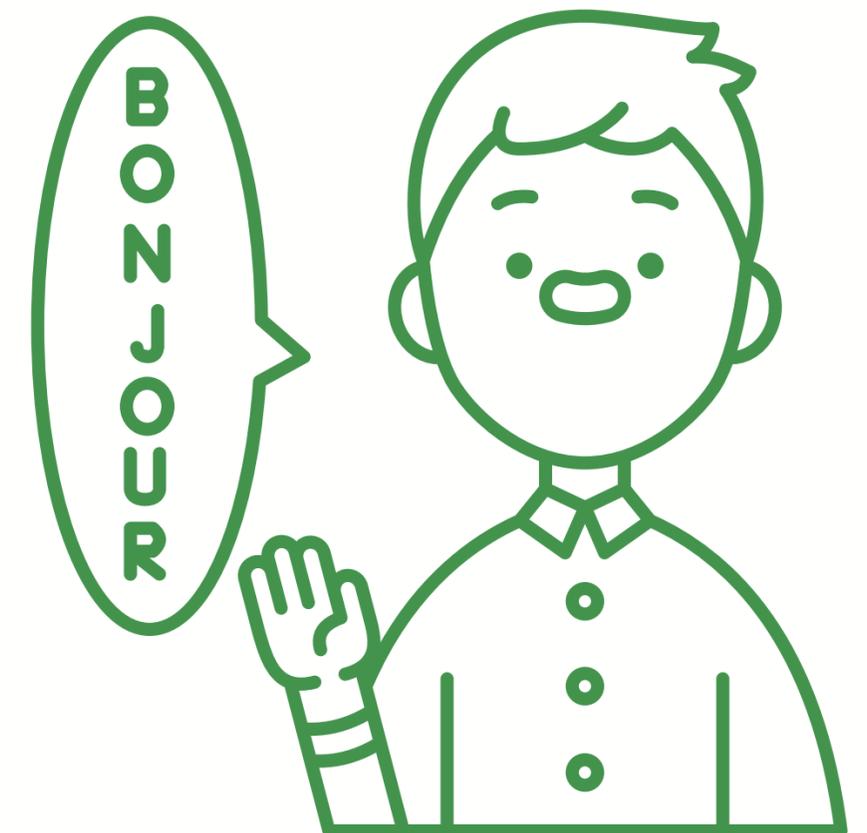


We recognize the intrinsic value of every individual and the diversity they bring to our community. We are dedicated to fostering an environment that upholds principles of equity, diversity, inclusion, and anti-racism in every facet of our operations. Our commitment is unwavering, rooted in our belief that healthcare should be equitable, accessible, and inclusive for all.



Our Commitment to French Language Services

En tant qu'établissement de santé, nous nous engageons à respecter et à promouvoir la langue française dans tous les aspects de nos services et de nos interactions. Nous reconnaissons l'importance de la langue française pour la communication efficace et le bien-être des patients francophones. Par conséquent, nous nous engageons à fournir des services de haute qualité en français, à garantir l'accès à des interprètes si nécessaire et à favoriser un environnement inclusif où la diversité linguistique est valorisée. Nous nous efforçons continuellement d'améliorer nos pratiques linguistiques pour répondre aux besoins de la communauté francophone que nous servons.



Our Path to Change

- Create a common understanding of IDEA
- Create an IDEA Committee
- Meet Accreditation Canada requirements
- Train and educate staff
- Implement equity indicators to support the pillars of Accountability, Human Resources, Leadership and Decision Making, Partnerships and Strategic Planning.
- Engage with community partners and people with lived experience.



Inclusion, Diversity, Equity & Anti-Racism Pillars



1

Leadership & Decision-Making

2

Strategic Planning

3

Human Resources

4

Accountability

5

Partnerships

Strategic Planning

The strategic plan has goals and/or targets that reflect the needs of the community.

The strategic plan is created, decided on, and reflects the values of those affected by the organization.

The staff and board are invited to participate in the creation of the strategic plan.

Action indicators and measurements will be identified and monitored by the IDEA Committee.



Human Resources

Job descriptions include the hospital's value statement of IDEA and cultural safety.

The employment equity policy is developed, and IDEA and cultural safety are considered a job competency.

Employees have multiple trainings in IDEA and cultural safety.

We celebrate cultural diversity in our organization.

Action indicators and measurements will be identified and monitored by the IDEA Committee.



Accountability

Policies are created using an anti-racism lens. Existing policies are reviewed to ensure cultural safety.

There is active and consistent enforcement of policies that meaningfully deal with cultural safety.

There is transparency about cultural safety policies, practices and planning.

Action indicators and measurements will be identified and monitored by the IDEA Committee.



Partnerships

Partner with local indigenous communities to support culturally safe care for indigenous patients and their families.

Connect with community partners with expertise and lived experience for training opportunities.

Actively engage with community partners and the Great River Ontario Health Team to support equitable care in our communities.

Action indicators and measurements will be identified and monitored by the IDEA Committee.

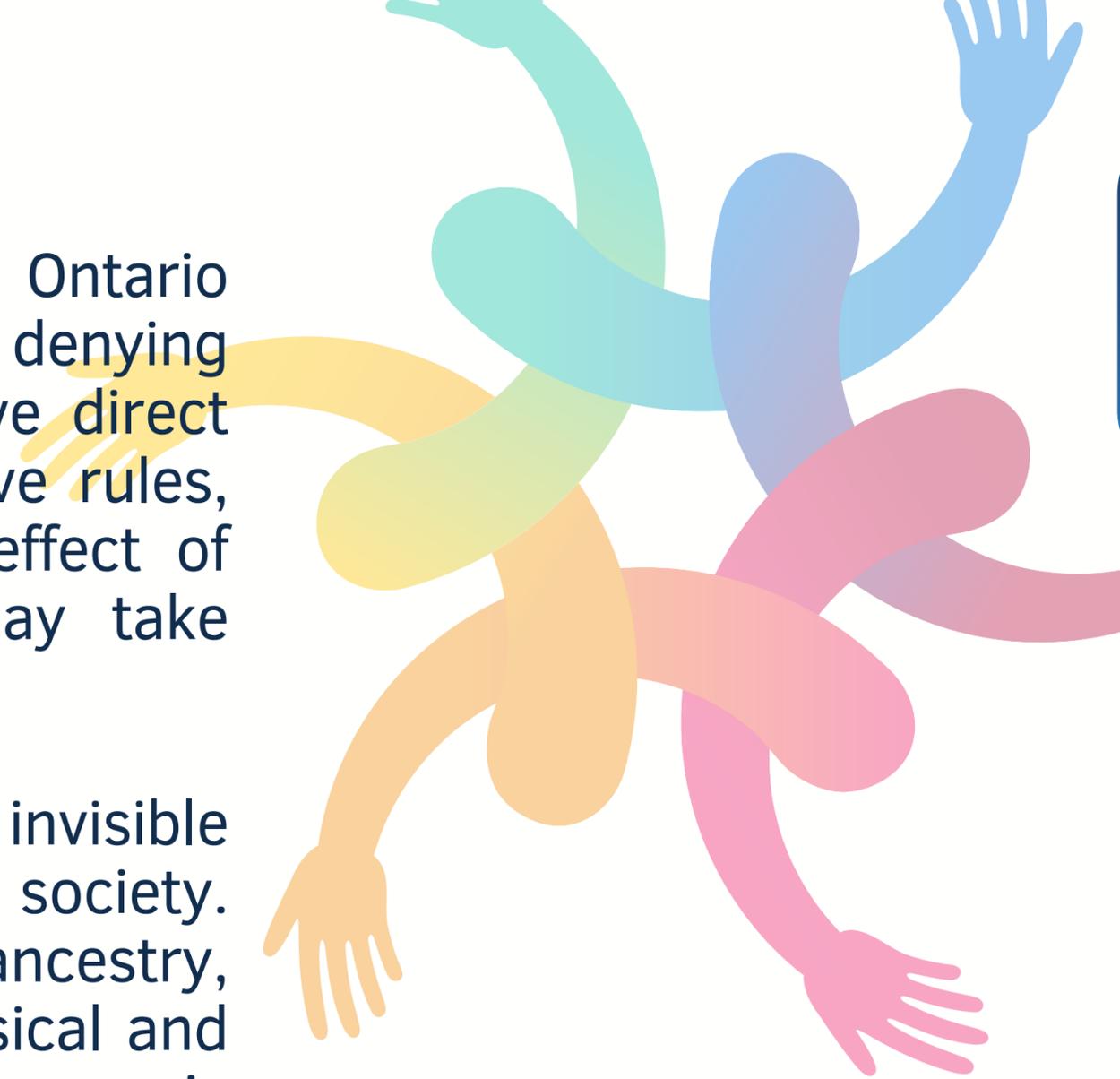


Key Terms

Discrimination: Any form of unequal treatment based on the Ontario Human Rights Code, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices or procedures that appear neutral, but have the effect of disadvantaging certain groups of people. Discrimination may take obvious forms, or it may occur in very subtle ways.

Diversity: Diversity is the presence of a wide range of visible or invisible human qualities and attributes within a group, organization or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, race, language, physical and intellectual ability, religion, sex, sexual orientation and socio-economic status.

Equity: Equity is a condition or state of fair, inclusive and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences. A level playing field among all individuals and communities. This requires recognizing and addressing barriers to opportunities for all to thrive in our society.

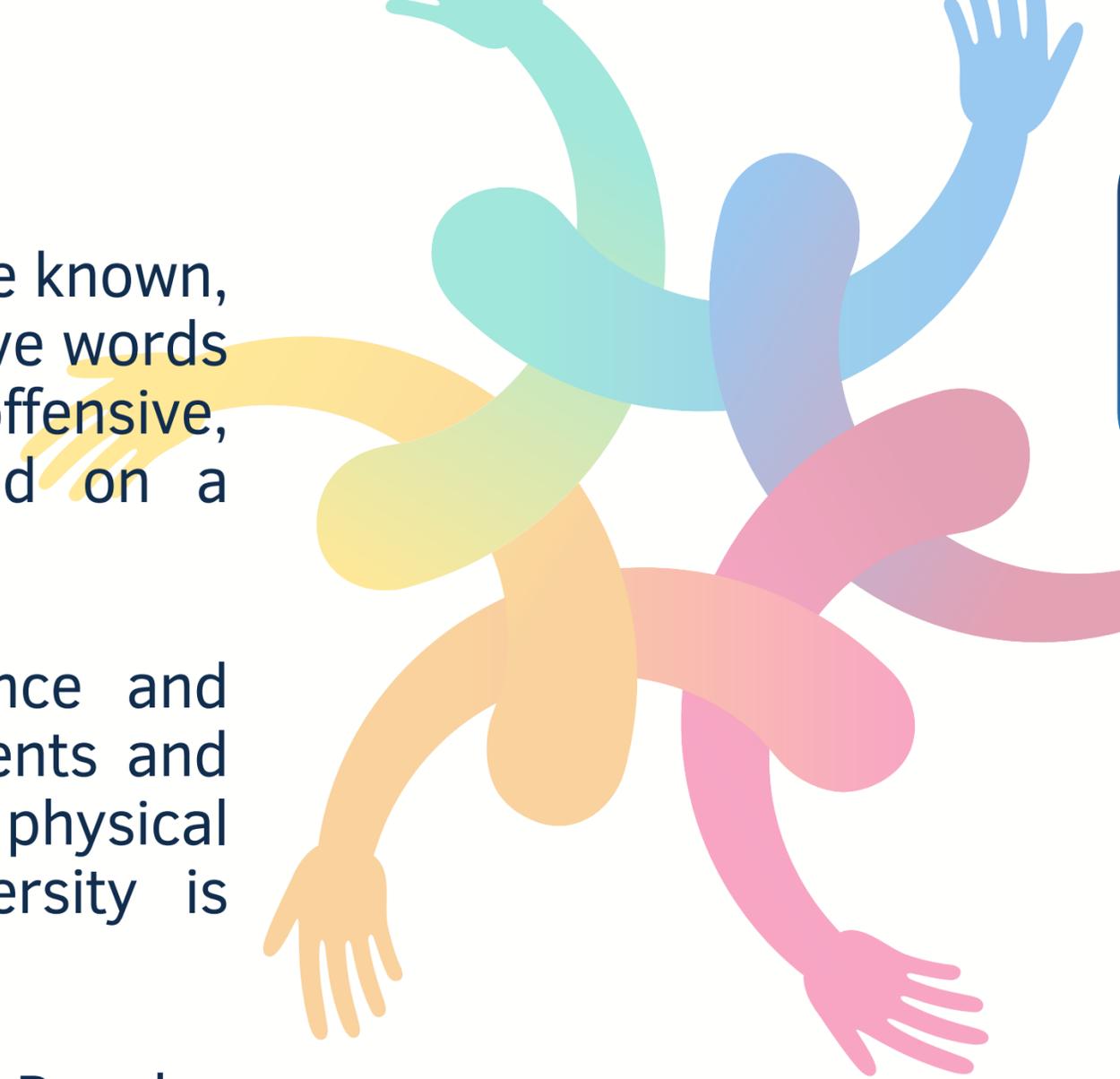


Key Terms

Harassment: A course of vexatious comments or actions that are known, or ought reasonably to be known, to be unwelcome. It can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning, or unwelcome, based on a ground of discrimination and workplace sexual harassment.

Inclusion: Inclusion is based on the principle of acceptance and inclusion of all employees, credentialed staff, volunteers, patients and their families. They see themselves reflected in their physical surroundings and the broader environment, in which diversity is honoured and all individuals are respected.

Reconciliation: Building a renewed relationship with Indigenous Peoples based on the recognition of rights, respect and partnership.





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