

Diversity, Inclusion, and Equity – OP-POL-5 Operational Policy

1.0 Policy Statement

The Health Unit's organizational culture and workplace respects all individuals; identifies and removes discriminatory biases and systemic barriers; and supports human rights, equity, diversity, and inclusivity.

2.0 Purpose

The purpose of this policy is to enable all Health Unit personnel and non-personnel (engaging with the Health Unit) to:

- be welcomed, valued, and treated with dignity and respect;
- have fair and equitable access to and benefit from Health Unit programs, services, and public health information;
- have fair and equal access to employment and student placements with the Health Unit; and
- be meaningfully involved as much as possible, and have diverse perspectives, cultural values and beliefs considered during decision-making, recruiting, and hiring.

3.0 Applicability

This policy applies to all Health Unit personnel (including contract services, such as security), including interactions with individuals and groups external to the organization.

4.0 Scope

This policy applies to all settings where Health Unit work is being undertaken.

5.0 Responsibility

Medical Officer of Health is responsible for leadership in eliminating discrimination; respecting diversity; and promoting human rights, equity and inclusivity, and minimizing barriers.

Executive directors and managers are responsible for providing leadership in eliminating discrimination; respecting diversity; and promoting human rights, equity and inclusivity, and identifying and minimizing barriers.

The policy owner is responsible for planning, coordinating, and evaluating activities relating to this policy, including providing education.

Communications is responsible for supporting internal and external communications in relation to this policy.

Building and Maintenance is responsible for maintaining facilities fostering inclusivity.

Human Resources is responsible for implementing training on related Acts such as the Human Rights Code. Human Resources is responsible for investigating and resolving complaints and incidents of discrimination and harassment, and is responsible for integrating this policy into the orientation program for new employees, volunteers and students.

All Health Unit personnel are personally responsible to adhere to this policy, decrease health inequities, and to report any behaviour that contravenes this policy. This includes any observed client's or other individual's behaviour.

6.0 Definitions

Diversity - the presence of a wide range of human qualities and attributes within an individual, group, or organization. Diversity includes such factors as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background, and expertise

Inclusivity - Clear intention to include people who might otherwise be excluded or marginalized due to factors such as age, race, colour, ethnicity, sex, sexual orientation, gender identity, pregnancy, religion, political affiliation, disability or mental illness.

Equity - Equity is treating everyone fairly by acknowledging their unique situation and addressing systemic barriers. The aim of equity is to ensure that everyone has access to equal results and benefits.

Health Equity – That all people can reach their full health potential and are not disadvantaged from attaining it because of their race, ethnicity, religion, gender, age, social class, socioeconomic status or other socially determined circumstance.

7.0 Consequences of Non-Compliance

A violation to this policy is reported using a Quality Incident Report (QIR). Non-compliance with this policy has consequences and may result in disciplinary action.

8.0 Related Documents

Internal References

- a) Quality Issue Reporting – [WI-HU-065](#)
- b) Records Management – Retention – [WI-HU-108](#)

External References

- a) Access to Information Act, Copyright Act, Emergency Preparedness Act etc.
- b) [Ontario Human Rights Code](#), RSO 1990, c.H.19

Associated Operational Procedures

- a)

9.0 Summary of Revisions

2019-10-25 New Policy

10.0 Policy Development Details

Approved by: **Executive Team**

Date Approved: **2021-02-25**

Date Effective: **2021-03-10**

Date Due for Review: **2026-03-10**

For more information, contact the policy owner: Executive Director, Corporate Services