

SickKids Ambassadors (left to right) Maya, Shea, Sayoni, Dr. George Ibrahim, Qais



SickKids

**WHERE EVERYONE
WILL BE ACKNOWLEDGED,
VALUED AND RESPECTED**

EMBEDDING EQUITY, DIVERSITY AND INCLUSION (EDI) THROUGHOUT SICKKIDS

Our bold vision requires bold action against structural barriers underpinning inequality. We are learning the truth about institutionalization of discrimination—and working to dismantle it.

SickKids **VS** **Barriers**

“EDI IS PART OF AN ONGOING TRANSFORMATION, NOT AN ENDPOINT OR A BOX TO CHECK OFF.” – DR. RONALD COHN, PRESIDENT & CEO, SICKKIDS

THE CHALLENGE

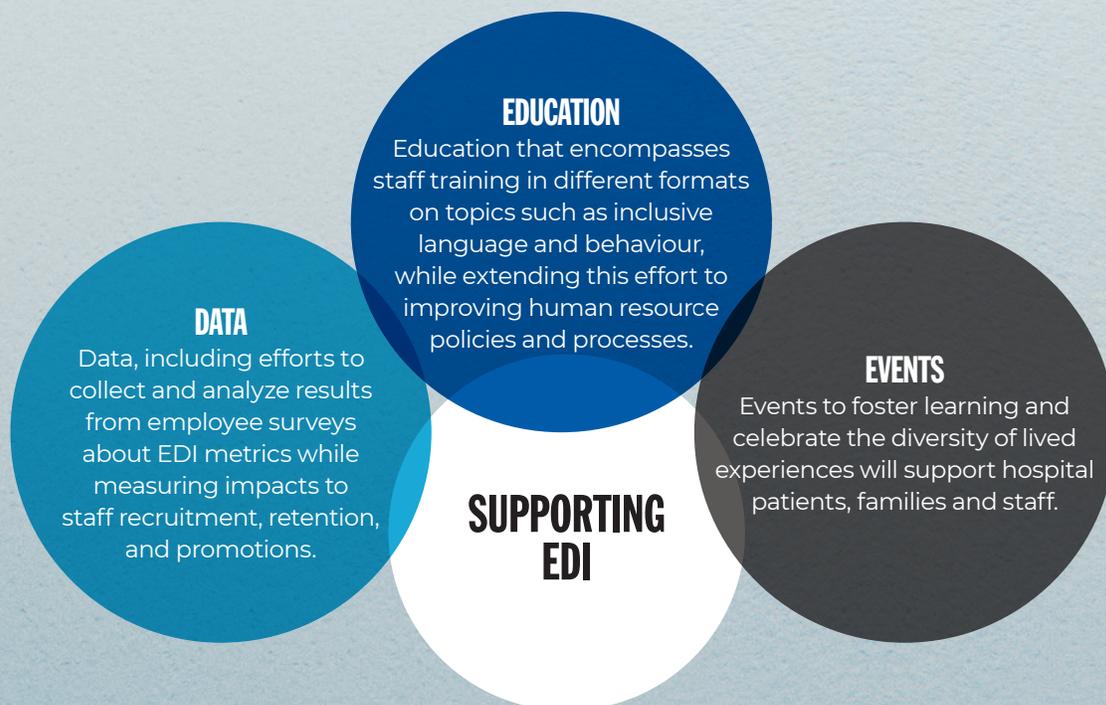
Racism and discrimination in the Canadian healthcare system is real, and it results in deadly health care inequities ranging from diabetes and obesity to lung and kidney cancers. Indigenous peoples suffer far more than the average Canadian, and the effects of anti-Black racism continue to result in poor healthcare outcomes—from birth to adulthood.

OUR VISION

As part of the SickKids Equity, Diversity and Inclusion (EDI) Strategy, we commit to:

- creating an inclusive experience for children and families;
- integrating genuine equity, diversity and inclusion (EDI) in care, research and education;
- achieving a workforce that reflects the diversity of our community;
- and embedding EDI in organizational structures, systems and policies.

We will create safe spaces for difficult conversations and embed EDI as part of the compassionate care we provide patients and families every day. We aim to do this through the powerful integration of:



WHY SICKKIDS?

As a global leader in child health with more than 11,000 staff who see over 150,000 patients a year, it is our responsibility to dismantle systemic racism and discrimination in health care and decolonize hospital practices. As part of our institutional commitment to achieve authentic and meaningful transformation, we have hired a Senior EDI Data Specialist to lead data collection and analyzing and will hire additional support to provide interprofessional EDI education and EDI project management. We are also fostering partnerships with associations and organisations to support our recruitment process to attract more nurses, physicians and hospital staff from diverse communities.

WHAT IT WILL COST

We're raising \$450,000 annually to ensure we retain and/or hire formally trained EDI professionals to guide this transformative work. Support would also help develop content and create knowledge translation opportunities through education, conferences and events.