

SAA Local Obligations: Health Equity Reporting and Planning (English)

1. Develop an equity plan that aligns with Ontario Health's equity, inclusion, diversity and anti-racism framework, and existing provincial priorities, where applicable (i.e., French language health services plan; Accessibility for Ontarians with Disabilities Act; the provincial Black Health Plan; High Priority Communities Strategy; etc.). Please note that HSPs will be provided with guidance materials to help develop their equity plan and complete a reporting template to submit to the region.

2. Or, if an equity plan already exists, demonstrate advancement to implementation of the plan, by completing the equity reporting template and submitting to the region.

Reporting template due back to Ontario Health: **June 30, 2024**

1. Date: *

6/27/2024



2. Organization Name: *

Kemptville District Hospital

3. Ontario Health Region:

*Select one that applies **

Central

East

North East

North West

Toronto

West

4. Type of agreement with Ontario Health:

*Select all options that apply **

HSAA

LSAA

MSAA

5. Please share the key contact on the Equity Plan, if any follow up is needed: *

Alexandra Christie

6. Email contact: *

alechristie@kdh.on.ca

7. Does your organization use professional interpretation services to provide care to patients in their own language?

Definition: Professional interpretation service agencies provide on-demand audio, video and in-person language interpreting through professionally qualified interpreters (who have completed medical terminology course, cultural sensitivity training, etc.). *

Yes

No

8. Does your organization have an existing equity plan for 23-24? *

Yes, we have an existing equity plan for 23-24

No, we do not have an equity plan for 23-24

Equity, Inclusion, Diversity, Anti-Racism Training for Year-End 23-24

All health service providers, both those with and without existing equity plans, must demonstrate continued capacity-building through knowledge transfer, education, and training about health equity. For 23/24, the minimum requirement is 100% of executive level staff have completed relevant equity, inclusion, diversity, and anti-racism education. In 24/25, such education should be expanded across the organization.

(Designated executives are defined in Section 4 of the Broader Public Sector Compensation Act:
<https://www.ontario.ca/laws/statute/14b13>)

9. For 23/24, all executive level staff are expected to complete relevant equity, inclusion, diversity, and anti-racism education.

Have 100% of executive level staff completed EIDA-R training in 23/24?

Select one that applies

*

Yes, 100% of executive level staff completed the EIDA-R training

No, 100% of executive level staff did not complete the EIDA-R training

10. Please comment briefly on the following:

a. What is the exact number of executive level staff that completed EIDA-R training in 23/24?

b. How has this education influenced these individuals as leaders?

c. Have there been discernible changes in the implementation of initiatives aimed at advancing equity, inclusion, diversity, and anti-racism as a result? *

a) 2 (CNE/VP Clinical position is vacant)

b) The DEI education has deeply influenced our executive leaders at Kemptville District Hospital (KDH). They are now more attuned to the importance of creating inclusive environments where all team members feel valued and heard. This education has empowered them to champion DEI initiatives, proactively address biases, and model inclusive behaviors, thereby promoting a more supportive and collaborative workplace for everyone.

In alignment with these principles, we are focused on implementing a Just Culture within our organization, emphasizing accountability, transparency, and a learning-oriented approach to both individual and systemic issues. Additionally, we are forming a dedicated DEI Committee to guide our initiatives and ensure that our policies and practices reflect our core values of fairness and respect for all. We believe that these steps are crucial in cultivating a workplace where diversity is celebrated, and all employees have the opportunity to thrive.

c) Since the implementation of DEI education, there have been discernible changes in our initiatives aimed at advancing equity, inclusion, diversity, and anti-racism at Kemptville District Hospital (KDH). Our leaders are now more actively engaged in identifying and dismantling barriers to inclusion within our organization. This has led to more inclusive hiring practices, the development of mentorship programs for underrepresented groups, and increased efforts to ensure diverse representation in decision-making processes.

While the first meeting of our DEI Committee is scheduled for September, the groundwork is already being laid to support our DEI goals. The committee will provide a structured approach to driving these initiatives forward, continuously assessing and improving our policies and practices to foster an equitable and inclusive environment. In the meantime, we have increased staff training sessions focused on anti-racism and cultural competency, helping to create a more informed and empathetic workforce. These changes are a direct result of our commitment to DEI principles and are integral to our mission of creating a workplace where everyone feels valued and respected.

11. Please name the training(s) taken and provide links:

*

The following courses were available through our LMS (Surge) and include:

KDH Diversity, Equity and Inclusion: training video provides an overview of Kemptville District Hospital's commitment to diversity, equity, and inclusion. This course will equip staff with essential knowledge and practical strategies to foster a more inclusive and respectful workplace.

Reexamining LGBT Healthcare: by Surge Learning offers a comprehensive look into the unique healthcare needs of the LGBT community. This course aims to enhance understanding and improve the quality of care provided to LGBT patients through informed and compassionate practices.

Cultural Competence Part 1: provides foundational training on understanding and respecting diverse cultural backgrounds in the healthcare setting. This course aims to enhance your ability to deliver culturally sensitive and effective care to all patients.

12. Please select the categories that best align with the completed training program(s) based on the guidance document provided.

Select all that apply

*

- Addressing Anti-Racism (including Anti-Black racism)
- 2SLGBTQIA+ Inclusive Health
- Health Equity
- French Language Services
- Other

13. Is your organization also providing EIDA-R training to staff?

Select one that applies

- Yes, our organization is also providing EIDA-R training to staff
- No, our organization is not currently providing EIDA-R training to staff

14. If yes, include target percent (%) and number (#) of organization staff that have completed EIDA-R training.

*

137 - 50%

Equity Plan Reporting for 24-25

For all health service providers:

Please outline activities advancing your organization's 24/25 equity plan.

For health service providers with an existing equity plan, please include both activities carried from 23/24 and those that are new.

15. Please list deliverables/accomplishments **to be achieved in 24/25** and provide brief descriptions how each addresses equity, inclusion, diversity, and anti-racism.

(e.g., EIDA-R training for staff, sociodemographic data collection, tailored programs and initiatives for specific equity deserving populations, etc.) *

Formation and Activation of the DEI Committee:

Description: The DEI Committee will be officially formed and hold its first meeting in September 2024. This committee will be responsible for driving our DEI initiatives, assessing current policies, and recommending improvements.

Impact on EIDA-R: This committee will ensure that our strategies and actions are aligned with our commitment to equity, inclusion, diversity, and anti-racism. By involving diverse voices in decision-making, we will foster a more inclusive environment that better represents and serves all employees and patients.

Training for All Managers on Just Culture:

Description: We will implement comprehensive training for all managers through the Just Culture Institute. This training will emphasize accountability, fairness, and a learning-oriented approach to both individual and systemic issues.

Impact on EIDA-R: By educating our leaders on Just Culture principles, we will create a more equitable and supportive work environment where mistakes are viewed as opportunities for growth rather than punishment. This approach promotes transparency and trust, essential components for advancing diversity and inclusion.

EIDA-R Training for Staff:

Description: We will conduct mandatory EIDA-R (Equity, Inclusion, Diversity, and Anti-Racism) training for all staff members. This training will cover topics such as unconscious bias, cultural competency, and anti-racism practices.

Impact on EIDA-R: This initiative will enhance staff awareness and skills in fostering an inclusive and respectful workplace. By addressing biases and promoting cultural understanding, we aim to improve interactions among staff and with patients from diverse backgrounds.

16. Which inequities do you seek to address in your catchment area for 24/25?

e.g., difficulty accessing services or care, adverse health and social outcomes, poor care experiences, etc.

Definition: Inequities are health and social differences between population groups - defined in social, economic, demographic, or geographic terms that are unfair and avoidable. *

Inequities Addressed in the 2024/25 Catchment Area

In the 2024/25 period, Kemptville District Hospital (KDH) seeks to address several key inequities within our catchment area, focusing on those that are unfair and avoidable. These include:

Ensuring Safer and More Equitable Care through Just Culture:

Description: Inequities in healthcare can arise from inconsistent care practices and a lack of accountability, leading to variations in patient outcomes and safety.

Actions: By implementing Just Culture principles and training for all managers through the Just Culture Institute, we aim to create an environment where safety and equity are prioritized. This approach encourages transparent reporting and learning from errors, ensuring that care practices are consistently applied and improved, thereby enhancing patient safety and equity.

Poor Care Experiences:

Description: Some patients report negative experiences within the healthcare system, including feelings of discrimination, cultural insensitivity, and lack of personalized care.

Actions: Through our DEI training for staff and the establishment of the DEI Committee, we aim to create a more welcoming and inclusive environment. We will also implement feedback mechanisms to continuously improve patient care experiences and address issues promptly.

By addressing these inequities, Kemptville District Hospital aims to create a more equitable healthcare system that serves all members of our community fairly and effectively.

17. Which population(s) is/are most affected by these inequities?

(e.g., Black, 2SLGBTQIA+, rural residing, structurally marginalized people, low income, seniors, etc.) *

Rural Residents
2SLGBTQIA+ Community
Low-Income Individuals
Seniors

18. Which communities will you engage to identify and/or implement solutions? *

We will partner with Pride North Grenville and ensure that members of the Patient and Family Advisory Council (PFAC) and community members on the DEI Committee represent those most impacted by the identified inequities.

19. How did you use data to identify populations and/or inequities for 24/25?

Select all options that apply.

*(If you did not use data, select "Other" and briefly describe your approach in the text field) **

- Data Collection and Analysis:** We collected and analyzed data to identify populations and determine inequities.
- Data Reporting:** We reported the data to communicate inequities faced by specific populations.
- Comprehensive Data Utilization:** We used the data to inform our deliverables.
- Other

20. How do these deliverables/accomplishments align with the regional priorities, if outlined in the guidance document? *

Our planned deliverables and accomplishments for 2024/25 at Kemptville District Hospital (KDH) align closely with the regional priorities outlined in the Ontario Health Guidance Document for Equity, Inclusion, Diversity, and Anti-Racism (EIDA-R). Specifically, our initiatives support the overarching goals of advancing health equity, reducing disparities, and fostering inclusive environments within the healthcare system.

Formation and Activation of the DEI Committee:

Alignment: This initiative aligns with Ontario Health's priority to reflect our communities in all decision-making bodies and advisory committees. By ensuring diverse representation within our DEI Committee, we contribute to more inclusive and equitable decision-making processes that better serve all population groups, especially those most impacted by inequities.

Training for All Managers on Just Culture:

Alignment: Implementing Just Culture training aligns with the regional priority to build and enhance capacity and education within the health system. This training promotes a culture of accountability and transparency, essential for reducing disparities in services and improving health outcomes. By fostering a safer and more equitable care environment, we directly support Ontario Health's mission to drive improved and equitable health outcomes.

EIDA-R Training for Staff:

Alignment: This initiative aligns with the expectation that health service providers demonstrate progress in building capacity and knowledge through EIDA-R education. By ensuring that our staff are well-trained in equity, inclusion, diversity, and anti-racism principles, we enhance our ability to provide culturally competent and sensitive care, thereby addressing and mitigating health disparities.

By aligning our deliverables with these regional priorities, Kemptville District Hospital is committed to advancing equity, inclusion, diversity, and anti-racism, ultimately contributing to better health outcomes for all our patients and community members.

21. Which action areas of the Ontario Health Equity, Inclusion, Diversity, and Anti-Racism (EIDA-R) framework are you advancing through your initiatives in 24/25?

Select all options that apply

*

- Collect, report, and use equity data
- Embed in strategic plan
- Partner to advance Indigenous health equity* (Please note there is a separate reporting template to be completed for Indigenous specific initiatives.)
- Invest in implementation of equity initiatives
- Identify clear accountability structures
- Represent and reflect Ontarians
- Include and engage key voices
- Address racism (anti-Black racism)
- Reduce disparities in health experiences, access, and outcomes
- Contribute to population health
- Report and evaluate to drive improvement
- Other

22. Please briefly describe how you are advancing the chosen action areas of the EIDA-R framework

At Kemptville District Hospital (KDH), we are committed to advancing the action areas outlined in the Equity, Inclusion, Diversity, and Anti-Racism (EIDA-R) framework. Our initiatives are designed to align with and support these key areas to foster a more inclusive and equitable healthcare environment.

Reducing Disparities in Services, Access, Experiences, and Outcomes:

Action: We are implementing Just Culture training for all managers through the Just Culture Institute. This training emphasizes accountability and transparency, ensuring that care practices are consistently applied and improved. By fostering a culture where safety and equity are prioritized, we aim to reduce disparities in patient outcomes and enhance the overall quality of care.

Reflecting Our Communities in Decision-Making Bodies and Advisory Committees:

Action: The formation and activation of our DEI Committee are central to this goal. Scheduled to hold its first meeting in September 2024, the committee will include members from diverse backgrounds and communities, ensuring that our decision-making processes are inclusive and representative of those we serve. This structure enables us to better address the needs and concerns of all population groups, particularly those most affected by inequities.

Building and Enhancing Capacity and Education:

Action: We are committed to comprehensive EIDA-R training for all staff. This training covers crucial topics such as unconscious bias, cultural competency, and anti-racism practices. By equipping our staff with the necessary knowledge and skills, we enhance our ability to provide culturally sensitive and equitable care, addressing systemic inequities within our healthcare system.

By actively advancing these action areas, Kemptville District Hospital strives to create a more equitable, inclusive, and anti-racist healthcare environment, ultimately leading to improved health outcomes for all community members.

Equity, Inclusion, Diversity, Anti-Racism Training for 24-25

All health service providers, both those with and without existing equity plans, must demonstrate continued capacity-building through knowledge transfer, education, and training about health equity. For 23/24, the minimum requirement is 100% of executive level staff have completed relevant equity, inclusion, diversity, and anti-racism education. In 24/25, such education should be expanded across the organization.

(Designated executives are defined in Section 4 of the Broader Public Sector Compensation Act: <https://www.ontario.ca/laws/statute/14b13>)

23. Do you have a target (number or percent) staff that are anticipated to complete EIDA-R training in 24/25?

Select one that applies *

Yes, we have a target number or percent of staff to be completing EIDA-R education in 24/25

No, we do not have a target number or percent of staff to be completing EIDA-R education in 24/25

24. If yes, can you provide the target number (#) and percent (%) of staff that are anticipated to complete EIDA-R training in 24/25?

(e.g., 60% or 50 staff members to complete EIDA-R training in 24/25)

*

60% of 275 staff to complete EIDA-R training in 25/25

25. Please name the training(s) you plan to enroll in and provide links:

*

The following courses were available through our LMS (Surge) and include:

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Reexamining LGBT Healthcare: by Surge Learning offers a comprehensive look into the unique healthcare needs of the LGBT community. This course aims to enhance understanding and improve the quality of care provided to LGBT patients through informed and compassionate practices.

Cultural Competence Part 1: provides foundational training on understanding and respecting diverse cultural backgrounds in the healthcare setting. This course aims to enhance your ability to deliver culturally sensitive and effective care to all patients.

For management: <https://www.justculture.com/learning/just-culture-online-training-for-managers/>

26. Please select the categories that best align with the training program(s) you intend to enroll in, based on the guidance document provided.

Select all options that apply

*

Addressing Anti-Racism (including Anti-Black racism)

2SLGBTQIA+ Inclusive Health

- Health Equity
- Anti-Racism
- French Language Services
- Other

Feedback

Please provide feedback on this form and your experience filling it out

27. How would you rate your overall experience with this form?

Select one that applies.

*

	Not Ideal	Less than Ideal	Neutral	Above Average	Excellent
How would you rate your overall experience with this form?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Do you have any additional comments or feedback about your experience with this form?

*

N/A



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