



RH EDI Corner

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Hi everyone,

Welcome to the second issue of the EDI Corner! What does EDI actually mean? These are the current definitions.

Equity:

- Recognizes that we don't start from the same place.
- Recognizes that certain groups have inherent privileges over others.
- Recognizes that systemic barriers exist for some individuals.
- Ensures every individual is provided with what they need to meet their potential.

Diversity:

- Understands and celebrates that each individual is unique.
- Serves to promote a sense of belonging and of feeling respected and valued for who you are.
- Comes in many aspects, including race, ethnicity, gender, gender orientation and preference, age, and ability.

Inclusion:

- Provides an environment for diversity in which all people feel involved, respected and connected to the organization.
- In an inclusive culture, different perspectives are actively encouraged.

Sometimes we hear of DEI (Diversity, Equity and Inclusion). This term is still being used in many organizations. However UBC and VGH have prefer to use EDI rather than DEI to stress the importance of addressing health inequities first.

There are other terms that you may hear, such as JEDI (Justice, Equity, Diversity and Inclusion), or EDIB (Equity, Diversity, Inclusion, Belonging). JEDI puts justice into the work of EDI, and EDIB emphasizes creating a sense of belonging in the workplace. It's a bit of a "word salad" but essentially all these terms have the same principles in mind.

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