



RH EDI Corner

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Dear RHPS colleagues,

I hope you are enjoying the beautiful fall!

In this EDI corner, I'd like to share with you how and why I got involved with promoting equity, diversity and inclusion at our workplace.

My interest began at the height of the pandemic when I listened to an EDI learning series organized by VCH. In this series, many marginalized staff shared their experiences of how they were discriminated against because of their race, ethnicity, gender, gender preferences, ability etc. These stories touched and resonated with me.

I started to read about the concepts of equity, diversity and inclusion and joined the VCH EDI working groups. Through these working groups, I met many amazing people who were all looking for ways to improve our organizational culture.

The more I learn, the more I am convinced that EDI is a good way to improve our patient care, and our work culture.

By understanding equity, we meet patients where they are at, and realize that some of them may not have the same privileges that others take for granted. I learned to check my biases and suspend my judgement during my encounters with them.

By embracing diversity, I learned to listen to different team members' viewpoints. I hope that this made the team better, more resilient and creative in problem solving.

With inclusion, everyone can feel that they belong and that their work matters. Organizations that prioritize inclusion have a higher retention rate of staff and better work satisfaction and wellness.

It is easy to see conflicts in our world just by opening the newspaper. I feel that learning and applying the principles of EDI is an actionable item I can do in this world of divisiveness and polarization.

If you have any questions/comments about EDI, or would like to join our EDI discussion groups, I would love to hear from you! My email is Eliza.Chan@VCH.ca

With warm regards,
Eliza