

PILLAR: PEOPLE, CULTURE & COMMUNITY

UNIFIED DIVERSITY: Our Journey

Invest in people to foster inclusive culture celebrating our differences and embracing what unites us as a community.

Reflect EDIB in organizational HR processes.

Implement data-driven recruitment and retention for frontline staff, management, and the Board of Directors.

Establish fair onboarding, bolster with culturally responsive supervision, and maintain via performance reviews.

Offer comprehensive training on health equity and EDI practices for staff, leaders, and the Board of Directors.

Provide pathways and safe spaces for staff to communicate and share feedback.

Attain a workforce and a Board that reflect the diversity of our community.

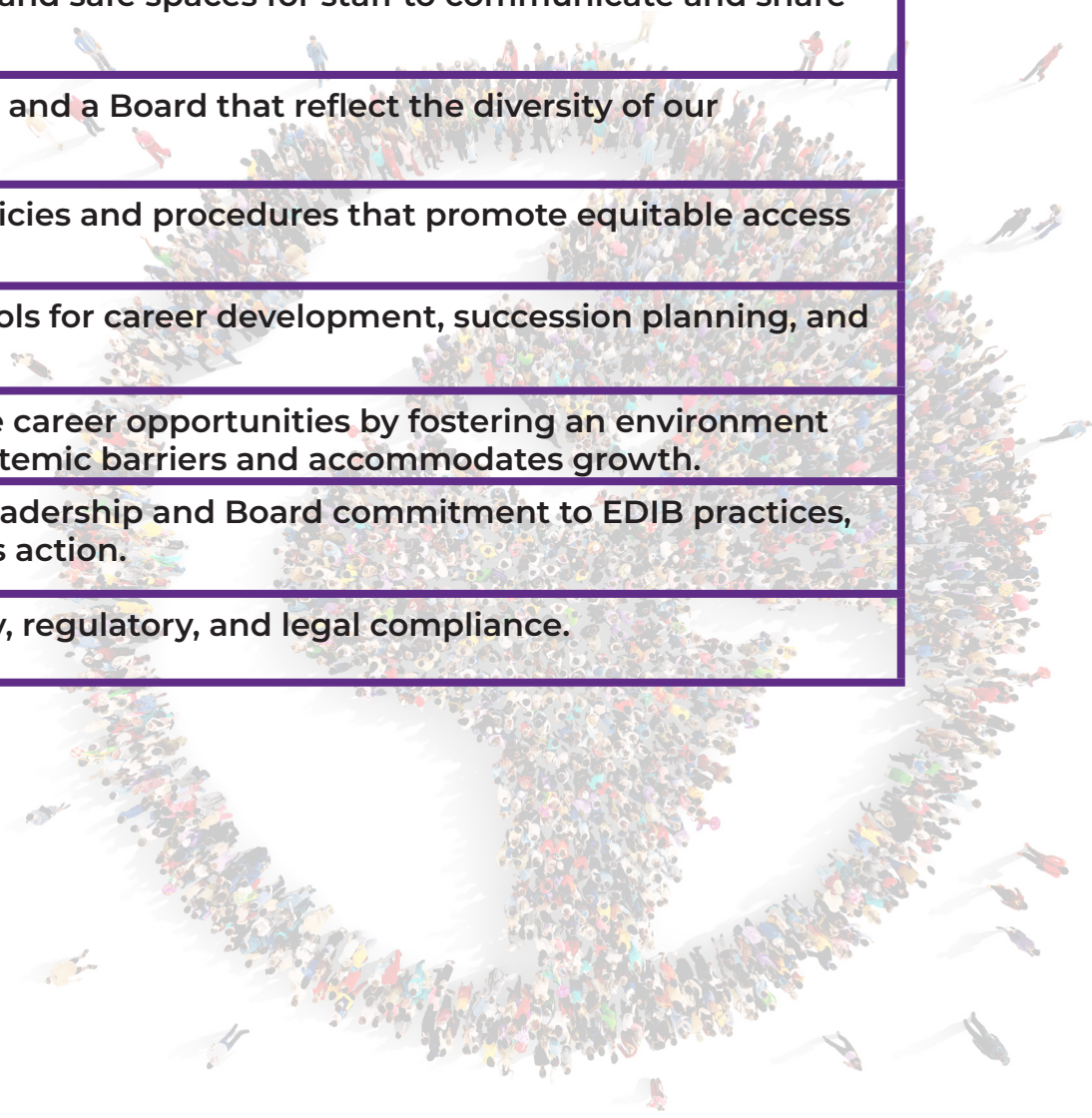
Implement HR policies and procedures that promote equitable access to all services.

Create diversity tools for career development, succession planning, and mentorship.

Promote equitable career opportunities by fostering an environment that addresses systemic barriers and accommodates growth.

Enable inclusive leadership and Board commitment to EDIB practices, driving continuous action.

Align with Ministry, regulatory, and legal compliance.



PILLAR: SYSTEM, STRUCTURE & PROCESS

CONSTRUCTING INCLUSIVITY

Establish inclusive systems to maximize workforce potential and foster a thriving culture for all.

Adopt equitable, inclusive, and clear policies and processes across the organization.

Apply resources and invest time to review structure and process to mobilize the EDIB action plan.

Leverage Vanier's Strategic Plan and Foundational Driver - Equity, Diversity, Inclusion, and Belonging.

Develop specific measurements and metrics for operationalizing the EDIB priorities and action plan.

Integrate legal requirements, including human rights, ministry, and accreditation, into policies and procedures.

Curate safe spaces to improve culturally responsive, equitable, and accessible spaces across Vanier.

Establish accountability, balanced scorecard measurement, and reporting logistics.

Leverage equitable financial planning oversight and distribution.

Assess organizational progress of cultural safety and responsiveness through regular internal evaluations.

PILLAR: CARE, EDUCATION & PROCESS

EMPOWERING THROUGH EQUITY

Embed equity, diversity, and inclusion in mental healthcare, research, and education to empower our workforce as agents of positive change, ensuring they feel seen, heard, and valued.

Engage in regular knowledge translation activities in EDIB.

Leverage ongoing culturally-informed resources and evidence-based best practices for continuous improvement in EDIB.

Become more adaptable and flexible to the changing cultural landscape (religious practices, cultural differences, linguistic variabilities, etc.).

Provide better health literacy-based, plain language, and culturally appropriate resources.

Engage in data-driven and best practices in education and program development, training, and application.

Monitor to ensure effective access and appropriateness of mental health programs and services to promote best health outcomes for clients and families.



PILLAR: AGENCY, COMMUNITY & CLIENT-FAMILY EXPERIENCE

CREATING BELONGING EXPERIENCES

Vanier fosters belonging and values diversity among agency, community, and clients and families. Leaders prioritize diverse representation and equitable decision-making, reflecting Vanier's core values. Diversity is celebrated as a strength, with inclusion integral to daily life.

Tailoring care to individual cultural backgrounds, beliefs, and preferences fosters trust and communication, enhancing health outcomes and satisfaction.

Safe care transition and coordination and value-based care.

Services are tailored to meet the needs of diverse client populations.

Spaces are culturally safe, equitable, and accessible.

Provider training in cultural understanding improves diagnosis, treatment, and support for diverse clients.

Facilities are designed to be inclusive, accommodating diverse abilities and cultural practices.

A welcoming, respectful environment for clients and families.

Health literacy resources and language services ensure all clients understand their diagnosis, treatment, and care regardless of language barriers.

Vanier embodies the diversity of its communities through diverse leadership, staff, and mental health providers. This fosters cultural responsiveness, empathy, and a sense of belonging for staff, clients, and families.

Vanier engages diverse communities through outreach, education, and partnerships, fostering trust, health literacy, and access to care for under-served populations.

Equitable access to high-quality mental healthcare reduces disparities and promotes optimal health for all clients, regardless of background or socioeconomic status.

PILLAR: PARTNERSHIP, ENGAGEMENT & SERVICE

BRIDGE FOR INCLUSIVE CARE CONTINUUM

Vanier's service exemplifies commitment to equity, diversity, and inclusion, fostering understanding and strengthening community bonds.

Support safe transitions of clients and families to partner organizations by advocating for resources, addressing systemic barriers, and bridging connections.

Monitor and evaluate benchmarks and metrics on EDIB priorities between Vanier and community partners.

Foster connections with Indigenous communities and marginalized population to further strengthen support networks.

Enhance partnerships and create care pathways with Vanier and supporting agencies for marginalized groups.

Strengthen interdisciplinary collaboration, share resources, and engage in rigorous research methodologies through academic partnerships to contribute to scholarly practices.

Leverage Vanier's leadership and the Board of Directors in advocacy efforts in promoting seamless, comprehensive, and systemic service navigation.

