



- + • **EQUITY DIVERSITY AND INCLUSION: WHY IT MATTERS**
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VCH Family Practice Rounds Jun 13, 2023

# DISCLOSURES

VCH contracted  
physician

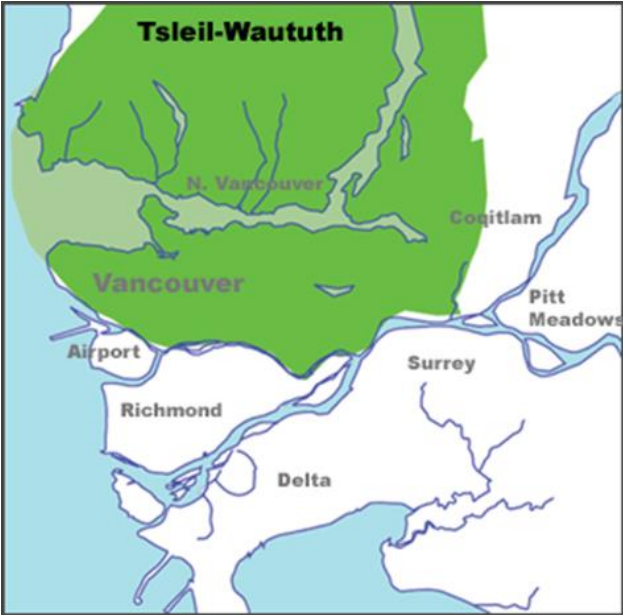


# Objectives:

- Understand the meaning of the terms equity, diversity and inclusion (EDI)
- Understand why EDI is important in health care
- Be familiar with the Quintuple Aim in Health Care Improvement and the role of equity within it

We would like to acknowledge that we are gathered today on the traditional territories of the Musqueam, Squamish and Tsleil-Waututh peoples.

Source: [www.johomaps.net/na/canada/bc/vancouver/firstnations/firstnations.html](http://www.johomaps.net/na/canada/bc/vancouver/firstnations/firstnations.html)





# Plain Sight

Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care



# VCH Pillars



## Indigenous Cultural Safety

Delivering culturally safe care to Indigenous Peoples every day in every way.



## Equity, Diversity and Inclusion

Promoting a sense of belonging where we can bring our whole selves to VCH.



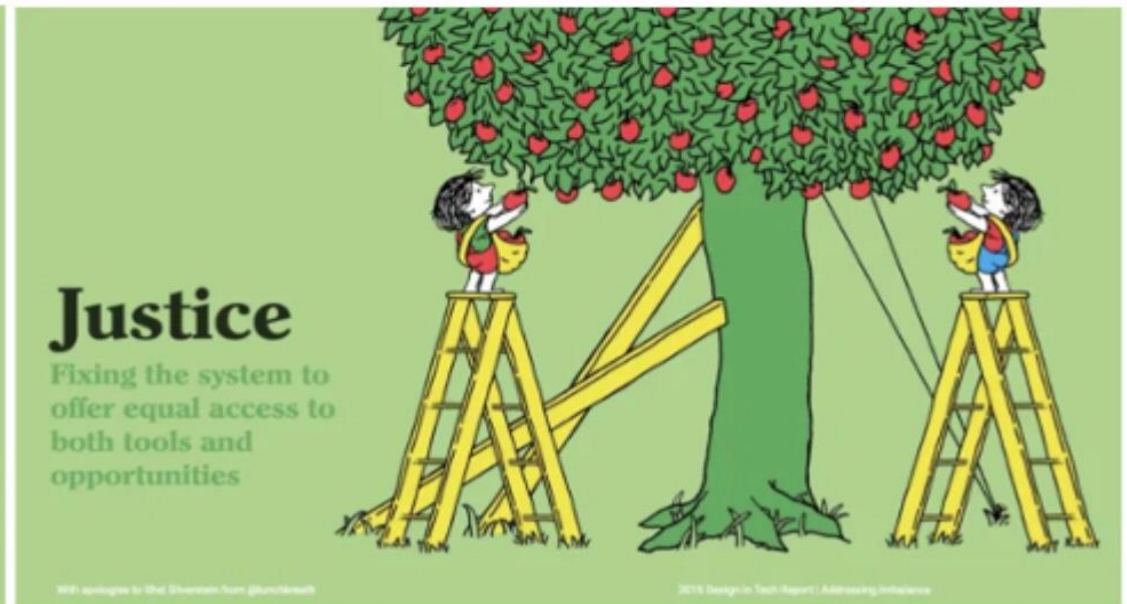
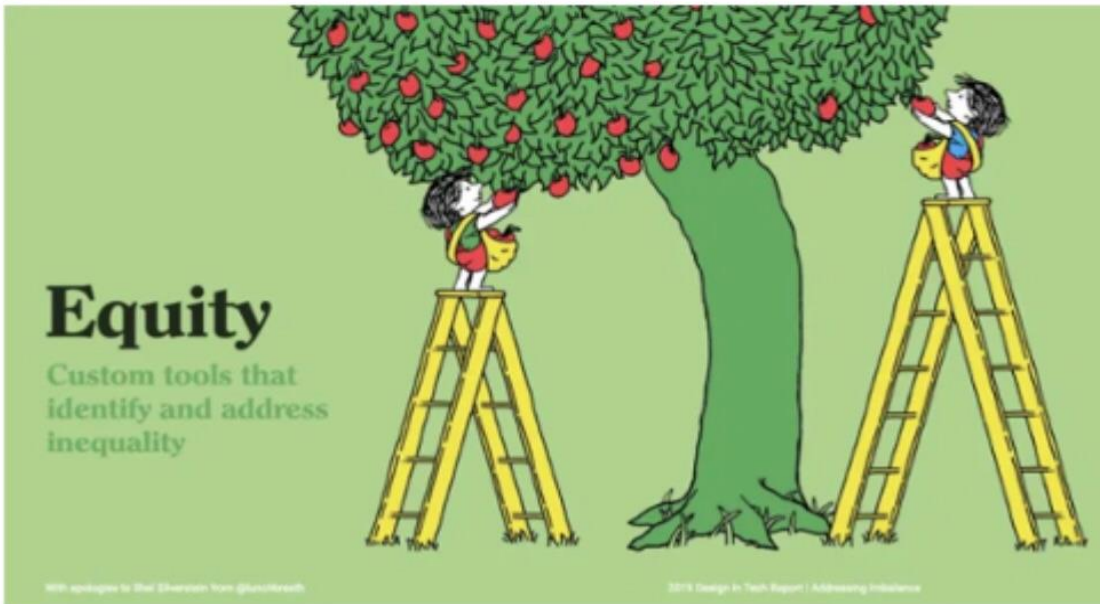
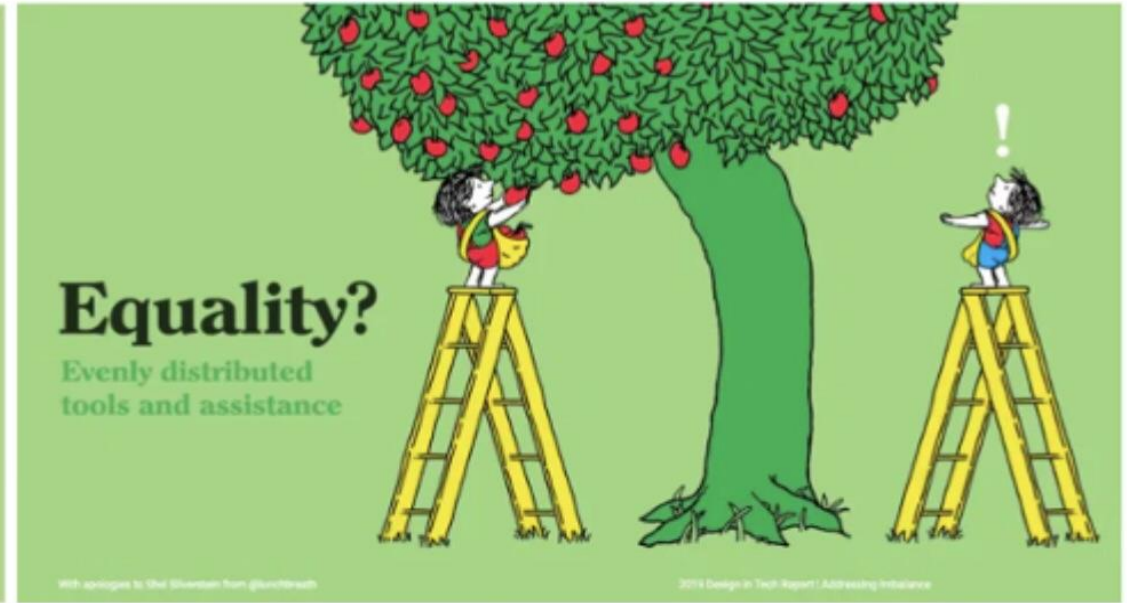
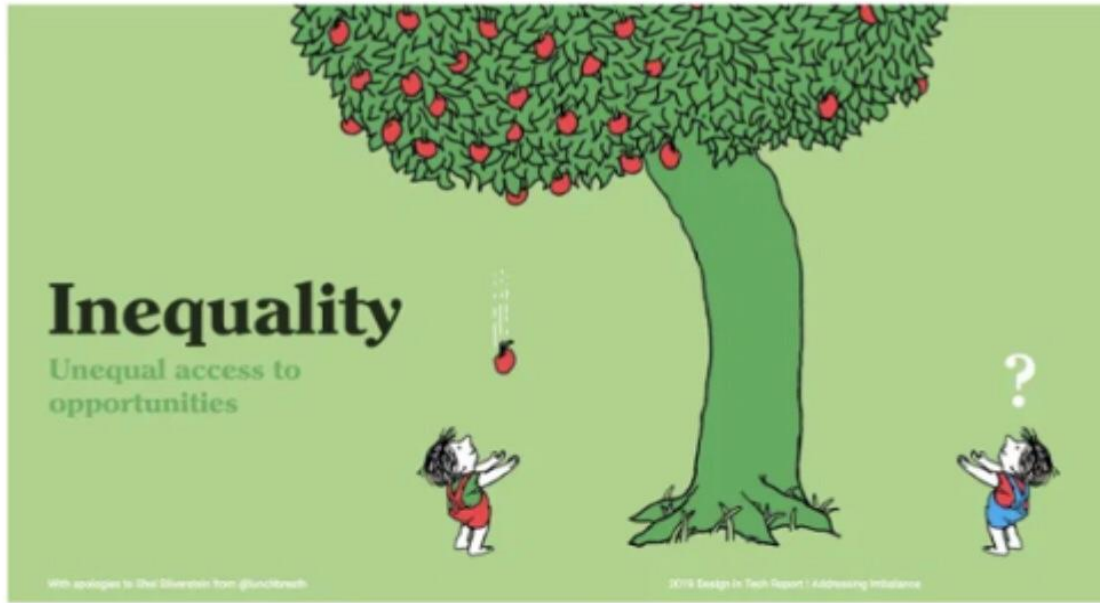
## Anti-Racism

Creating a community where we dismantle attitudes, practices and processes that treat people differently because of their race or ethnicity.



## Planetary Health

Inspiring people to create, restore, steward and conserve health ecosystems.



# DIVERSITY + INCLUSION

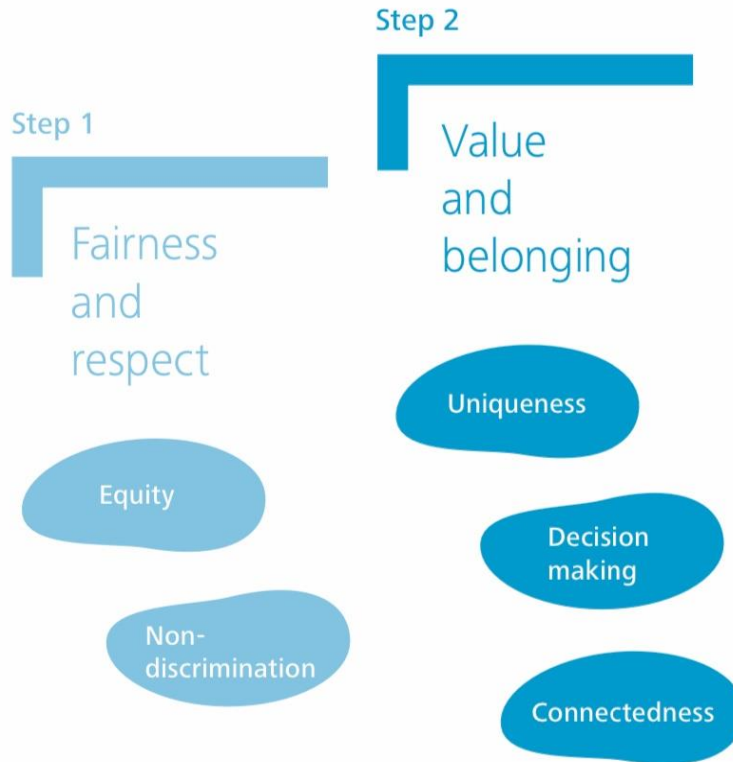




and they belong to the group.

**Figure 9.1**

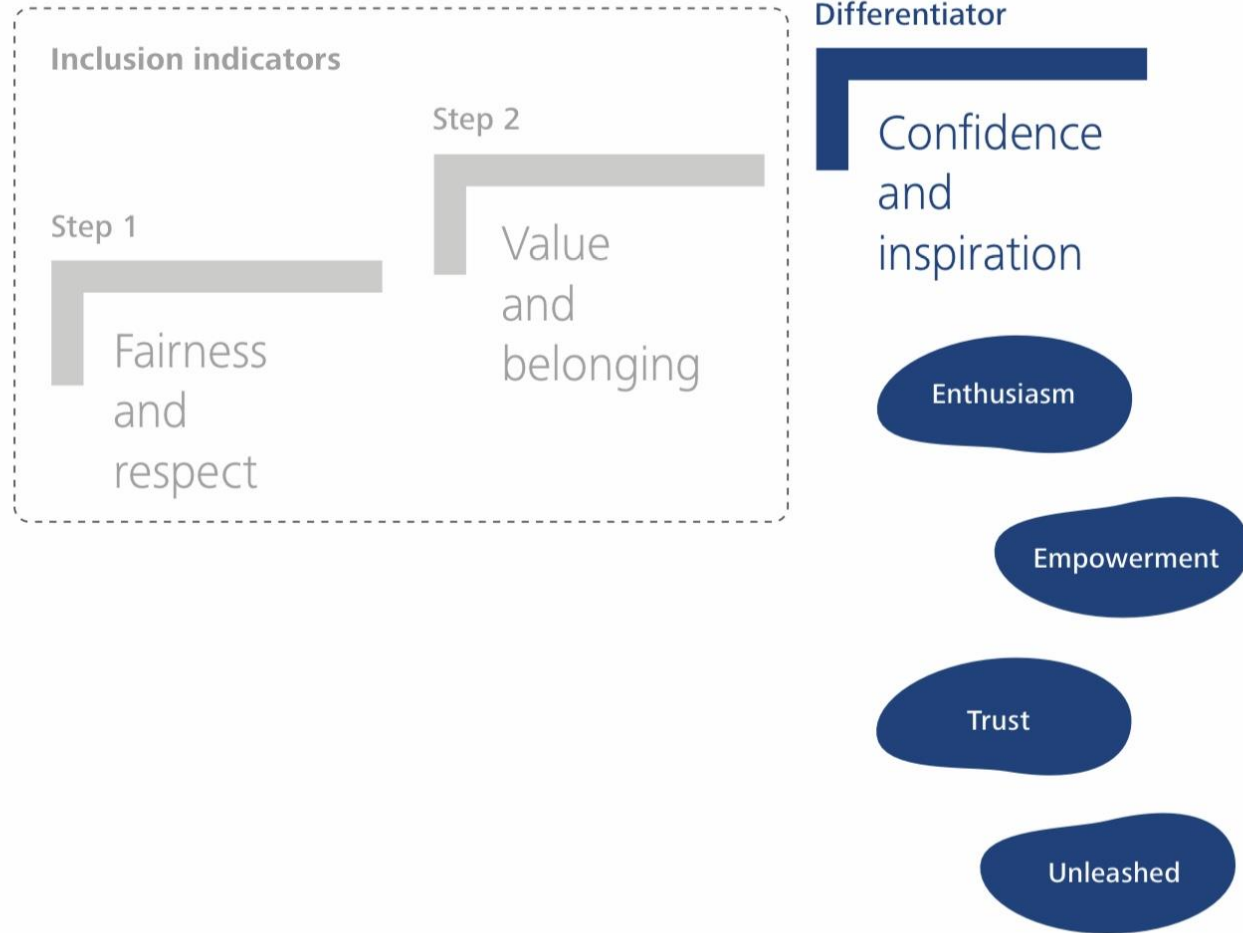
**Deloitte inclusion maturity model**



“This means that to feel highly included, a person would not only say that they are treated fairly and respectfully, but that their unique value is known and appreciated, and they belong to the group”

Figure 9.2

Deloitte inclusion maturity model



# INTERSECTIONALITY

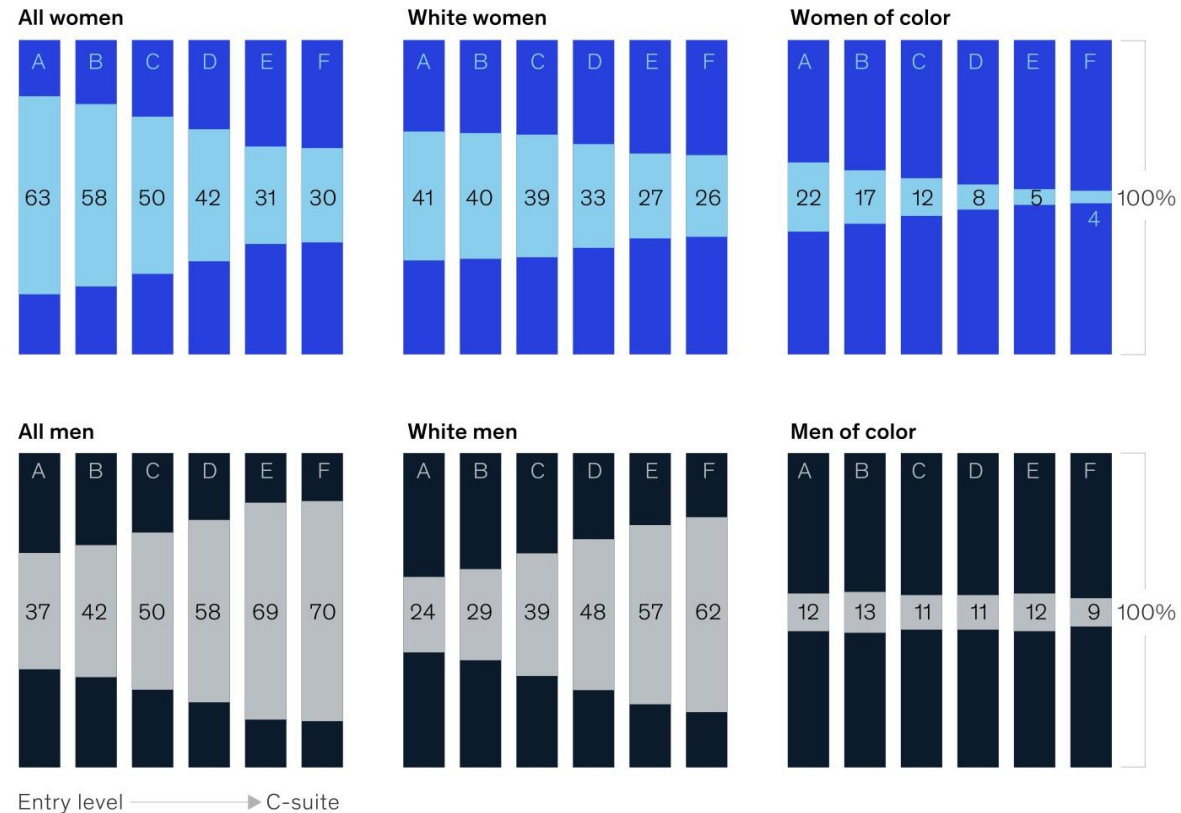




## Representation of women in healthcare declines at senior-leadership positions, particularly for women of color.

Representation pipelines in healthcare in 2017, by gender and ethnicity, % of total<sup>1</sup>

A Entry level, B Manager, C Senior manager/director, D Vice president, E Senior vice president, F C-suite



<sup>1</sup>Figures may not sum to listed totals, because not all companies split by race.  
Source: *Women in the workplace 2018*, a joint report from LeanIn.org and McKinsey, [womenintheworkplace.com](https://www.mckinsey.com/industries/healthcare/our-insights/women-in-the-workplace-2018)

# Equitable, Diverse and Inclusive Workplaces

1

Drive growth,  
performance  
and innovation

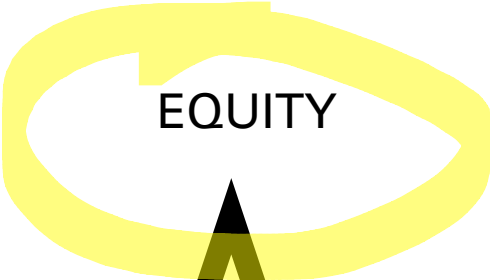
2

Have higher  
engagement  
and reduced  
turnover

3

Have teams  
that make  
decisions better  
and faster

**QUINTUPLE AIM**



EQUITY

Health care  
worker  
wellbeing

Improved patient  
experience

Better  
outcomes

Lower costs

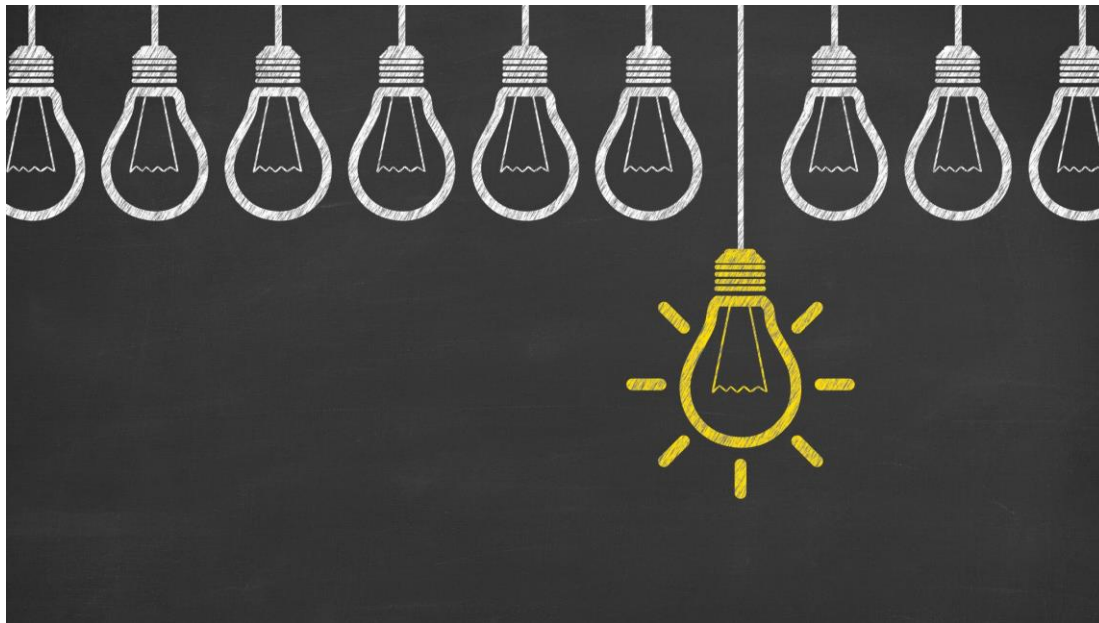


Here's my new business case for diversity, equity and inclusion in healthcare:

When we don't get diversity, equity and inclusion right in our hospitals, in our clinics, in our policies and in our communities, people die.

This is an equity issue at its core

- Shamayne Braman (2018) Director of Diversity and Inclusion at Health Partners

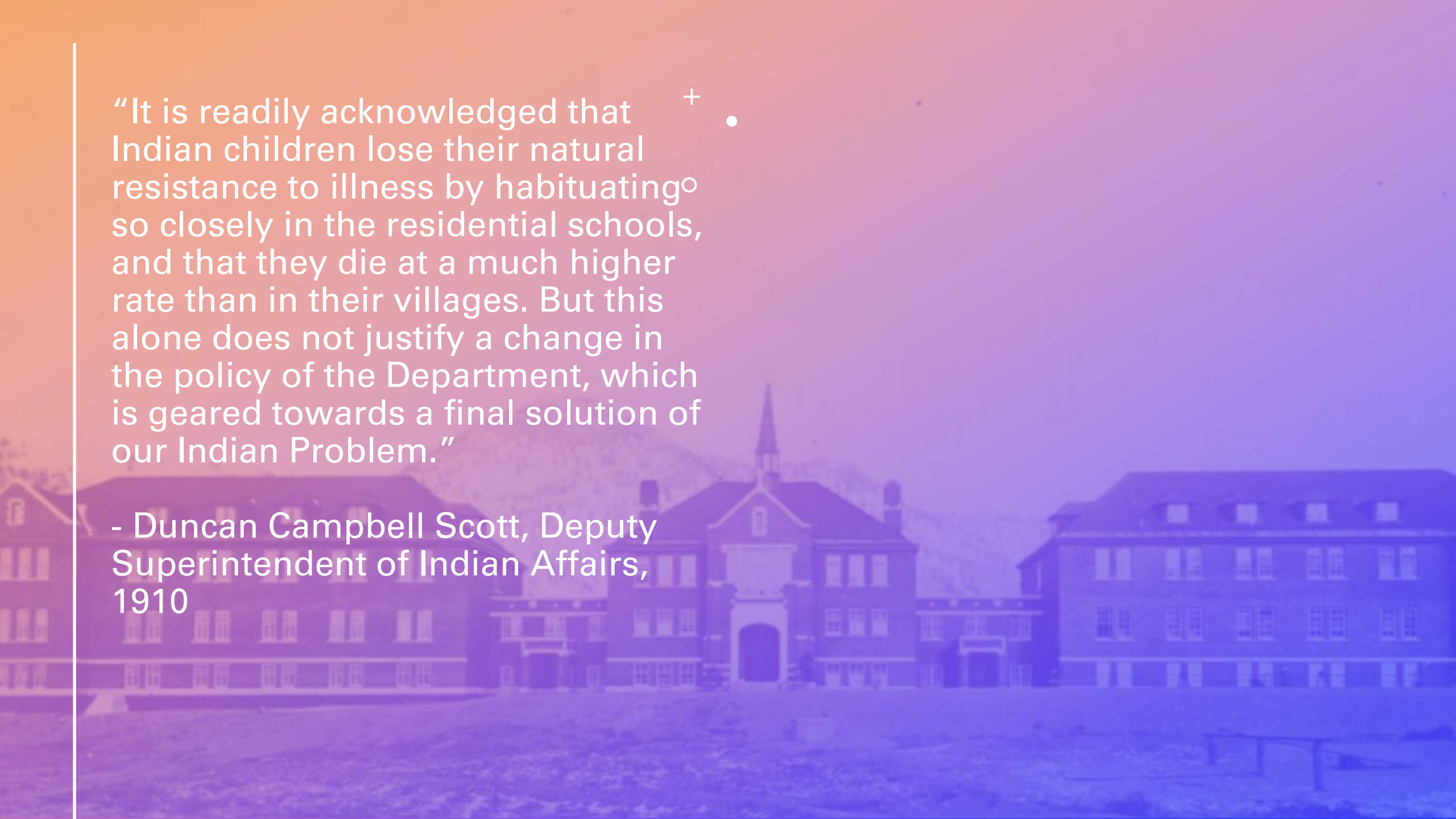







“It is readily acknowledged that Indian children lose their natural resistance to illness by habituating so closely in the residential schools, and that they die at a much higher rate than in their villages. But this alone does not justify a change in the policy of the Department, which is geared towards a final solution of our Indian Problem.”

- Duncan Campbell Scott, Deputy Superintendent of Indian Affairs, 1910





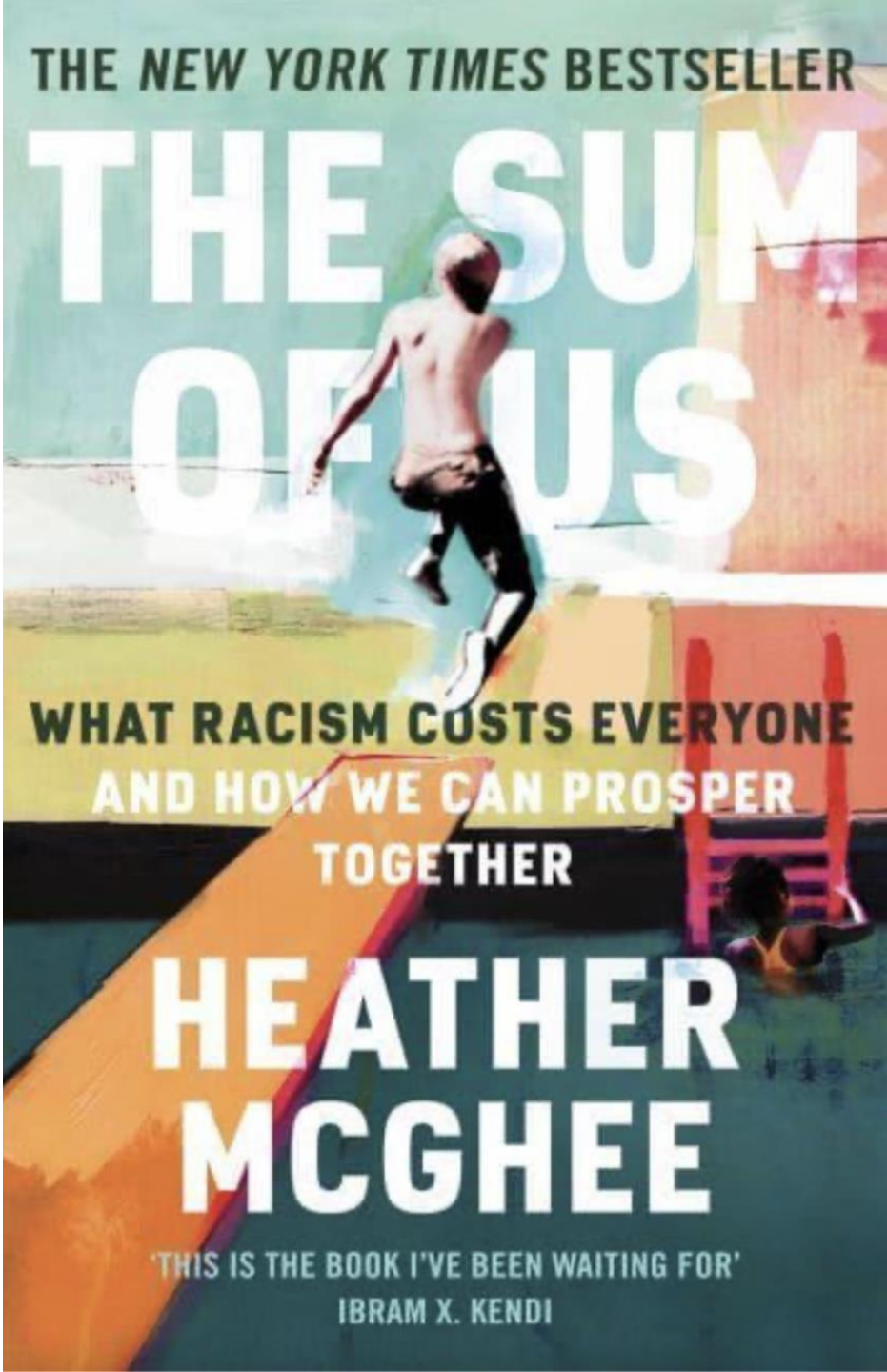
Colonialism  
= social  
determinant  
of health

- Need to make ongoing efforts at reconciliation and the promotion of Indigenous culture to improve the health of Indigenous people

- Sarah Hicks 2019 Journal of Epidemiology and Global Health

THE *NEW YORK TIMES* BESTSELLER

# THE SUM OF US



WHAT RACISM COSTS EVERYONE  
AND HOW WE CAN PROSPER  
TOGETHER

HEATHER  
MCGHEE

'THIS IS THE BOOK I'VE BEEN WAITING FOR'  
IBRAM X. KENDI

# THE CURB CUT EFFECT



# Key Messages

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Diversity includes all types of diversity and when applied to the health care workforce can improve outcomes

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Inclusion allows people to be who they are without fear of disapproval, it is needed for wellness and to make diversity effective

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Equity does not mean treating people the same, it means supplying people with what they need to have equal advantage

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Equity for those facing the most inequities makes things better for everyone



# Survey Purpose

Who We Are and How We Feel

**Demographic  
Characteristics**

**Workplace  
Experience**

Baseline **understanding** of the **workforce diversity and workplace experience**

Enable VCH to **establish goals and strategies** to better represent the communities we serve, and to promote an inclusive workplace



## Everyone matters at VCH.

Help us to better understand the amazing people that make up our oneVCH team.

Vancouver Coastal Health (VCH) is introducing a Self-Identification & Workplace Experience Survey. By participating, you will help us identify opportunities to make our workplace a safer, more equitable and inclusive environment where each one of us can bring our best selves to work and feel like we belong.

By sharing your voice, we can work together to ensure VCH is a great place to work.

### About the survey

- Survey is voluntary and responses are anonymous.
- Data is collected and protected by an external company, WorkTango.

### Scan to participate today:



WorkTango will ask for your employee ID or MSP billing number to validate your access to the survey, but your responses will not be associated with that number. VCH will not know who responds to the survey.

For more information, please visit the [DEI intranet page](#).



# WHO WE ARE

7%

IDENTIFY AS HAVING  
DISABILITIES



3%

IDENTIFY AS NON-BINARY  
GENDER IDENTITIES

2%

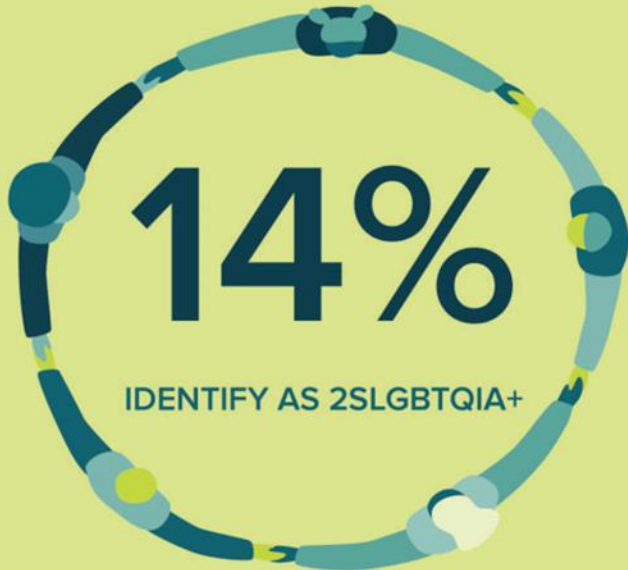
IDENTIFY AS TRANS

53%

IDENTIFY AS A WOMAN

44%

IDENTIFY AS A MAN



40%

IDENTIFY AS BIPOC  
(BLACK, INDIGENOUS AND PEOPLE OF COLOUR)



2%

IDENTIFY AS INDIGENOUS  
(FIRST NATIONS OR  
MÉTIS, INUIT/INUK)



IDENTIFY AS A WOMAN

**53%** **51%**  
VCH GVRD

# WHO WE ARE COMPARED TO THE COMMUNITIES WE SERVE

IDENTIFY AS A MAN

**44%** **49%**  
VCH GVRD

IDENTIFY AS INDIGENOUS  
(FIRST NATIONS OR MÉTIS, INUIT/INUK)

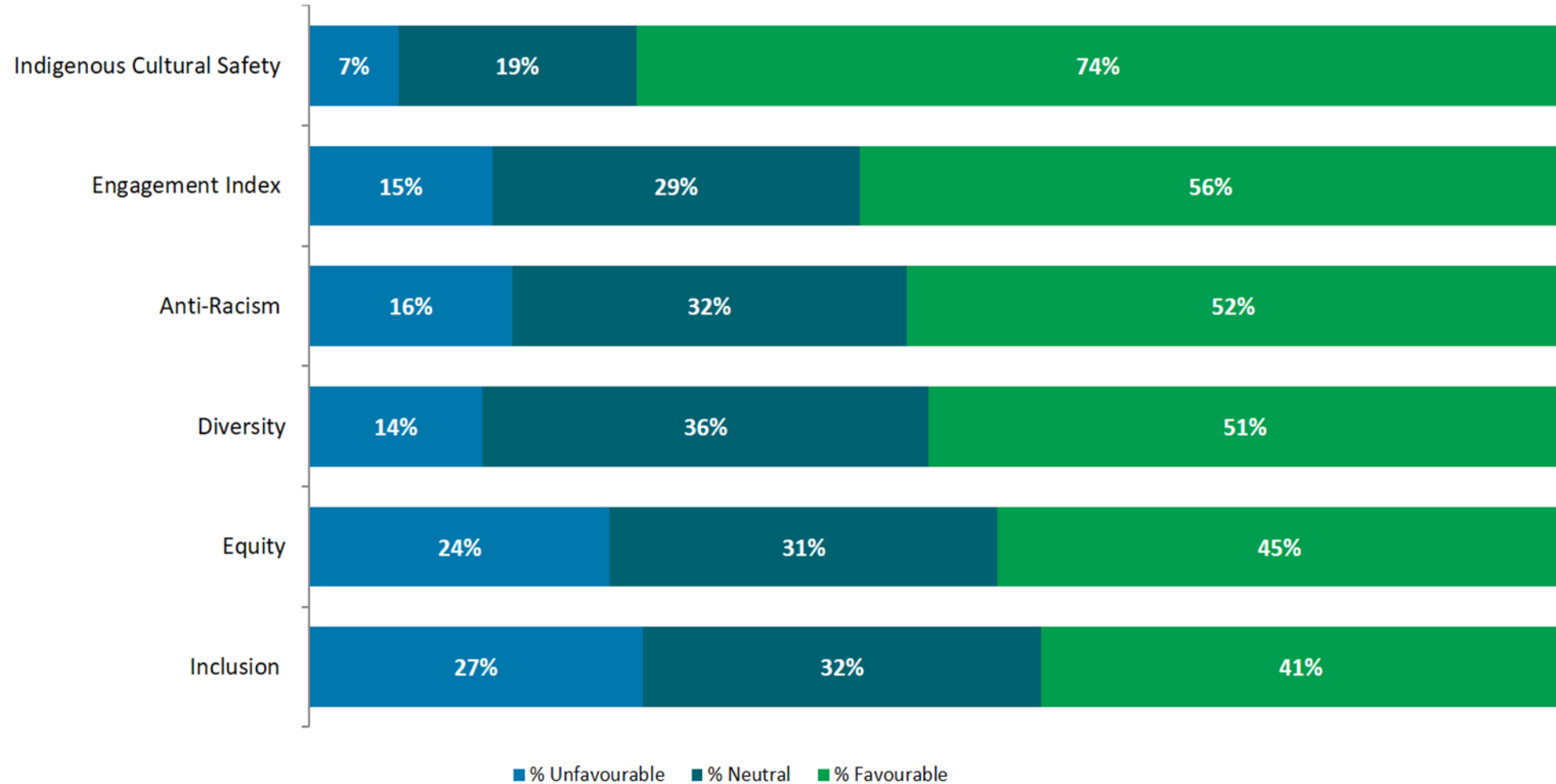
**2%** **2%**  
VCH GVRD

IDENTIFY AS BIPOC  
(BLACK, INDIGENOUS AND PEOPLE OF COLOUR)

**40%** **57%**  
VCH GVRD



# Overall Findings by Factor



# Medical Staff EDI Committee

Working together with other internal and external stakeholders to develop a collaborative strategy and initiatives to support a safe and inclusive workplace.



- EDI Team members integrated into medical staff EDI structure (steering committee and working groups) to ensure alignment and collaboration.
- Current initiatives include joint development of awareness raising events, collaborating on EDI policy development, inclusive recruitment practices, and inclusive leadership.

# Key initiatives

Education and awareness

Leadership training and support

Discussion / affinity groups

# In progress

Medical Staff EDI Journal Club Plus

Lactation Project

Disability Project

Vancouver Pride Parade

Search and Selection SOP

# Questions?

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