

Equity, Diversity & Inclusion Steering Committee

Call for Interest



Thunder Bay Regional
Health Sciences
Centre

Thunder Bay Regional
Health Research
Institute

Overview

What is the Equity, Diversity, and Inclusion (EDI) Steering Committee?

1. Purpose

The goal of developing an Equity, Diversity, and Inclusion Steering Committee at Thunder Bay Regional Health Science Centre (TBRHSC) is to foster an organizational culture of Equity, Diversity, and Inclusion by creating and implementing an action plan that will address racism and discrimination that leads to inequities throughout our Hospital. The scope of the EDI Steering Committee will be inclusive of all equity-deserving groups, with a particular focus on Indigenous Peoples and those within the 2SLGBTQIA+ community. This committee will aim to direct and guide an inclusive environment that promotes EDI in everything we do.

2. Objectives

This committee will

- Provide advice to the Senior Leadership Team on organizational priorities for EDI strategies and activities
- Build awareness of the need for and benefits of ongoing EDI approaches
- Advance an EDI community, by sharing ideas, practices and suggestions for embedding best and promising practices into our ways of working

- Support an EDI environment that is inclusive in practice and progressive in learning
- Identify and support EDI professional development of all staff, professional staff, learners and volunteers for the benefit of those in our Hospital and the broader communities we serve
- Liaise with local and regional individuals and groups advancing EDI
- Connect and align with provincial EDI networks
- Leverage other stakeholders/expertise to gather input, recommendations and support to facilitate implementation of Steering Committee deliverables across the organization
- Ensure that the purpose and mandate of the Steering Committee is being fulfilled
- Honour the confidentiality of the Steering Committee discussions
- Gather information, perspectives and knowledge about EDI from their respective teams as requested by the Steering Committee

3. Member Responsibilities

Members of the EDI Steering Committee

- Are encouraged to provide insight and propose solutions based on their knowledge and experience
- Are expected to regularly attend meetings as active and timely contributors to EDI work
- Are expected to collaborate, advise and set direction for the work
- Are expected to participate in at least one working group and contribute to working on implementation of initiatives
- Amplify the work of the Steering Committee by sharing updates within their respective networks regarding the work and aims of the Steering Committee
- Engage in discussions, while respecting other's perspectives, during the Steering Committee meetings
- Support the Steering Committee decisions through their actions and behaviours

4. Criteria for Membership

- Internal hospital staff, professional staff, learners, volunteers, Patient Family Advisors etc. with manager endorsement
- Ideally the majority of members will belong to equity deserving groups, with a commitment to Indigenous representation and those within the 2SLGBTQIA+ community

- Membership should be diverse, including members with intersecting identities¹
- Members will bring with them lived experience² in order to inform and advance the work of the Steering Committee
- Members will bring a commitment to sharing ideas and making change to address systemic racism and discrimination, particularly anti-Indigenous racism, and 2SLGBTQIA+ discrimination
- Representation from across TBRHSC sites and various roles and departments within the organization (e.g. management and non-management)
- Membership representation will be sought from but are not limited to the following areas; Human Resources, Indigenous Collaboration, Learners/Students, Patient Family Advisors, Professional Practice, TBRHSF, TBRHSRI, and Volunteer Services

5. Length of Service

Members will commit to a one-year term, with renewal of up to three years and co-chairs will serve for a two-year term, once renewable subject to the fulfillment of the responsibilities of the role (as defined in Member Responsibilities).

6. Frequency of Meetings

The Committee will hold meetings on designated days on a monthly basis or at the call of the Co-chair(s)

Definitions

¹Intersecting identities refers to experiencing various forms of oppression. (Sunnybrook)

²Lived experience references both a person that has lived with oppression and those that have engaged in actions that can be deemed/experienced as oppressive (Sunnybrook)

Reference

Consultation with Sunnybrook Health Sciences Centre President's Anti-Racism Task Force chair helped direct our EDI Steering Committee development team to form the overview and application expression of interest.

Sunnybrook Health Sciences Centre (2020). President's Anti-Racism Taskforce Terms of Reference.

Sunnybrook Health Sciences Centre (2020). President's Task Force on Anti-Racism Expression of Interest Form. Retrieved from: https://sunnybrook.formstack.com/forms/president_s_task_force_on_antiracism_expression_of_interest

STRATEGIC PLAN



Equity, Diversity, & Inclusion
We all belong

Equity, Diversity & Inclusion Steering Committee

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Name:

Email:

Phone Number:

Department:

Role at TBRHSC:

Manager's endorsement: YES NO

Why would you like to serve on the EDI Steering Committee?

What are some issues that are of interest to you related to EDI?

Please outline any experience or background that will be of value to the EDI Steering Committee.

Optional: Please indicate what equity-deserving group(s) you belong to.

Please indicate all areas of focus that interest you:

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Participating as an active member of the EDI Steering Committee | <input type="checkbox"/> Working on special tasks/programs or events for staff and or patients | <input type="checkbox"/> Developing and reviewing policies | <input type="checkbox"/> Being a peer mentor or champion |
|--|--|--|--|

Are you involved in any other work related to equity, diversity, and inclusion elsewhere?

Disclaimer: The EDI Steering Committee will have limited membership, therefore submitting an application does not guarantee automatic inclusion on the Steering Committee. However, we encourage all interested individuals to apply and share their valuable perspectives. For applicants who are not selected to join the EDI Steering Committee, there may be opportunities to be involved and contribute through working groups.

