

Working together towards Diversity, Equity & Inclusion



Dear VCH staff, medical staff and physicians,

We would like to share an update with you on our Diversity, Equity and Inclusion (DEI) initiative at Vancouver Coastal Health (VCH). We will be advancing this initiative in partnership with our staff, medical staff and physicians to create a diverse and inclusive organization starting with [10 foundational actions](#). These actions are based on extensive external consultation with leading DEI experts, learnings from other organizations, DEI best practices and input from our staff, medical staff and physicians over the past few months.

Our work will be guided by these [DEI principles](#) and we will be expanding and adapting these actions as we move forward together on this initiative.

Immediate next steps for September:

1. Listening and Learning Series for Staff and Medical Staff – These sessions are just the beginning of our engagement journey and will be facilitated by an external DEI expert, [Alden Habacon](#). This is a virtual forum for open dialogue to share common language and begin to address racism as it is experienced at VCH.

- **September 9, 2:00 – 3:00 pm** - Kick-off Q&A session: Meet Alden Habacon, and VCH Project Executive Leads, Parm Hari and Leslie Bonshor, and ask any questions you might have on this initiative.
- **September 23, 10:30 am – 12:00 pm** - Townhall 1: Establishing Inclusion Literacy in Race and Racism
- **October 7, 10:30 am – 12:00 pm** - Townhall 2: An Anti-Racism Mindset: Addressing Racism at the Individual and Social Level.
- **October 21, 10:30 am – 12:00 pm** - Townhall 3: Anti-Racism at the Procedural and Process Level
- **November 4, 10:30 am – 12:00 pm** - Townhall 4: Courageous Conversations about Power and Anti-Racism at the Structural Level.

2. Mapping DEI activities – Identify other DEI work currently underway at VCH (including key groups and resources) and how we can build on these existing pockets of excellence to share best practices across the organization.

[Learn more about additional DEI foundational actions.](#)

Our commitment to you

We will closely engage with our staff and medical staff throughout our DEI journey, as well as our patients, clients, residents and families. We are pleased to share that we have hired two full-time DEI experts, dedicated to leading the foundational actions through the lens of our DEI principles. We will hold ourselves accountable to our action plan by sharing progress updates and by learning and adjusting as we move forward together on this initiative.

Be part of our journey – we want to hear from you!

As part of our commitment to working collaboratively, we invite you to join us on this journey to co-create our future and work towards embedding DEI in VCH policies, practices, programs, and services. **Join our first engagement session on September 9 to ask any questions you have about our next steps and learn more about this important initiative.** You can submit your questions in advance of the session [here](#) (open until September 7th at midnight). For those unable to attend, key learnings and FAQ from the session will be shared with all staff. Watch for a calendar invitation later this week.

Following the Q&A session, you will receive an email to complete a short questionnaire to provide input on shaping our DEI actions and if interested, sign-up to be part of our DEI network. *This may include being a part of a working group, and/or ongoing opportunities to provide feedback on DEI action planning.*

We know we have a lot of work ahead of us. This is just the beginning as we embark on this journey together. Thank you for your patience, your questions and your support in this important initiative.

If you have any questions, please email us at HRInquiries@vch.ca.