

# Medical Staff Diversity Survey Summary 2020

## BACKGROUND

The Vancouver Coastal Health (VCH) Physician Diversity, Equity and Inclusion (DEI) Committee surveyed medical staff in fall 2020 to establish baseline DEI data. The purpose was to ensure information was available to better support VCH physicians, nurse practitioners, midwives, and dentists and to guide DEI efforts.

### Medical staff in Fall 2020:

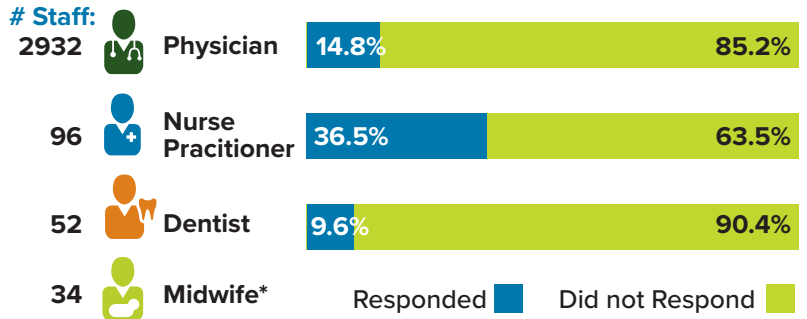
3,114

### Survey participation rate:

15%  
(475 respondents)

Despite a lower response rate than hoped, the data collected describes the rich diversity of the medical staff.

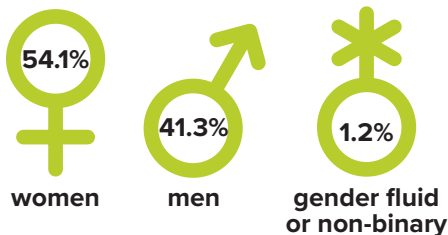
### Respondent demographics by profession:



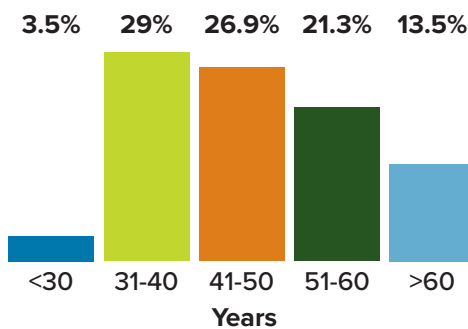
**Community of Care:** 87.4% of respondents were from Vancouver Acute and Community

## PARTICIPANT DEMOGRAPHICS

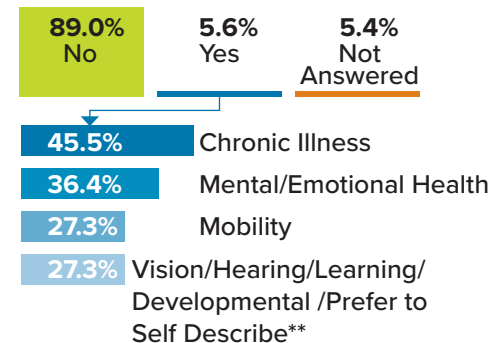
### Gender Identification



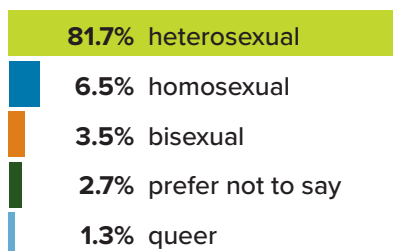
### Age



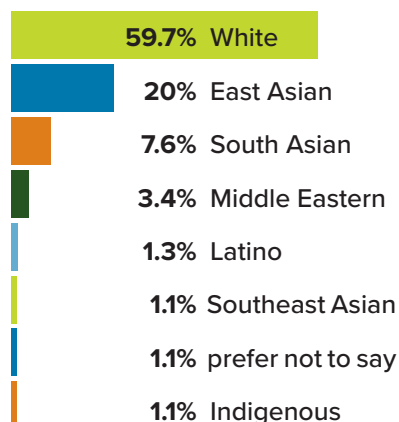
### Disability



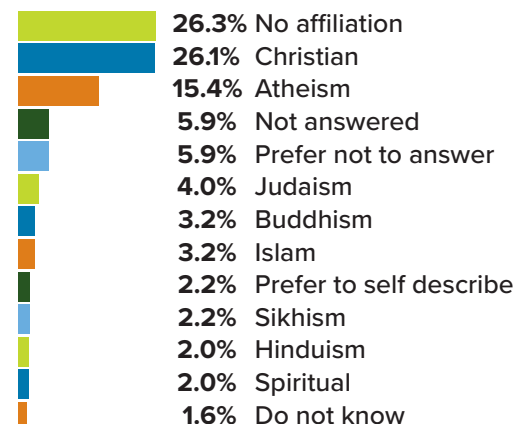
### Sexual Orientation



### Race



### Spiritual, Religious, Faith Background



\* Categories with less than five respondents are not included or grouped together so they are not identifiable.

\*\* These were all grouped together due to the very small number of respondents to each, but there was a desire to ensure the response was reflected.

## QUALITATIVE THEMES

The survey included an open-ended question to allow respondents to provide comments and suggestions related to diversity, equity, and inclusion at VCH. Over 140 medical staff responded. Four themes were identified.

### 1 A lack of diversity in medical leadership

“ BIPOC are lightly scattered within very white upper echelons of the health authority and medical institutional structures.”

### 2 A culture that lacks diversity tolerance and inclusion

“ There is significant racism on the ward I work on. Black and Indigenous clients are often labelled as difficult. The make-up of staff is not reflective of clientele nor are their linguistic abilities and those who don't speak English are sometimes treated disrespectfully.”

### 3 Lack of structures to support medical staff

“ VCH is not supporting the various challenges that are faced by its members. Decades of toxicity and lack of support for long-term employees/staff has occurred.”

“ I hope this survey can truly assist with the vision of “One VCH” and “People First,” as I believe some have seen these strategies as words only and limited action.”

### 4 Thoughts on VCH DEI efforts

“ I am appreciative of the fact that you have this initiative.”

“ There should be equality of opportunity, not equality of outcome.”

## RECOMMENDATIONS

- 1 That VCH make meaningful efforts to address DEI within the medical staff, with dedicated resources, funding, and data collection.
- 2 That VCH's DEI data be used to analyze, monitor, report, and evaluate if DEI is improving.
- 3 That DEI data be collected as part of the privileging process to ensure uniform collection.
- 4 That DEI data and key performance indicators be established and incorporated into search and selection, appointment, and reappointment processes.
- 5 That DEI training be available with regular refreshers and that a DEI lens be applied to leadership courses and other training required for reappointment.

A full report on the survey and its findings is available [here](#).