

**Summary of
CENTRAL WEST LHIN's
Diversity and Equity Core Action Group Meeting**

Thursday, March 18, 2010

1. Health Equity Plan

- LHIN will expect health service providers to submit health equity plans in the future.
- Diversity and Equity Core Action Group will be referencing frameworks utilized in the Toronto Central LHIN and the Central LHIN to customize a framework for the Central West LHIN.

2. Cultural Competency Standards

- Members agreed that organizations must take a multi-faceted approach to improve Diversity, Equity and Cultural Competency. E.g. training and skill-development at all levels, policies and HR practices, governance, community relations etc.
- As advisors, the group will promote selected guidelines, standards and models so organizations are aware of the widely accepted practices to improve cultural competency.
- Recent presentations have suggested the following standards and best practice guidelines:
 - National Standards for Culturally and Linguistically Appropriate Services (CLAS) in Health Care¹ utilized in the United States.
 - Registered Nurses' Association of Ontario (RNAO) Best Practice Guidelines² that outlines recommendations to develop competencies and behaviours within and amongst; i) Individuals, ii) Employees and Unions, iii) Academia, Governments and Regulators, and Professional Associations

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3. Sharing Knowledge and Resources

- The Ontario Hospital Association (OHA) conducted a Diversity and Equity conference that focused on understanding diversity and the link to quality and safety of employees and patients. There was common recognition that there are various approaches to improving equity and cultural competency within organizations. The conference empowered attendees to apply lessons and successful practices that already utilized in many organizations in Ontario.

*** Note: Presentations from the OHA Conference have been stored in the Resource Library of the Central West LHIN's Online Diversity Collaborative Workspace.*

- The Centre for Community Based Research conducted a Leaders Mobilizing Change workshop in early March. Founded on the Taking Culture Seriously in Community Health research findings (www.takingcultureseriouslycura.ca), the workshop aims to provoke discussions among senior management and decision makers in mental health and settlement organizations and in cultural linguistic communities about culturally effective mental health practice. The Centre for Community Based Research also equipped participants with take-home tools for improving practice which has been outlined in a comprehensive workbook (hardcopies provided to members).

*** Note: This workbook can be found in the Resource Library of this Online Diversity Collaborative Workspace on the Central West LHIN website.*

If you are interested in becoming a member of the Online Diversity Collaborative Workspace, please contact Yvonne Sinniah at the Central West LHIN. yvonne.sinniah@lhins.on.ca

¹ Office of Minority Health, U.S. Department of Health and Human Services.(2001). *National Standards for Culturally and Linguistically Appropriate Services in Health Care (CLAS Standards): Final Report*. Washington, DC.

² Registered Nurses' Association of Ontario.(2007). *Embracing Cultural Diversity in Health Care: Developing Cultural Competence*. Toronto, Canada.