

**CENTRAL WEST LHIN**  
**Diversity Core Action Group Meeting Notes**

**2-4 pm. Thursday 26th November, 2009**  
**Central West LHIN Boardroom**

*In Attendance:*

Mantreh Atashband – Rexdale Community Health Centre  
Mohamed Badsha – Reconnect Mental Health Services  
Kitty Chadda – India Rainbow Community Services  
Barbara Moulton – Headwaters Health Centre  
Baldev Mutta – Punjabi Community Health Services

David Colgan – Central West LHIN  
Yvonne Sinniah – Central West LHIN  
Anika van Wyck – Central West LHIN

*Regrets:*

Allison Brown – Central West CCAC  
Nadine Rubie – Bramalea Community Health Centre  
Ramneet Gadi– William Osler Health Centre  
Gurwinder Gill – William Osler Health System

---

1. *Agenda and Minutes*

- Introductions
- Approval of minutes from last meeting

2. *New LHIN consultant to head up diversity*

- David Colgan introduced Yvonne Sinniah
- Baldev Mutta suggested that each person give a brief review of their organization for Yvonne Sinniah
- Yvonne Sinniah gives a brief description of her role as the new Performance and Integration Consultant

3. *Discussion arising from questions from last meeting*

- Baldev Mutta provided a review of the discussion held at the last meeting on diversity practices in member organizations
- A question arose as to the “official” definition of Diversity for the LHIN, especially with regards to the inclusion of concepts of health equity as specified in the second IHSP
- A discussion surrounding how to define Diversity in the context of the work for the Diversity Core Action Group ensued
- Baldev Mutta raised the issue of the scope of this work – what is the beginning point and where is the end point?

- David Colgan spoke to the fact that the scope of diversity and health equity work will be different for every organization based on the populations they serve and their starting points
- Kitty Chadda mentioned that engaging the community and getting the community involved in the organization will evolve the diversity of an organization organically
- Mantreh Atashband said its important to have resident input at the table
- Baldev Mutta said that the challenging aspect is, without some internal push from within the organization, this portfolio stays stagnant
- David Colgan referenced that push may come from the inclusion of diversity / equity plans in the accountability agreements
- Barbara Moulton spoke to the approach around Diversity in Headwaters being more inclusive with regards to their definition – inclusive of the gay, bisexual, transgendered etc.
- David Colgan “tasked” Yvonne Sinniah with drafting a definition of Diversity to bring back to the group for the next meeting
- It was suggested that Yvonne Sinniah and the group look at Toronto Central LHIN’s health equity project and also Community University Research Alliance’s (CURA) diversity training program
- David Colgan mentioned that discussions for the Multi-Sectoral Accountability Agreements (MSAAs) will begin within the next six months and that it would be then that we would want a tool for the organizations to develop health equity plans
- Kitty Chadda asked if the terms of reference should change – David suggested this is something that should be on the table for discussion next meeting once Yvonne Sinniah has had time to review what has already been done
- Baldev Mutta said it is important to get new members to buy in right at the start, before we define our concept of diversity
- David Colgan suggested several organizations that should be re-invited to join this group
- Baldev Mutta suggested a letter should be sent to all health service providers inviting them again to join the group
- Barbara Moulton spoke for Headwaters and said that organizations such as hers are here to learn as they service different types of people. Headwaters is also here to share what they do and lessons learned.
- It was suggested that a meeting schedule be fixed and that the next meeting be in January – Yvonne Sinniah confirms that the second last Thursday of every month will become the fixed schedule

Suggested agenda for next meeting:

- Baldev Mutta suggested we provide a review of all the LHIN documentation to date
- Yvonne Sinniah will draft a definition of diversity to be tabled at the next meeting
- Terms of reference will be reviewed
- Next meeting: January 21<sup>st</sup>, 2:00-4:00 p.m.