

CENTRAL WEST LHIN
Diversity Core Action Group Meeting Notes
2-4 pm. Thursday 19th February, 2009
Central West LHIN Boardroom

In Attendance:

Richlyn Lorimer – Central West CCAC
Laurie Ridler – Supportive Housing Peel
Gurwinder Gill – William Osler Health Centre
Kitty Chadda – IRCS
Mohamed Badsha – Reconnect
Baldev Mutta – Punjabi Community Health Services
Mantreh Atashband – Rexdale Community Health Centre
Allison Brown – Central West CCAC
Nadine Rubie – Bramalea CHC
Hazel Stewart – Toronto Public Health
Ali Addo – Central West LHIN
Anika van Wyck – Central West LHIN
Samina Talat – Central West LHIN

Regrets:

Liz Ruegg – Headwaters Health Centre
Doris Cassan – Headwaters Health Centre
Gord Gunning – CANES

1. Agenda

- Samina Talat welcomes all
- No additions made to the agenda
- Round table introductions
- Samina shared and asked for comments on meetings notes from the September 2008 meeting – none were made.

2. Background

- Following the September meeting Samina Talat received feedback on the Priority Charter and Terms of Reference documents. Following this she finalized the two documents and distributed them to the group.
- Some of the feedback she received included: The need for a format of evaluation, physician engagement opportunities, emphasis on best practices research incorporated throughout the Core Group and emphasis

on education and training. The feedback was incorporated into the Terms of Reference and Priority Charter.

- The Responsiveness to Cultural Diversity Priority started at the LHIN level last July and focused on engaging local HSPs and communities. Increasing cultural competency throughout the LHIN is a priority which extends throughout all clinical and non clinical priorities.
- Aboriginal and Francophone communities are not part of the priorities for the Diversity Core Action Group since they fall under a provincial mandate and are subject to their own legislation.

3. Discussion of Membership/Co-Chair Appointment

- At the moment participation in the Diversity Core Action Group is limited to specific HSPs invited, most of whom are currently represented at the table
- All agree to maintain a presence within the Diversity Core Action Group
 - Laurie Ridler suggested that an invitation be extended to York mental health diversity study leader
 - Samina Talat has invited representatives from the Region of Peel, York and Dufferin
- Samina Talat suggests the nomination of a Co-Chair for the group
- Laurie Ridler points out the description of the role of the Co-Chair on page 2 of the Terms of Reference document
- It is suggested that, until the mandate of the group is fully understood and the LHIN priorities for the group are better defined, it may be difficult to choose a Co-Chair
- Samina Talat clarifies that the group will initially be responsible for looking into the research and information already available throughout the LHIN with regards to cultural diversity, and will then further develop the group priorities
- Laurie Ridler speaks about the Mental Health and Addiction Core Action Group decision process to appoint a Co-Chair – the difference is that the Mental Health and Addiction Core Action Group knows one another well where as the Diversity Core Action Group is sector wide and will need to meet the initial challenge of becoming a more cohesive group
- Laurie Ridler points out that appointing a Co-Chair will open opportunities for information sharing with similar groups within other LHINs
- Many feel the undetermined time commitment is an issue to choosing a Chair because no one knows how “involved” the group will be and how much work being the Co-Chair will require
- It is pointed out that one of the challenges with the cultural diversity mandate is that, not only is it time consuming, but it also requires a huge amount of tact. It is suggested that, for the next meeting, a more comprehensive definition of how the group is going to proceed should be developed so that discussions of roles and competencies can follow from that.

- It is suggested that a list of competencies for the Co-Chair, or even a formal application process, be developed in order to ensure the Co-Chair is the right individual to represent the group on this issue
- The current priority of the group is to fully define the charter because this group has the challenge of the having a scope that is across all the different clinical priorities throughout the LHIN
- Samina will also look into how long the term of the Chair should be

4. Detailed Priority Charter

- Up to this point Phase I and Phase II of the detailed Priority Charter have been completed
- Samina suggests the group should start with one initiative from Phase III, and asks the group where they feel is the best place to start

- Phase III – Implementation

- There is a consensus that an inventory of current diversity practices is a good place to start.
- Employee awareness of cultural competency is identified as another important measure for assessing an organizations cultural competency.
- One of the challenges the group identified is setting the benchmark of what it means to be culturally competent.
- It is noted that, for true cultural competency, it must be at all levels of the organization to ensure that any policies are in fact common practices
- Samina suggests that the members of the group bring back any research they have with regards to defining what cultural competency is in a diverse environment, so that a definition document can be developed. From there the group can develop a tool that can be implemented throughout the LHIN to assess what is the current level of cultural competency in the different HSPs.
- The group members agree to this and the Central West LHIN agrees to compile the information and present it at the next meeting.
- It is suggested that once the group develops a more specific benchmark for cultural competency it may reflect changes to the priority charter and that the document should be considered fluid in order to fit any developments that arise from further research.
- A discussion ensues on the current work being done to assess the current status of French Language Services throughout the LHIN. The accountability report is suggested as a possible template for cultural diversity assessment going forward.
- The LHIN will integrate the current French Language Services work into the knowledge sharing to be presented at the next meeting.

5. Other Business:

- No other business is raised

6. Review of Next Steps:

- Member organizations will send cultural diversity resources to Samina by the end of next week
- Any further feedback on the Priority Charter or Terms of Reference should be sent to Samina by the end of next week No one sent further information
- The LHIN will collect the research and information from the member organizations and compile/present it at the next meeting (this may be a step best spread over the next two meetings, depending on the depth and scope of the information provided.)

7. Meeting Schedule:

- Agreed on a monthly meeting
- The LHIN will send out a polling survey in order to select a time for meetings going forward. The next meeting will most likely be in the end of March or April. (Survey generated attendee responses – Monthly agreed and sent to Calendars)