

Health Equity in Primary Care: Pathway to Get Started

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Getting Started...

The Guelph FHT has completed a gap analysis of our **current state**. For most categories in the Global Diversity Equity Inclusion Benchmark Model, we fall in the inactive or reactive level. This means organizationally, we are making minimal efforts in our progress toward best practices of EDI work.

- Identifying gaps in health equity data
- Exploring digital tools to support (*Alliance for Healthier Communities Extended Demographics Custom Form*)
- Building population health data processes

- Providing opportunity for CCDI training
- Surveyed staff report basic knowledge, skill and awareness of inclusivity

74%

- Ongoing monitoring of staff and patient needs to support data-driven decision making

Our commitment

As a Best Practice Spotlight Organization, our commitment in Primary Care is to provide the right care to the right person at the right time.

We aim to do this by making decisions at the individual, team and organizational level with an inclusive lens. Our goal in 2022/23 is to move from a compliance emphasis to a strategic focus of equity at and through the Guelph FHT.

- Recommendation from GDEIB model (current state analysis results)
- Based on Foundational Tools
- Strive for diverse membership and perspectives: *Clinical, Physician, HR, Leadership, Patients*

- Application of GDEIB Model via staff survey: *Internal, External, Foundational, Bridging*
- Commitment to progress towards Best Practice

- EDI Presentation to the Board
- Senior Leadership endorsed EDI proposal
- Active Leadership participation
- Senior Leadership membership on EDI council

Supporting Patients & Staff

EVALUATE

STAFF AWARENESS

UNDERSTAND PATIENT NEEDS

Building Organizational Culture

RECRUIT EDI COUNCIL

CURRENT STATE ANALYSIS

LEADERSHIP SUPPORT

Foundational tools



SCAN HERE

CANADIAN CENTRE FOR DIVERSITY & INCLUSION (CCDI) TRAINING PLATFORM



SCAN HERE

BEST PRACTICE SPOTLIGHT ORGANIZATION (BPSO)



SCAN HERE

GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS (GDEIB) MODEL

People get the care they need when they need it.

Patients feel good about the care we provide.

We work with our community to build a better health system.

Our team feels supported in their work.



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