

## 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

**Supporting Patients & Staff**

**EVALUATE**

**UNDERSTAND PATIENT NEEDS**

**STAFF AWARENESS**

### 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.

**RECRUIT EDI COUNCIL**

**CURRENT STATE ANALYSIS**

**LEADERSHIP SUPPORT**

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Contributors include EDI Council members: Molly Cressman, Ross Kirkconnell, Elizabeth Lee, Seraphina McAlister, Sarah Osman, Dr. Stella Pasion, Dave Vervoort

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

- 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

### Foundational tools



**CANADIAN CENTRE FOR DIVERSITY & INCLUSION (CCDI) TRAINING PLATFORM**



**BEST PRACTICE SPOTLIGHT ORGANIZATION (BPSO)**



**GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS (GDEIB) MODEL**

