



# Equity, Diversity & Inclusion

## Our plan for 2021-2024

The Unionville Home Society (UHS) recognizes the importance of creating equity, diversity, and inclusivity within our organization and throughout the communities we serve. UHS is located, in the heart of one of the most diverse regions in Ontario. We are committed to exploring the ways in which our workforce and our residents continue to be respected, valued, and supported. Our multi-year Equity, Diversity, and Inclusion (EDI) plan is our roadmap to aid us in identifying and addressing barriers, advancing initiatives, and continuing to embed equity, diversity, and inclusion into practices across the organization and across the community.

### One Mission – Many Voices Thinking Differently Together

#### Cultivating Growth & Strengthening Culture

- Promote the integration of EDI into programs and services
- Enhance communications to better adapt our messaging to improve connections with our residents and our community
- Enhance wellness supports and engagement efforts
- Expand accessibility mandate to include more EDI activities
- Improve our understanding of the barriers affecting our staff, residents and communities in various feedback mechanisms that include specific EDI specific questions
- Enhance our learning and development framework to include EDI specific training eg Unconscious/Implicit bias training
- Enhance recruitment process to embed EDI into attraction and retention strategies



#### Innovative & Inclusive Care

- Promote the integration of EDI into programs and services
- Enhance communications to better adapt our messaging to improve connections with our residents, our community and our staff
- Enhance accessibility of buildings, pathways and other physical spaces
- Create dedicated spaces for resident and community spiritual, social and wellness needs

#### Strengthening Partnerships

- Enhance community dialogue to improve service delivery
- Build relationships in diverse communities to improve our knowledge and to better understand needs and potential barriers
- Expand governance commitment to EDI by having board annually re-affirm their commitment to the EDI principles
- Enhance our data collection processes to include collection of self identification data from applicants, registrants and survey participants.
- Have EDI activity inform Quality Assurance practices by monitoring, evaluating, reporting and communicating our EDI objectives, values and outcomes.