

Inclusion, Diversity, Equity & Anti-Racism (IDEA) Framework

2023

BACKGROUND: Setting the Context

In early June 2020, as a result of ongoing racial injustice and force of police in the United States and Canada toward black and marginalized communities we recognized the urgency to relook at our approach to equity, diversity, inclusion, and anti-racism.

In addition, the Ontario Government has made a clear commitment, health services must be grounded in a strong foundation and a culture focused on equity, inclusion, diversity, and anti-racism. This has been articulated in the Connecting Care Act stating that the health care system should be guided by a commitment to equity and to the promotion of equitable health outcomes; enabled by the Roadmap to Wellness - a plan to build Ontario's mental health and addictions system.

The Addictions and Mental Health Sector has recognized that the people it serves also need a more equitable care delivery system. While there have been many efforts established to increase equity, inclusion, and diversity within the sector over the years, the more recent events including COVID-19 disparities and other racial violence have raised the sense of alert that anti-racism and anti-oppression must be a priority. The data lay bare what those in Black communities have signaled for decades: discrimination and oppression based on race delays care and harms individuals on their way to recovery. SHIP acknowledges the existence of anti-Black racism as a systemic barrier for the Black community and we are committed to tackling racial discrimination against staff from Black communities.

SHIPs Board, Leadership Team and staff have responded with the position that equity, diversity, inclusion, anti-racism must not only be foundational principles in the delivery of care and services, but they must also be grounded in how these services function and operate.

MOVING FORWARD: A clear call to action



In 2021, SHIP partnered with Canadian Equality Consultants (CEC) to facilitate a process to confirm our readiness to act through staff consultation, focus groups, interviews and population specific focus groups, policy review and benchmarking. We identified several steps to further advance an inclusive and equitable culture. The need for this focused work was further reinforced through the results of an Anti Black Racism survey conducted in 2022.

SHIPs Inclusion, Diversity, Equity and Anti-Racism (IDEA) Framework provides a firm foundation from which we can continue to build and it is one which reflects SHIPs vision of an organization that attracts and leverages diversity in its staff to create programs and services that meet the diverse needs of the changing communities we serve. **This Framework is an enabler to two separate and distinct annual action plans: 1. EDI Action Plan and 2. Combatting Anti-Black Racism Action plan.**

The framework and action plans have been co-designed by SHIP's EDI Committee and EDI Steering Committee in collaboration with the BIPOC Caucus employee resource group.

Message to Staff

We will continue to work together to broaden our focus – to move beyond what SHIP stands for and to more clearly articulate what we stand against – as an organization.

To meet this end, we have developed a strategy through the support of our equity, diversity and inclusion committee on how we can rebuild.

We work in one of the most diverse communities in the province and our services need to be grounded in social justice and respond to the needs of those we support.

As an organization, with inclusion being one of our core values, we believe the way forward begins with naming, challenging, and dismantling all forms of violence and systems of oppression.

We want to thank the community of courageous advocates who are guiding our work toward barrier-free mental health care and a generative workplace; an environment that is safe and holds opportunity for all to realize their personal and professional potential.



Lesley Nagoda
CEO

Shereen Rampersad
EDI Manager



PURPOSE

SHIP believes that an organizational culture focused on equity, diversity and inclusion and anti racism is fundamental to our ability to contribute to better outcomes for clients and families. As such, SHIP will integrate equity, diversity, inclusion and anti racism values and practices into existing SHIP processes and enable progress and results to be measured.

COMMITMENT STATEMENT

SHIP is committed to ensuring that our organization is an equitable, diverse, and inclusive workplace that reflects our values as an organization and the diversity of those we serve. **Our goal is to...something about health and clients**

CORE PRINCIPLES

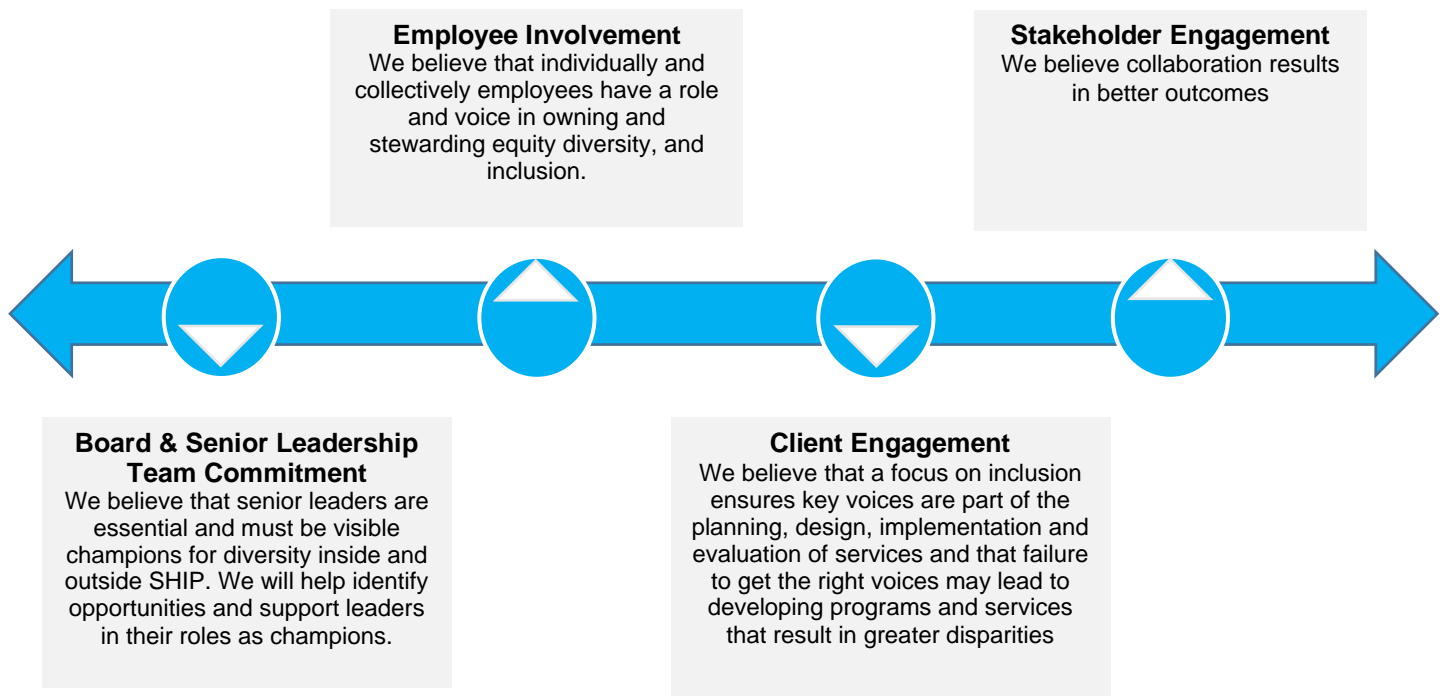
Using the L.E.A.D. strategy (Deloitte), this framework recommends four principles to keep the momentum going to address EDI in the workplace. They are to listen, engage, acknowledge and do. The framework engages the following core practices:

1. **L**istening to employees and allies to establish short- and long-term goals
2. **E**ngaging employee resource groups (ERG's) to support changes implemented
3. **A**cknowledging where pitfalls may lie and actively addressing them
4. **D**oing what you say you will do, especially as it pertains to leaders who set the tone and demonstrate accountability

EXPECTATIONS

It is our expectation that SHIP staff, volunteers, stakeholders, and partners share our values and take part in a change where a commitment to equity, diversity and inclusion is not only a corporate responsibility but also an individual one.

BUILDING BLOCKS FOR SUCCESS



ESTABLISHING THE FRAMEWORK

To guide the efforts to address equity, inclusion, diversity and anti-racism with a focus on anti-Indigenous and anti-black racism, SHIPs Framework has been developed.

SHIPs Framework is grounded in two key components:

Foundational Elements	Key Priorities
<ol style="list-style-type: none"> 1. Collecting data 2. Embedding in SHIPs Strategic Plan 3. Investing in implementation 4. Clear Accountabilities 	<ol style="list-style-type: none"> 1. Representation (Diversity) 2. Include & Engage (Inclusion) 3. Reduce Disparities (Equity) 4. Address Racism with an emphasis on anti-black racism 5. Reporting & Evaluating

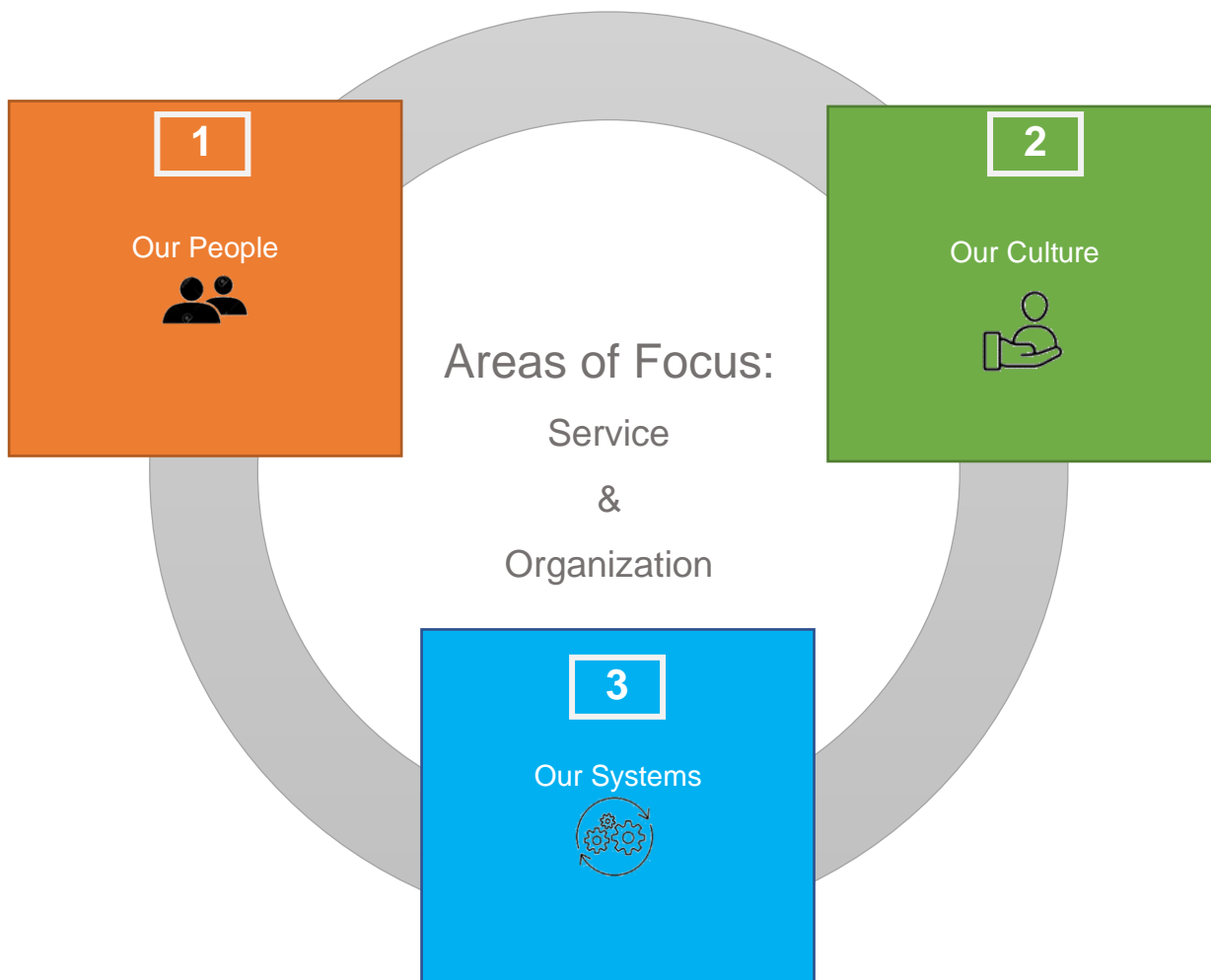
These components will be built into SHIPs three identified areas of focus (Our People, Culture and Processes) in our EDI and Combatting Anti Black Racism Annual Action plans.

INVESTMENT

SHIP will dedicate the financial and people resources required for success and ongoing sustainability.

GOALS AND MEASURES

We believe “what gets measured, gets done.” As such, we will develop annual goals, which includes areas of improvement, articulated activities and key metrics and will use a range of appropriate performance indicators. This information helps identify gaps and opportunities for improvement.



ACCOUNTABILITY



The CEO (Chief Executive Officer) is accountable to the Board for the implementation of the EDI Framework. SHIPs EDI Committee and the EDI Steering Committee will support the implementation of the framework and work in:

- Communicating diversity strategies and policies
- Advancing initiatives necessary to meet our objectives
- Discussing learning opportunities for staff and volunteers
- Monitoring key activities and tracking performance
- Enabling and anchoring accountability for achieving results
- Engaging staff in ongoing conversations and learning how we achieve our equity and inclusion vision
- Reporting annually on progress in implementing this framework to staff, the Executive, and the board.

LAUNCHING THE FRAMEWORK

- We believe clear, consistent, open communication is essential for a healthy and productive organizational culture.
- We will communicate regularly about progress, share experiences and best practices.
- Communication efforts will be through publications, websites, and communication campaigns, including an annual report on EDI recognition of EDI “wins.”

EVALUATING THE FRAMEWORK

The approach outlined in the EDI Framework is new and will be evaluated for its effectiveness in achieving stated goals. The indicators of success identified in the *Race for Results* Table form the basis for evaluating the framework.

RESOURCES

Documents used as guides in the completion of this document:

- SHIPs Current State of Equity, Diversity, & Inclusion (Canadian Equality Consulting)
- Ontario Health’s Equity, Inclusion, Diversity and Anti-Racism Framework
- SHIPs benchmark Survey
- AMHO: Building AMHO’s Equity, Inclusion, Diversity, Anti-Racism & Anti-Oppression Framework

Appendix A: Understanding Key Concepts and Definitions

Building language and understanding is critical and SHIP will work on creating a lexicon that is shared by everyone.

Equity

Unlike the notion of equality, **equity** is not about sameness of treatment. It denotes fairness and justice in process and in results. Equitable outcomes often require differential treatment and resource redistribution to achieve a level playing field among all individuals and communities. This requires recognizing and addressing barriers to opportunities for all to thrive in our society.

Diversity

The range of visible and invisible qualities, experiences and identities that shape who we are, how we think, how we engage with and how we are perceived by the world. These can be along the dimensions of race, ethnicity, gender, gender identity, sexual orientation, socio-economic status, age, physical or mental abilities, religious or spiritual beliefs, or political ideologies. They can also include differences such as personality, style, capabilities, and thought or perspectives.

Inclusion

Inclusion recognizes, welcomes, and makes space for diversity. An inclusive organization capitalizes on the diversity of thought, experiences, skills, and talents of all our employees.

Anti-Racism

An anti-racism approach is a systematic method of analysis and a proactive course of action. The approach recognizes the existence of racism, including systemic racism, and actively seeks to identify, prevent, reduce, and remove the racially inequitable outcomes and power imbalances between groups and the structures that sustain these inequities.

We are interested in your feedback!

Please provide us with your thoughts on this document at

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