

EQUITY, DIVERSITY AND INCLUSION

RICHMOND HOSPITAL (RH)

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PROJECT / ACTIVITY PURPOSE

To promote one of the four main VCH working pillars:

Equity, Diversity, and Inclusion

- **Equity:** Ensure everyone is provided with the resources to meet their potential
- **Diversity:** Understand, appreciate and celebrate diversity in all its forms
- **Inclusion:** Ensure everyone is included and is seen

WHY PROMOTE EDI?

Patient	Staff	Organization
Patient center care	Fair treatment	Improve productivity
Better clinical outcome	Staff wellness	Increase creativity
Better patient satisfaction	Feeling of connection	Increase resiliency
Address health inequity	Sense of belonging	Better staff retention

HOW TO PROMOTE EDI WITHIN RICHMOND HOSPITAL

WITH SUPPORT FROM RH PHYSICIAN SOCIETY

– Presentations at

Medical staff luncheons

Quarterly staff meetings

Leadership meetings (AMAC)

– Promotion

RHPS newsletters

RHPS posters

– Workshop

Inclusive

leadership/Unconscious

bias workshop for leaders

- IMPACT**
- Increases the awareness of Equity, Diversity, Inclusion within Richmond Hospital (RH)

VISION AND FUTURE GOALS

- Continue to promote EDI via workshops, presentations to leaders and staff
- Expand to Richmond community of care

LESSONS LEARNED

- Challenges exist in terms of limitation in capacity of medical staff
- Gaps in understanding the principles of EDI which leads to limited engagement
- Needs continual/additional funding and administrative support
- Needs partnership/ endorsement by all levels of RH leadership