Lakeridge Health Foundation

Indigenization, Inclusion, Diversity, Equity and Accessibility Policy

Department	Governance	Policy No.	GOV-16
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Reviewed by	Governance and Nominating Committee	Date Reviewed	(X) November 22, 2022 (X) May 6, 2026
Reviewed by	Board of Directors	Date Approved	(X) December 7, 2022 (X) June 3, 2026

1.0 Policy Statement:

Lakeridge Health Foundation (the "**Foundation**") is committed to ensuring that the Board of Lakeridge Health Foundation reflect the changing demographics of the hospital it serves, the people in our community and the values they espouse. The commitment to Indigenization, Inclusion, Diversity, Equity and Accessibility, as well as the goals and practices outlined in this document, will help guide the Foundation towards more equitable and reconciliatory practices.

2.0 Definitions:

2.1 Accessibility:

Accessibility refers to the design of products, devices, services, or environments for people who experience disabilities. Ontario has laws to improve accessibility for people with disabilities, including the Accessibility for Ontarians with Disabilities Act (AODA), the **Ontario Human Rights Code**, and the **Ontario Building Code.** Source: Accessibility Services Canada

2.2 Diversity:

Diversity is any dimension that can be used to differentiate groups and people from one another. It means respect for and appreciation of differences in ethnicity, gender, age, national origin, ability, sexual orientation, faith, socio-economic status, and class.

2.3 Equity:

Equity is the guarantee of fair treatment, access, opportunity, and advancement for all. It requires the identification and elimination of barriers that prevent the full participation of

some groups. The principle of equity acknowledges that there are historically undeserved and underrepresented populations in the social areas of employment, the provision of goods and services, as well as living accommodations. Redressing unbalanced conditions is needed to achieve equality of opportunity for all groups.

2.4 Indigenization:

Indigenization is the re-doing or reaffirming of education to include Indigenous ways of knowing, thinking, feeling and being. It involves elevating the voices of Indigenous peoples, elevating traditional, and cultural knowledge, and intentional inclusion of Indigenous ways of teaching and learning to form and create pedagogical approaches. The Office of Indigenous Initiatives at Queen's University, a partner institution, recommends that the term Indigenization be used with reference to Equity, Diversity, Inclusion, and Accessibility (EDIA). Source: Office of Indigenous Initiatives - Queen's University

2.5 Inclusion:

Inclusion is the active, intentional, and ongoing engagement/connection with diversity, where each person is valued and provided with the opportunity to participate fully in creating a successful and thriving community. It means creating value from the distinctive skills, experiences, and perspectives of all members of our community, allowing us to leverage talent and foster both individual and organizational excellence.

2.6 Oppression:

Oppression is more than the prejudicial thoughts and actions of individuals; oppression is institutionalized power that is historically formed and perpetuated over time. Through utilization of that institutionalized power, it allows certain groups of people or certain identities to assume a dominant (privileged) position over other groups and identities, and this dominance is maintained and continued at institutional and cultural levels. Anti-oppressive work involves strategies, theories, and actions that challenge social and historical inequalities/injustices that have become part of our systems and institutions and allow certain groups to dominate over others.

2.7 Power:

Power is the ability of an individual, group, or institution to influence or exercise control over other people and achieve their goals despite possible opposition or resistance.

2.8 Privilege:

Privilege is a group of unearned cultural, legal, social, and institutional rights extended to a group based on their social group membership.

2.9 Racism:

2.9.1 Individual Racism:

Individual Racism includes ‘everyday racism’ that manifests in words and actions (e.g. micro aggressions) refers to an individual's racist assumptions, beliefs or behaviours and is "a form of racial discrimination that stems from conscious and unconscious, personal prejudice" (Henry & Tator, 2006, p. 329). Individual racism is connected to/learned from broader socio-economic histories and processes and is supported and reinforced by systemic racism. Source: https://www.aclrc.com/forms-of-racism

2.9.2 Systemic Racism:

Systemic Racism involves organizations like the government, education, justice, and health systems. Caused by biases in policies, practices and procedures resulting in unequal and inequitable opportunities and outcomes for people based on race.

2.9.3 Societal/Cultural Racism:

Societal/Cultural involves all of societies institutions, political, economic and social – as well as society’s dominant culture and ideology.

2.9.4 Anti-Black Racism:

Anti-Black Racism, coined by Canadian scholar, Dr. Akua Benjamin, is defined as the prejudices, attitudes, beliefs, stereotyping, and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and its legacy.

3.0 Goals and Practices of IIDEA:

3.1 Indigenization – The appreciation of Indigenous ways of knowing will be honoured through:

3.1.1 Land Acknowledgements at meetings and events (See Appendix below).

3.1.2 Training and conversations with local Indigenous leaders to grow and sustain a respectful relationship.

3.1.3 A commitment to understand different ways of knowing.

3.2 A commitment to diversity will be realized through:

3.2.1 Recruitment of Board members to fill gaps in skills and competencies of the Board, with special attention paid to the changing demographics of the Region of Durham.

3.2.2 Retention of members, for their full term, will be encouraged through respectful engagement and fostering a culture of belonging. Members are encouraged to provide input, challenge ideas, and engage in robust discussion, by bringing their full and authentic selves to meetings.

3.2.3 An inclusive approach through all stages of staff recruitment (job creation, posting, interviews, recruitment, and onboarding).

3.3 Inclusive organizations create safe environments for dialogue and dissent. according to business leader Peter Drucker, "Culture eats strategy for breakfast."

In understanding this, the Board recognizes that an equity and inclusion policy cannot be supported within a toxic work environment. As such, dialogue and sharing of ideas and different ways of knowing will be encouraged through:

3.3.1 The development of a culture that encourages dialogue.

3.3.2 Providing meeting items in advance to allow each member to fully understand concepts and ideas.

3.3.3 Allowing sufficient time for conversation during meetings on all topics.

3.4 Equity is achieved when each member can bring their full and authentic self to each meeting. To foster an environment of equity the Board will:

3.4.1 Engage in training in relation to IIDEA.

3.4.2 Continuous focus on IIDEA through Board retreats and gatherings.

3.5 Accessibility is the intentional practice of creating safe and accessible environments for persons living with disabilities. Safety and accessibility will be encouraged through:

3.5.1 Ensuring that meeting and event spaces are accessible.

3.5.2 Providing accommodations, as required, to Board members, Staff and Volunteers.

APPENDIX: Land Acknowledgement

This is a public document in the 'Accountable to You' section of the Foundation's website.

APPENDIX: Land Acknowledgement

We respectfully acknowledge that the Central East Region is located on Treaty 20 Michi Saagiig (Mi-Chee-Saw-Geeg) Territory, collectively known as the Williams Treaties First Nations; which includes Curve Lake, Hiawatha, Alderville, Scugog Island, Rama, Beausoleil and Georgina Island First Nations. Our work on these lands acknowledges their resilience and their longstanding contributions to the Central East area.

We offer our gratitude to the Indigenous peoples for their care and teachings about our relationship to Mother Earth and all living things; that we may foster these healthy teachings and relationships in the journey of Indigenous and non-Indigenous patients.

We also acknowledge and support the Truth and Reconciliation Commission's 94 Calls to Action to advance Canada through the process of reconciliation with First Nation, Inuit, Métis and urban Indigenous Peoples. The "Health" Section of the Call to Action, envisions improving health outcomes for Indigenous Peoples in Canada. May the partnerships with First Nation, Inuit, Métis and urban Indigenous communities help us work together to provide the best health system for all.