

Survey on Equity, Diversity, Inclusion and Anti-Racism for Health Service Providers

1) Organization:*

2) Contact name:*

3) Contact email:*

4) Please select your Ontario Health region:*

☐ Central Region (Central West LHIN, Central East LHIN, Mississauga Halton LHIN, and North Simcoe Muskoka LHIN)

☐ East Region (Central East LHIN, South East LHIN, and Champlain LHIN)

☐ North Region (North West LHIN and North East LHIN)

☐ Toronto Region (Toronto Central LHIN)

☐ West Region (Erie St. Clair LHIN, South West LHIN, Waterloo Wellington LHIN, and Hamilton Niagara Haldimand Brant LHIN)

5) Which health care setting best describes your organization? Please check all that apply.*

- ☐ Primary care (e.g., community health centre)
- ☐ Community-based care (e.g. community support services)
- ☐ Community mental health and addiction services
- ☐ Long-term care home
- ☐ Home care (e.g., service provider organization)
- ☐ Hospital (e.g. Acute, Ambulatory care, Rehab facility, Complex Continuing Care)
- ☐ Other - Write In (Required): _____*

6) Is health equity a strategic priority as noted in the organization's mission, vision and/or strategic plan?*

- ☐ Yes
- ☐ No

7) Is the health care organization working in partnership with others in the community to improve health equity for the population, for example MOUs or other formal agreements?*

- ☐ Yes
- ☐ No

8) Is there a governance structure to support work on health equity, for example advisory committees and working groups?*

- ☐ Yes
- ☐ No

9) Are there dedicated human resources to support health equity work?*

- ☐ Yes
- ☐ No

10) Is there a standard process for collecting and analyzing data for potentially vulnerable or marginalized populations as defined in the [Health Equity Impact Assessment](#) (HEIA tool) to improve health equity or identify priorities for the organization?*

☐ Yes

☐ No

11) Is the organization using disparities data to drive work to improve health equity? Please check all that apply.*

☐ Data collected for clients served by the organization

☐ Data from external reports, guidelines, standards, etc.

☐ None

12) Does the organization provide health care services to uninsured clients?*

☐ Yes

☐ No

13) Does the organization collect and use data from clients on whether they think your health facilities are welcoming, inclusive and comfortable for them, for example waiting rooms, décor, posters?*

☐ Yes

☐ No

14) Does the organization use an equity-based approach to recruit and develop Board members, for example promoting Board recruitment among diverse communities, prioritizing candidates who are Indigenous, Black, and from other marginalized populations during recruitment, cultural safety training for Board members?*

☐ Yes

☐ No

15) Are there practices in place to help recruit, retain, and develop employees who are Indigenous, Black, and employees from other marginalized populations at all levels of the organization?*

☐ Yes

☐ No

16) Is there routine cultural safety training for staff to support equitable care delivery? Please select the training that you offer:*

☐ Indigenous Cultural Safety

☐ Francophone Cultural Safety

☐ Other - Write In (Required): _____*

☐ None

17) Are there any processes and practices in place to assess the impact of cultural safety training on client experience and health outcomes?*

☐ Yes

☐ No

☐ Not applicable

18) Please identify the top 3 barriers your organization experiences when working on equity, diversity, inclusion and anti-racism.*

1.: _____

2.: _____

3.: _____

19) Please identify the top 3 enablers that could help your organization overcome barriers when working on equity, diversity, inclusion and anti-racism.*

1.: _____

2.: _____

3.: _____

20) Is there anything else you would like to share with us about your work to advance equity, diversity, inclusion and anti-racism?*
