Moving to Real Measurable Change

Campfire output: What are the concrete next steps to advance equity, inclusion and belonging at Holland Bloorview?

**Big idea:** prioritize access for families from disadvantaged communities

- Ensure data gathering is safe, meaningful and purposeful - ensure clients, families and staff understand the value of collecting personal data / ensure we take action on what people share

**Big idea:** equity frame for benefits (e.g., racialized staff or staff with disabilities have greater proportion of benefits)

- Use data to identify needs, set IDEA priorities and track momentum - get a true measurement of where we are and where we need to make progress

**Big idea:** executive sponsorship program

- Design for equity - provide additional resources that better match the needs of racialized and historically disadvantaged groups amongst our clients and teams

- Draw on intersectional representation to make important decisions - cultural and experience advisors on policies, diverse hiring teams etc.

**Big idea:** mobile clinic / road shows in key communities

- Implement the next level of policies / hiring approaches to overcome structural bias, increase representation and ensure we have meaningful accommodations - Consult with staff about barriers to employment and experiences of underrepresented groups

**Big idea:** cultural and experience advisors to help design services

- Actively reduce barriers for clients and families to simplify their experience and reach out into communities to meet families in their environments

**Big idea:** "Dear Everybody" campaign for employers

- Continue to grow foundational IDEA training and protect time for IDEA work -- what IDEA means, allyship, understanding privilege etc.

- Share what we learn with other organizations to promote more inclusive work and care environments everywhere

*Use an equity lens to be intentional about what we do, who we hire, how we structure our work, who we reach out to and to whom we offer our services*