



## EMBED EDI IN ORGANIZATIONAL STRUCTURES, SYSTEMS AND POLICIES

- Complete an internal review to identify and address systemic and clinical biases
- Develop data systems to inform best practice, planning, implementation and evaluation
- Advocate for equitable financial planning, fundraising and procurement
- Dedicate time and resources to curate safe spaces



## CREATE AN INCLUSIVE CHILD, YOUTH AND FAMILY EXPERIENCE

- Ensure equity, accessibility and cultural safety across SickKids spaces
- Strengthen service pathways between SickKids and community agencies that support marginalized groups
- Recruit diverse representation by removing barriers for volunteer participation
- Establish and monitor benchmarks on EDI priorities with external partners

## Establish organizational EDI foundations to advance EDI in care, research and education



## ACHIEVE A WORKFORCE THAT REFLECTS THE DIVERSITY OF OUR COMMUNITY

- Develop data driven recruitment and retention tools
- Design diversity specific tools for career development, mentoring and succession planning
- Address systemic barriers that deny equitable career opportunities in diverse communities
- Implement mandatory training for staff and leaders



## INTEGRATE EDI IN CARE, RESEARCH AND EDUCATION

- Reform care, research and education to respect Indigenous traditions and medicines
- Embed EDI in the foundations of key strategic initiatives
- Incorporate EDI analysis in curriculum design, training and practical application
- Eliminate disparities in access to services to optimize child health outcomes