

Equity, Diversity, and Inclusion

Report to HSA Members
June 2022



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Acknowledgement:

'Uy' skweyul (Good day in Hul'q'umi'num). My name is Heather Williams. I am a fifth generation settler on my mother's father's side who came from Ireland, and third generation settler on my mother's mother's side who was Jewish and came from England. My father's lineage is less known to us. I acknowledge that this report, my work, and my whole life is lived on unceded, stolen and occupied Coast Salish land, the territories of the sə́lilwə́taʔ (Tsleil-Waututh), kʷikwə́ləm (Kwikwetlem), Sḵwə́wú7mesh Úxwumixw (Squamish), Semiahmoo, Katzie, kʷikwə́ləm (Kwikwetlem), Kwantlen, xʷməθkʷə́yəm (Musqueam), Qayqayt and Tsawwassen Nations. I am grateful to the traditional stewards of the lands and waters for taking such good care of the lands across what is colonially referred to as British Columbia. In my life-long commitment to decolonization I see myself as complicit in language revitalization and as such commit to being a learner of languages that have become endangered as a result of the devastating impacts of colonialism. Huy ch q'u (Thank you).



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HSA would like to acknowledge that our office is located on the unceded homelands of the Qayqayt First Nation on whose territories we live and thrive. Our union works and has members in unceded territories across the province. Unceded means that Aboriginal title to this land has never been surrendered or relinquished.

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Happy June! In June, we recognize National Indigenous History Month. During this month, take time to recognize the rich history, heritage, brilliance and diversity of First Nations, Inuit and Métis Peoples across Canada. We encourage you to dive into your own learning by taking up the free, [online course Indigenous Canada](#).

It is also Pride Month for those of us in the 2SLGBTQIA+ community. This month is a recognition of the fight for 2SLGBTQIA+ rights. You can learn more about pride history in the Canadian context from [Queer Events](#).

The definitions, scope, goals and guiding principles are draft and will remain as living documents to be amended over time in consultation with diverse communities within HSA and in relationship to the broader field of justice, equity, diversity and inclusion.

JEDI Definitions- what does justice, equity, diversity and inclusion mean?

At the heart of Equity Diversity and Inclusion is an effort to seek out, address, and transform the ways in which people are dehumanized through interlocking structural and systemic barriers. The explanation of these terms below is from [Dr. Dafina-Lazarus Stewart](#), a Black, Trans scholar from the National Centre for Institutional Diversity in Michigan.

“Diversity asks, ‘Who is in the room?’ Equity responds, ‘Who is trying to get in the room but can’t? Whose presence in the room is under constant threat of erasure?’

Inclusion asks, ‘Have everyone’s ideas been heard?’ Justice responds, ‘Whose ideas won’t be taken as seriously because they aren’t in the majority?’

Diversity asks, ‘How many more of (pick any minoritized identity) groups do we have this year than last?’ Equity responds, ‘What conditions have we created that maintain certain groups as the perpetual majority here?’

Inclusion ask, ‘Is this environment safe for everyone to feel like they belong?’ Justice challenges, ‘Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?’

Diversity celebrates increases in numbers that still reflect minoritized status (at the workplace) and incremental growth. Equity celebrates reductions in harm, revisions to abusive systems and increases in supports for people’s life chances as reported by those who have been targeted.

Inclusion celebrates awards for initiatives and credits itself for having a diverse candidate pool. Justice celebrates getting rid of practices and policies that were having disparate impacts on minoritized groups.”

HSA JEDI Scope – what issues are included?

Justice, equity, diversity and inclusion includes the following issues of discrimination and oppression: decolonization, anti-racism, gender diversity, sexual diversity, accessibility, diverse faiths, classism, immigrants and newcomers, English as Additional Language, ageism, caretakers, and feminism

- Review and revisions to union policy and procedures with a JEDI lens in an effort to make the Union more inclusive
- Strategic planning and related implementation to build JEDI into all facets of HSA
- Coordination, consultation and related resourcing for member caucusing, collective agreements and bargaining, addressing resolutions
- Staff education and consultations related to JEDI concerns

HSA EDI Goals – how will we make a difference?

- Through collaboration and appropriate consultation work towards building more inclusion at HSA through reviewing and revising policy, practices and processes that govern relationships throughout the union
- Through evidence-based approaches work on building capacity for all staff at HSA to be equipped with an EDI and decolonizing lens to approach the work of the Union
- Through collaboration, consultation and evidence-based approaches work alongside members to make the workplaces more just and inclusive
- Through collaboration with various stakeholders in the labour movement consider/ implement EDI strategies and best practices

HSA Jedi Principles – which values and commitments inform how we approach JEDI issues?

Guiding principles for EDI planning and implementation:

EDI Guiding Principles



DRAFT, June 2022

(adapted from <https://equity.mcmaster.ca/strategy/towards-inclusive-excellence/edi-principles/>)

Cultural Humility

- Engaging with differences through a willingness to actively listen, acknowledge positionality with respect to power and privilege, leaning into ambiguity and uncertainty with compassion, and a willingness to center the humanity and dignity of all people. Cultural humility begins with awareness of internal reactions and requires an ability to self-monitor / regulate in prioritizing building and maintaining good relationships.

Cultural Relevance

- Responding to the distinct rights of Indigenous peoples, and recognizing the primacy of Indigenous leadership, education, relationship-building, and reconciliation in advancing Indigenous priorities; and
- Responding to the unique lived experiences and barriers faced by different equity-seeking groups and recognizing the importance of considering both intersectional and disaggregated issues and needs of these differently marginalized groups. Intersectional issues account for the ways that some folks experience marginalization on multiple levels (for example, an Indigenous woman will face both racism and sexism). Disaggregation recognizes the need for the issues (in our example of racism and sexism) to be also explored as issues on their own with different nuances.

Critical Analysis

- Recognizing the role of power relations in systemic inequities and working towards personal and structural change

Community Engagement

- Through ongoing and transparent communication, consultation, and opportunities for meaningful engagement

Collective Responsibility

- Recognizing that all individuals are responsible for making HSA inclusive, especially those in leadership roles with positional power both elected members and staff

Continuous Learning

- Commitment to the ongoing effort and resources for EDI related education so that people in HSA are continually improving practice, policies and procedures to be more just and inclusive.

(adapted from <https://equity.mcmaster.ca/strategy/towards-inclusive-excellence/edi-principles/>)

Executive Summary of Past Year

Being a new position, the Director of EDI's focus has been on:

- Internal needs assessment – what are strengths, opportunities, challenges and threats
- Building and increasing staff capacity to apply JEDI lens to their work which has included:
 - ◇ Revisions to WCB mandated Anti-Bullying and Harassment course to address unconscious bias, stereotypes, prejudice, discrimination, microaggressions
 - ◇ San'yas Cultural Safety Awareness
 - ◇ Workshops with Indigenous Educator Carolyn Roberts, Transgender Activist Adrienne Smith
- EDI Working Group with Staff which has:
 - ◇ Co-created Anti-Racism Recruitment and Hiring Action Plan
 - ◇ Collaborated on an EDI Staff Survey
 - ◇ Proposing revisions to the Anti-Bullying and Harassment Policy
- Consultation and Education with the Board of Directors
- Creation of EDI Educator position
 - ◇ Simran Ahmed joined HSA in May 2022 in this new role which will take the lead on anti-racism initiatives as well as work with the Education Officers in reviewing all materials with a JEDI lens
- HSPBA Bargaining Consultation
 - ◇ Review of proposals with JEDI lens
 - ◇ Collaboration with Indigenous Leadership and HEABC on how we can work towards decolonizing the Collective Agreement

The Work Ahead

- Demographic Survey to Members – to learn more about who are members are, the JEDI needs and related resources that might address some of the gaps
- Indigenous engagement – through collaboration with Indigenous led consulting company understand and resource the unique needs of Indigenous members
- Call for EDI Working Group(s) based on the learning from the Demographic survey
- Build JEDI Leadership education for all leaders within HSA

Contact and Resources

Please reach out to us at JEDI@hsabc.org

We have been building some online resources on our website that will be updated regularly: <https://hsabc.org/about/equity-diversity-and-inclusion/edi-resources>

Thank you for all the hard work you are doing in these challenging times. We look forward to connecting in the coming months.