



Equity, diversity and inclusion at Holland Bloorview Kids Rehabilitation Hospital: Identifying gaps and barriers to foster meaningful change

Who we are



Holland Bloorview Kids Rehabilitation Hospital is Canada's largest pediatric rehabilitation hospital focused on improving the lives of children and youth with disabilities.

951 employees

Award-winning workplace



First in Canada to host **Schwartz Center Rounds®**, advancing compassionate care

Who we serve

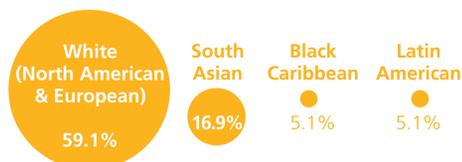
6981

clients served annually

3 common patient diagnoses

Acquired brain injury Cerebral palsy Global developmental delay

Top 4 ethnic groups of families



42.7%

of families responded that they were **born outside of Canada**
(TCLHN survey 2014/15)

What we know

We know that historic discrimination and disadvantage has created persistent and systemic barriers for members of equity groups.

These barriers are not always obvious or intentional and so it is not easy to identify and remove them. They may be ingrained in policies, organizational culture and even within our unconscious minds.*

* (Ryerson University Diversity Self ID website 2015)

What we're doing about it

We developed an employee survey to identify challenges, barriers and perceptions so that we can foster a more welcoming and inclusive environment for both our employees and the people we serve.

We asked our employees questions about who they are, our workplace diversity culture and whether their gender, age, race, beliefs or sexual orientation disadvantages them as an employee.

What we'll do with the data

The survey data will help us determine where we are now so we can develop an equity, diversity and inclusion strategy, set meaningful goals and measure our progress.

The hospital's Equity, Diversity and Inclusion Committee will help develop the strategy and shape their work to address gaps and barriers identified in the survey.