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1925 • 2025

**VHA** Home  
HealthCare  
Creating More Independence for Over 100 Years

# Diversity, Equity & Inclusion 2025 Report

Looking back. Looking forward.

# Message from VHA's DEI Leadership



**Kelley Myers**  
Vice President,  
Organizational  
Development & Human  
Resources, CHRO

Looking back. Looking forward.  
1925–2025: A Century of Care,  
A Commitment to Inclusion

One hundred years ago, VHA Home HealthCare (VHA) began with a simple promise: to bring care into the homes of those who need it most. Today, that promise has grown into a vision of equity and inclusion that reaches far beyond care delivery. 2025 was not just a milestone year, it was also a moment to imagine what the next century of home care can look like when fairness, belonging and representation are at its core. We celebrate how far we have come and commit to shaping a future where every voice matters.

2025 not only marks 100 years of service for VHA, but also five years of dedicated diversity, equity and inclusion (DEI) work reflected in five annual reports. These milestones are more than numbers; they represent a commitment to progress that spans generations. This year, we look back with gratitude and forward with determination, ensuring that inclusion remains at the heart of everything we do for the next hundred years.



**Adam Benn**  
Director of Diversity,  
Equity & Inclusion

DEI has become a cornerstone of our culture. In a time when equity initiatives face scrutiny and systemic barriers persist, VHA remains steadfast in embedding genuine DEI values into everything we do. Our focus continues to be on diverse representation, psychological safety, and amplifying historically marginalized voices.

The theme of this year's report is **"Looking back. Looking forward."** Looking back, the impact of our DEI work includes the publication of 5 DEI reports highlighting key achievements and progress, engagement from more than **7,250 respondents** across five years of DEI surveys, and the participation of **5,167 individuals** in VHA Inclusion Dialogues between 2022 and 2025.

Looking forward, as the world around us changes, we remain focused and dedicated to ensuring that VHA remains an inclusive and equitable employer of choice and that clients and service users have access to safe, culturally inclusive care.



In the first year of VHA's Strategic Plan 2025-2030: Leading the Future of Health and Independence at Home, we advanced our efforts to build fairer, more inclusive workplaces and communities through concrete actions to support and augment diversity and inclusion across the organization. VHA remains deeply focused on equity in all aspects of our work and the provision of culturally safe care. This fifth annual Diversity, Equity and Inclusion Report signifies that commitment. Thank you for your ongoing involvement and support.

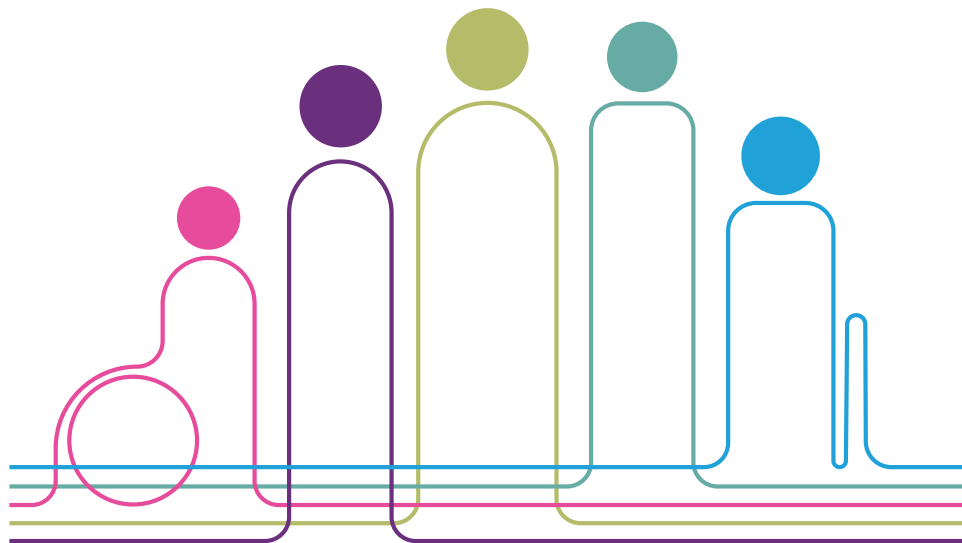


**Dr. Kathryn Nichol**  
President & CEO

# 2025 Key Demographics



**Top 5 languages  
spoken besides English**



In 2025, for the first time, we fully integrated VHA's Workforce Engagement Survey and DEI survey. The goal of combining these surveys was to help VHA better understand how inclusion is experienced by staff with different identities and lived experiences, and to inform our DEI action plan and 2026 priorities.

Participants were asked to self-identify in a number of key areas, including ethnicity, age, gender identity, sexual orientation, place of birth, disability, language, religion and international healthcare education experience. In our fifth year of administering the DEI survey with our team members, we were pleased to receive **1,686** responses which represents a response rate of **54%**.

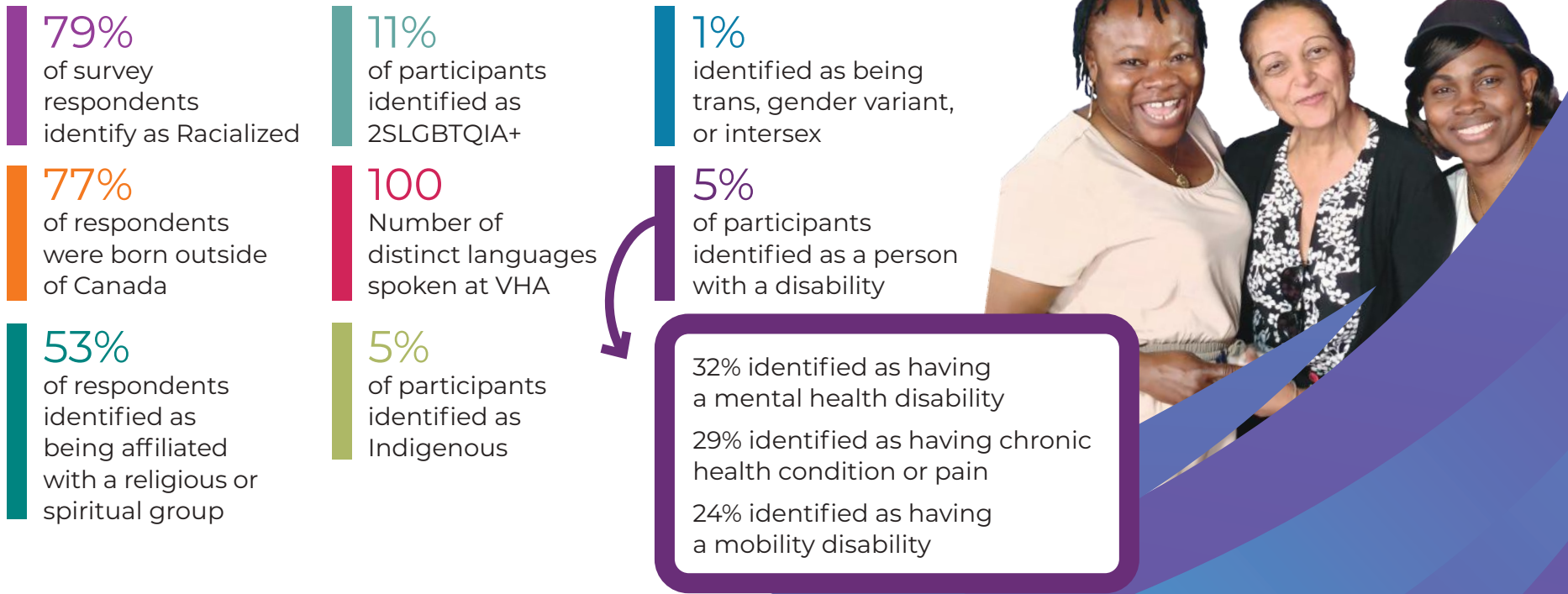
# Key Demographic Insights: DEI Survey Results

We engaged in a year-over-year comparison of key data points related to inclusion and an analysis of that data to explore key intersections between race and gender identity/expression, as well as 2SLGBTQIA+ identities.

Overall, demographic representation among survey respondents remained largely consistent from 2024 to 2025, with only modest shifts observed. In 2025, 79% of respondents identified as racialized, compared to 82% in the previous year. 5% of participants identified as a person with a disability, down from 9% last year; however, this change should be interpreted with caution, as the question was asked differently in the current survey. About 6% preferred not to say.

We also observed a slight increase in Indigenous identity among respondents from 2024 to 2025, alongside a shift in the distribution of Indigenous identities, including decreases in Inuit and Métis identification and increases in First Nations and respondents who preferred to self-identify.

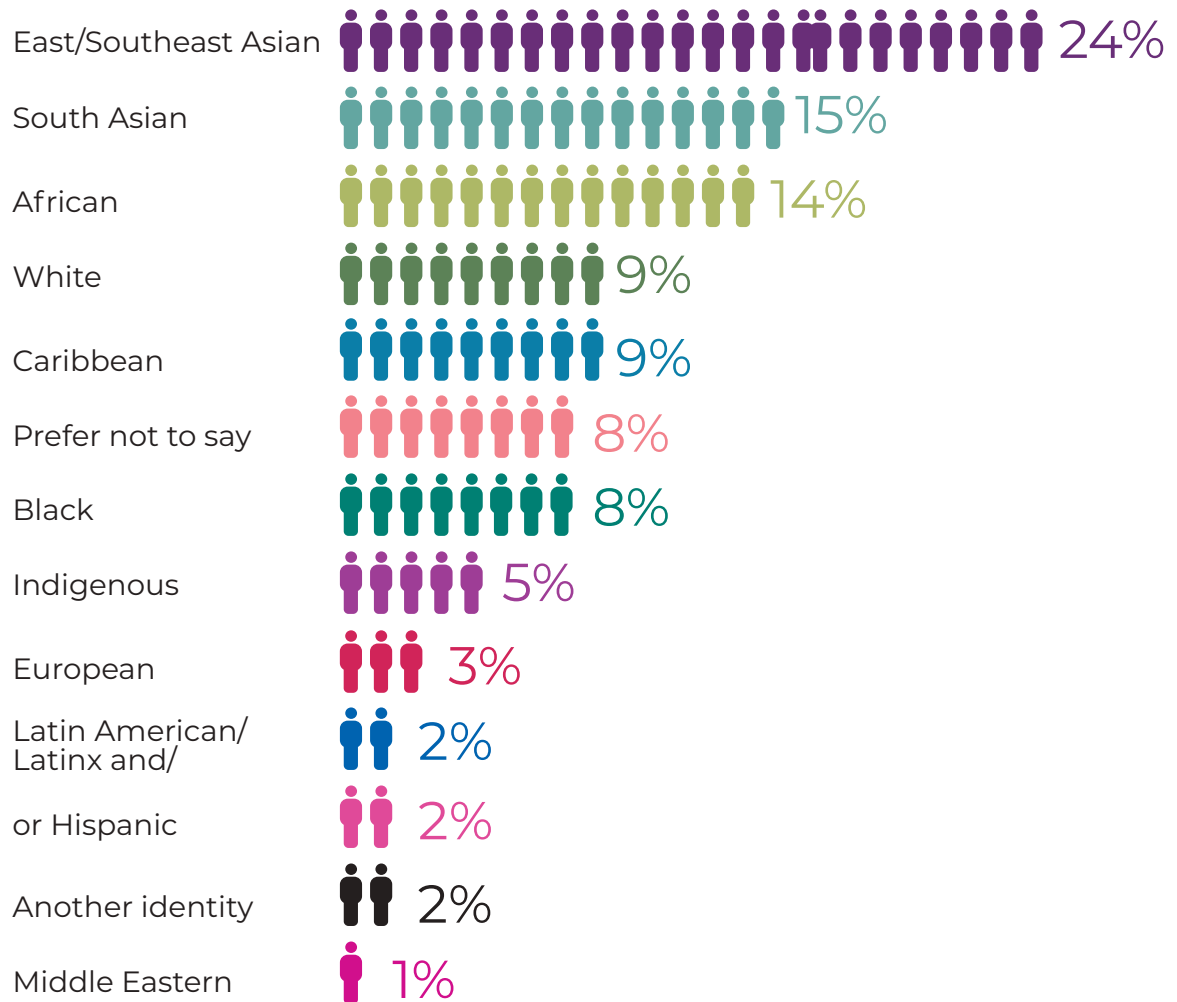
VHA continues to be home to a unique and highly diverse workforce. This diversity includes Women, Black and Racialized communities and individuals born outside Canada.



# Ethnic and Cultural Diversity Snapshot

Ontario is Canada's most ethnoculturally diverse province, with 30% of its population being foreign-born and racialized communities comprising approximately 34% of residents, the highest proportion nationally (Statistics Canada, 2022). Toronto, where many of VHA's clients and staff live and work, is the country's most diverse city: more than half of its population (approximately 55–57%) identifies as part of a racialized group, and nearly 47% of residents are immigrants (City of Toronto, 2023).

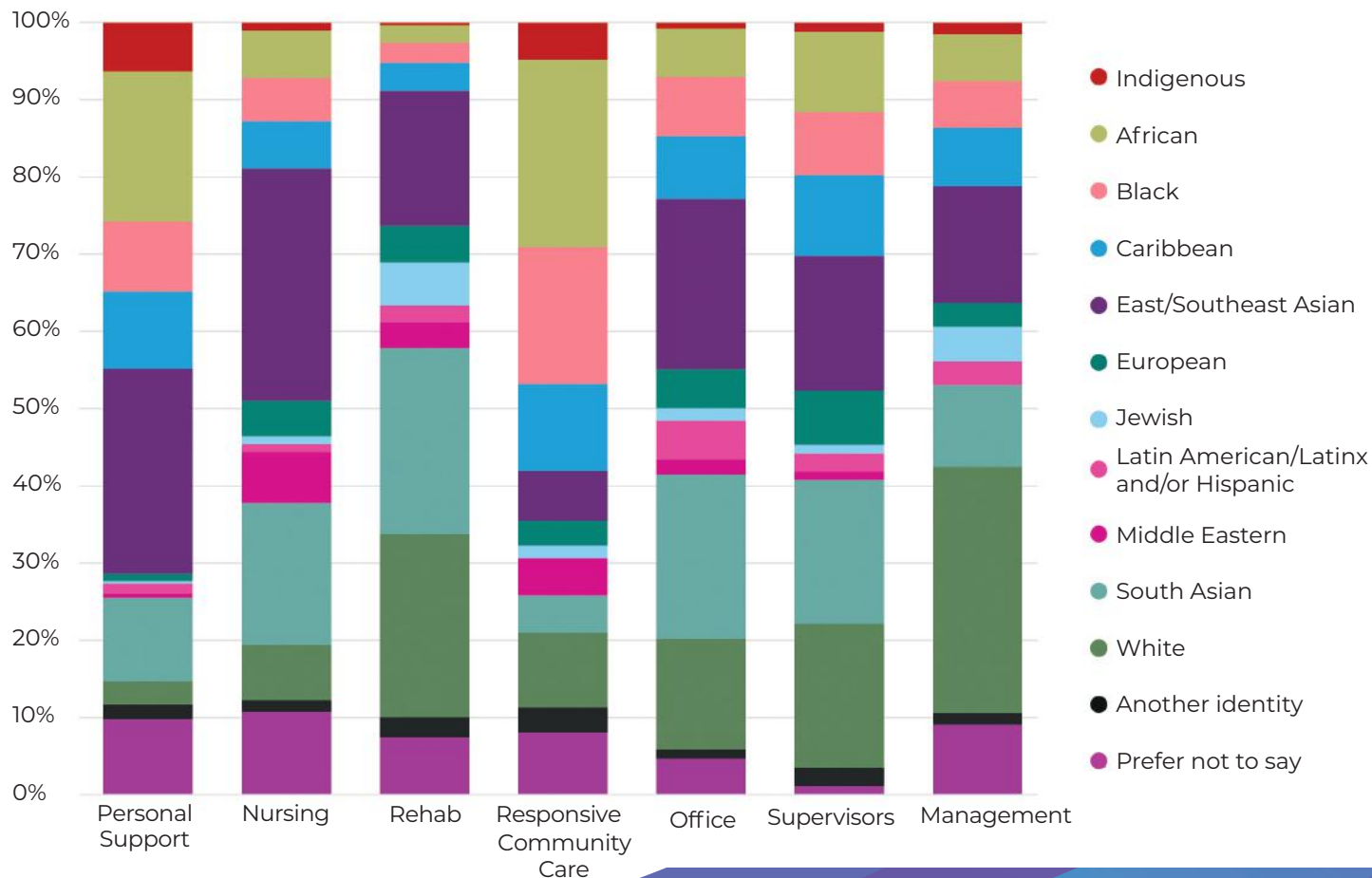
Our survey results reflect the rich diversity within VHA, positioning the organization to effectively serve Ontario's diverse clients and families. The most represented ethnic and cultural groups among VHA team members include East and Southeast Asian, South Asian, African, Caribbean, and White communities, - mirroring the populations we support. This alignment strengthens VHA's ability to deliver culturally responsive, equitable, and person-centred care to Ontario's multilingual and racialized communities.



# Diversity Trends Across Roles

Diversity varies greatly across roles at VHA. Diversity is strongest within frontline roles (Personal Support, Nursing, Rehab and certain Office functions) indicating success in attracting a broad and representative workforce at entry and mid-level roles. Supervisory and Management roles show lower overall representation and a narrower distribution across racialized groups. The relatively small size of leadership groups amplifies the impact of each hiring and promotion decision, presenting both a risk and an opportunity to improve representation outcomes more rapidly.

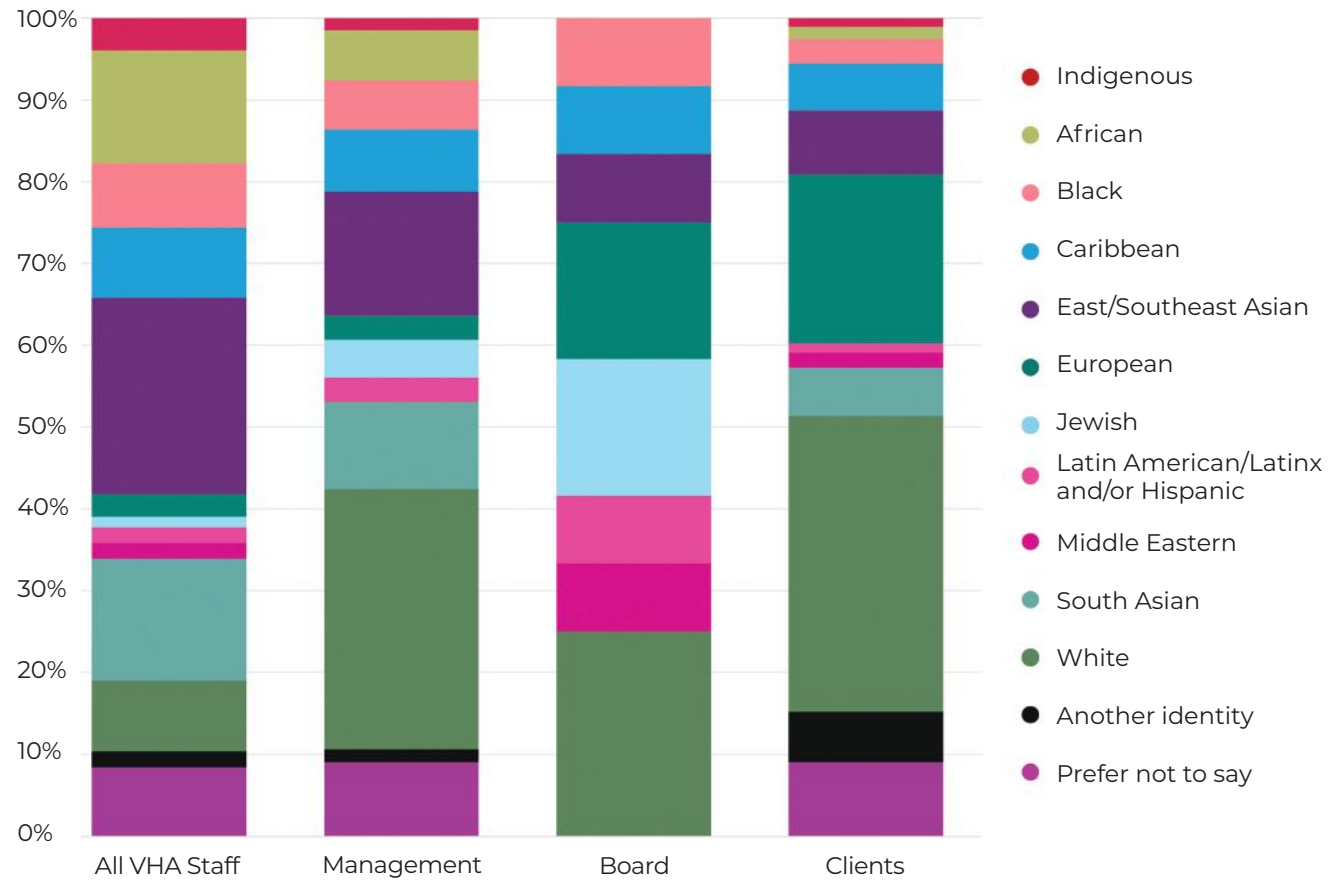
It is also important to note that employees were able to self-identify across multiple identity categories. As a result, individuals may be represented more than once across different groups, and aggregate totals should not be interpreted as a count of unique individuals. This approach provides a more accurate reflection of intersectional identities, but it also means that proportional representation figures reflect identity representation rather than headcount, which may influence how overall numbers are interpreted.



# Bridging Diversity: Client, Staff and Leadership

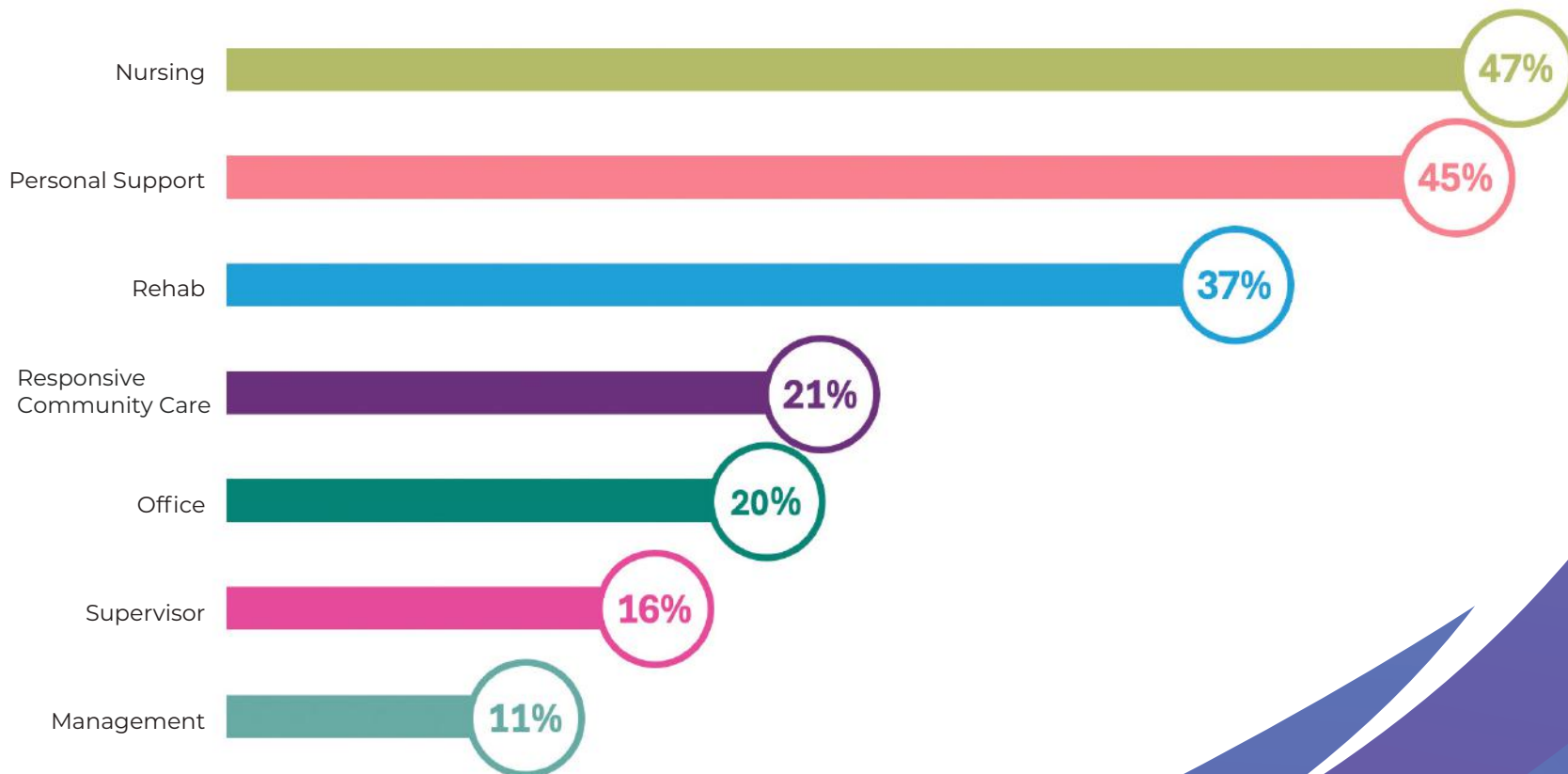
This is the second year of reporting client demographic data. In our comparison of all groups, we find higher representation of individuals identifying as White/European within clients, management and the Board and fewer individuals identifying as East/Southeast Asian compared to all VHA staff. It is important to note that individuals can indicate more than one identity. Further analysis is planned to better understand our client population from a health equity perspective.

Client demographic data is self-reported, voluntary and collected via VHA's Client Satisfaction Survey from clients receiving services and those whose services are completed. Board member demographic data is collected through a Board DEI survey. Client Advisors were surveyed, however, response rates did not meet minimum standards for public reporting.



# Internationally Educated Healthcare Professionals at VHA

We continue to see a significant number of respondents identifying as internationally educated healthcare professionals (IEHCPs). Nearly half of respondents in both Personal Support (**44.7%**) and Nursing (**46.9%**) identified as internationally educated. Within the Rehab team, **36.8%** of respondents identified as being an IEHCP. These findings highlight the important contribution of internationally educated professionals across VHA's care teams.



# Education and Training



Education and Training remain a cornerstone of VHA's DEI strategy.

In 2025, we continued to invest in building knowledge and skills among our leaders to strengthen equity in practice. A major focus was on enhancing human rights management and reducing bias in hiring. Through targeted initiatives, including *Human Rights Complaint Management Training* and *Implicit Bias in Hiring Training*, we delivered **10 sessions to 71 participants**, ensuring leaders are equipped to lead with fairness. Post-training evaluations showed **100% of participants demonstrated a clear understanding of complaint procedures.**



Our commitment to cultural safety also remained strong. This year, **40 leaders completed the San'yas Anti-Racism Indigenous Cultural Safety Training**, with **100% reporting increased confidence and competence** in providing culturally safe care to Indigenous clients and families.

VHA continued to create spaces for dialogue through our **VHA Inclusion Dialogues (VIDs)**. In 2025, these sessions focused on the impacts of hate and advancing Indigenous cultural safety. Across **12 VIDs**, we engaged **1,835 participants**, and evaluations confirmed that these conversations fostered greater awareness and inclusive attitudes.

### VIDs in 2025 included:

- ✓ Compassionate Care: Promoting Inclusion, Resilience and Well-Being – facilitated by Dr. Raghad Ebied
- ✓ The State of Hate: Current Trends and Trajectories – facilitated by Dr. Barbara Perry
- ✓ Equity and Sustainability: Building a More Inclusive Future Together – facilitated by Devon Fernandes
- ✓ Recognizing Extremism and Advocating for Justice in Communities of Colour – facilitated by Leena Sharma Seth
- ✓ Trans-Inclusive Health Care: Pushing Back Against Bias in an Era of Increasing Hate – facilitated by Malissa Bryan
- ✓ Allyship Begins at Home: 2SLGBTQ+ Affirming Conversations with Family – facilitated by the [519](#)
- ✓ IDEA in Action: A Framework for Ethical Decision-Making in Home Care – facilitated by Dr. Rosalind (Roz) Abdool



## Delivering Care with Cultural Safety in Mind

VHA's Sustainability Scorecard recognizes sustainability as encompassing social, cultural and relational responsibility.

In this context, our commitment includes advancing reconciliation in alignment with the Truth and Reconciliation Commission (TRC) of Canada's Calls to Action, particularly as they relate to culturally safe and equitable care for Indigenous Peoples. In recognition of TRC's Calls to Action #22 and #23, which provide specific recommendations for the healthcare system, VHA has coordinated a series of educational workshops, delivered by the Indigenous Primary Health Care Council (IPHCC). This three-part workshop series focused on:

- Session 1: Foundations of Indigenous Cultural Safety
- Session 2: Understanding the Importance of and Steps to Meaningful Engagement with Indigenous Agencies and Communities
- Session 3: The Importance of Traditional Healing and Wholistic Health

Team members were welcomed into the opportunity to learn more about Indigenous cultural safety to better deliver person- and family-centred care at VHA. Additionally, this learning opportunity was extended to the East Toronto Health Partners Ontario Health Team DEI Community of Practice to better integrate culturally safe care between care organizations partnered with VHA.

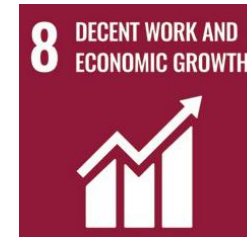
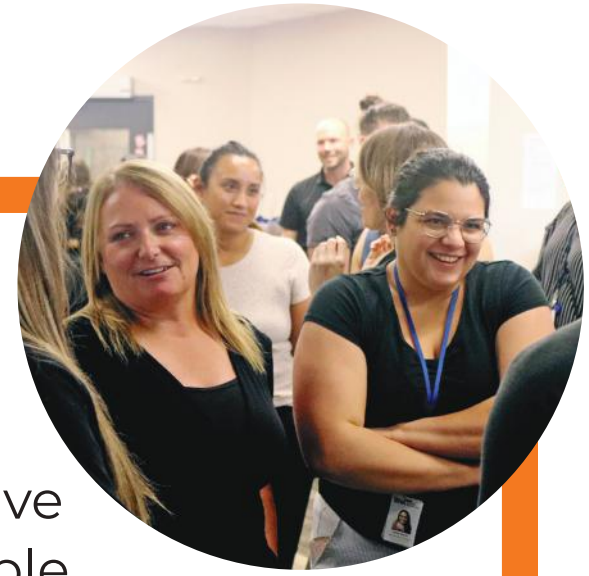
## Education and Training to support Sustainability

At VHA, we recognize the impact our choices have on our community. We're dedicated contributing to a safer, inclusive, more caring, sustainable and equitable future.

We've continued on our path to support training and education opportunities that further our sustainability goals such as Implicit Bias in Hiring, Inclusive Work Environment Policy Training, 2SLGBTQIA+ Inclusive Environments Training and VHA Inclusion Dialogues, which cover a wide range of topics.



To guide us on our path, we've focused on five UN Sustainable Development Goals in our Sustainability Scorecard:



# Inclusive Work Culture



In 2025, VHA advanced several key goals to create a more inclusive workplace:

- Celebrating cultural diversity through events like Black History Month, Asian Heritage Month, and Pride Month across multiple offices.
- Establishing and sustaining Resource Groups to provide safe spaces, mentorship, and professional development for diverse staff.
- Enhancing equity in leadership with tailored development initiatives for Black and Asian Supervisors and Managers, including mentorship and training.
- Deepening our commitment to Truth and Reconciliation by commencing work on Calls to Action 22, 23, and 92.

These efforts resulted in meaningful impact. **75% of survey respondents agreed VHA appropriately recognizes cultural events**, and participants in the **Black and Asian Leaders Group** affirmed the value of safe spaces and mentorship. Participants completing **Indigenous Cultural Safety Training** reported increased understanding and a commitment to applying these learnings in daily practice.

## Building stronger community and living VHA's principles

Creating safe and supportive environments at VHA means giving staff and service providers the opportunity to come together and share their voice and experiences.

VHA hosts a number of various Resource Groups to ensure communities, or groups like Black, Asian and 2SLGBTQIA+ members, can come together in a supportive collaboration aimed at making a more inclusive and equitable workplace for everyone at VHA.

The Black Leaders Group was formed in 2023 in response to intersectional data from the 2022 DEI survey and report which presented varying levels of inclusion across Black staff, more specifically Black women. Its creation also aligned with VHA's action plan to "Retain, develop and promote Black employees into leadership positions."

Black team members from across VHA came together as the group's original members. For Doris, joining our Black Leaders Resource Group meant building a stronger community through celebrating strengths and recognizing challenges.

"Being part of the Black Leaders Resource Group has been an incredibly meaningful experience. It has shown me the power of having a safe and supportive space where individuals with shared cultural experiences can come together to celebrate successes, reflect on challenges, and learn from one another. **This group has reinforced the importance of acknowledging each other's strengths, lifting one another up, and fostering a sense of community.** It has inspired me to continue contributing to a cohesive, inclusive environment where we can grow together and work towards one unified goal of a strong community."



Doris contributes to building a stronger community for Black team members at VHA by taking reflections and lessons learned and transforming them into something more. The development of mentorship, sponsorship and leadership opportunities help support VHA's action plan commitment and promote a brighter future for our Black employees.

We're excited to witness the support and inclusion being cultivated in our Resource Groups as they pay dividends by generating employee engagement today while developing the leaders of tomorrow.



## Building a Culture of Inclusion

One of the notable stories from this year's survey is the increased symmetry across the identity groups we have been comparing year over year, particularly for Black women. Last year, we added White Men and Women as reference categories. These groups were chosen specifically as a strategy to understand the impact of race and gender on the experience of inclusion – with the goal of understanding these factors for Black Women.

For instance, in last year's DEI Survey 2024, when considering the relative influence of ethnicity, gender, and occupation, Black workers were about half as likely to feel that people treated them with respect.

Across all indicators, gaps in levels of agreement in this year's survey are closing, indicating that experiences previously differentiated by identity are becoming more aligned. This shift suggests improvements in consistency of experience and points to progress in addressing disparities that have historically shaped engagement and perception.

The closing gaps in agreement should be interpreted with care. Although the data reflects a convergence in reported experiences, continued monitoring is important to ensure these trends represent sustained improvement rather than short-term shifts.

In one area, we continued to see a discrepancy: Black women reported significantly lower confidence that employees and service providers from diverse backgrounds are treated fairly in internal promotion processes.

Proportion (%) of respondents from each group reporting 'Strongly Agree' or 'Agree' with each statement	Full sample	Black women	Black African, or Caribbean men	East/Southeast Asian women	East/Southeast Asian men	Indigenous	2SLGBTQIA+ people	White men	White women
I feel that I am an integral part of my team at VHA.	<b>83%</b>	<b>87%</b> (+4)	<b>91%</b> (+8)	<b>83%</b> (0)	<b>80%</b> (-3)	<b>83%</b> (0)	<b>86%</b> (+3)	<b>81%</b> (-2)	<b>86%</b> (+3)
The inclusion of all employees/service providers is very much a part of VHA's culture.	<b>84%</b>	<b>85%</b> (+1)	<b>87%</b> (+3)	<b>86%</b> (+2)	<b>86%</b> (+2)	<b>85%</b> (+1)	<b>88%</b> (+4)	<b>91%</b> (+7)	<b>84%</b> (0)
VHA fosters a workplace that allows employees/service providers to be themselves at work without fear.	<b>85%</b>	<b>85%</b> (0)	<b>91%</b> (+6)	<b>84%</b> (-1)	<b>88%</b> (+3)	<b>84%</b> (-1)	<b>87%</b> (+2)	<b>90%</b> (+5)	<b>86%</b> (+1)
I believe employees/service providers of diverse backgrounds are treated fairly in the internal promotion process.	<b>76%</b>	<b>65%*</b> (-11)	<b>73%</b> (-3)	<b>79%</b> (+3)	<b>80%</b> (+4)	<b>81%</b> (+5)	<b>79%</b> (+3)	<b>75%</b> (-1)	<b>84%*</b> (+8)

Key	90% - 100%	80% - 89%	70% - 79%	60% - 69%
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\*statistically significant



## Understanding Experiences of Inclusion Across Roles

When examining experiences of inclusion across job roles, we continue to observe meaningful differences. In particular, gaps are evident among Personal Support Workers (PSWs), nurses, and supervisors.



### **Personal Support Workers (PSWs)**

reported significantly lower agreement that:

- They are treated with respect by the people they work with
- The inclusion of all employees and service providers is a strong part of VHA's culture
- Employees and service providers from diverse backgrounds are treated fairly in the internal promotion process

**Nurses** reported significantly lower agreement that:

- VHA fosters a workplace where employees and service providers can be themselves without fear
- VHA takes effective action to prevent harassment in the workplace\*
- VHA takes effective action to prevent violence in the workplace\*
- They receive recognition for good work\*

**Supervisors** reported:

- Feeling significantly less like an integral part of their team
- Significantly higher experiences of microaggressions\*
- Lower levels of reported mental well-being\*

Higher levels of agreement across inclusion indicators were found within Responsive Community Care (RCC) and the Rehab Team, as well as consistently higher scores among management. These results point to a positive culture and provide important insight into practices that may be contributing to more inclusive experiences.

Proportion (%) of respondents from each group reporting 'Strongly Agree' or 'Agree' with each statement	VHA Full Sample	Personal Support	Nursing	Rehab	Responsive Community Care	Office Staff	Supervisors	Management
I feel that I am an integral part of my team at VHA.	83%	82% (-1)	81% (-2)	88% (+5)	85% (+2)	84% (+1)	71%* (-12)	96%* (+13)
The inclusion of all employees/service providers is very much a part of VHA's culture.	84%	82%* (-2)	80% (-4)	87% (+3)	92% (+8)	87% (+3)	89% (+5)	91% (+7)
VHA fosters a workplace that allows employees/service providers to be themselves at work without fear.	85%	83% (-2)	79%* (-6)	89%* (+4)	88% (+3)	86% (+1)	84% (-1)	96%* (+11)
I believe employees/service providers of diverse backgrounds are treated fairly in the internal promotion process.	76%	72%* (-4)	73% (-3)	84%* (+8)	90%* (+14)	77% (+1)	73% (-3)	95%* (+19)



“

Since 2012, VHA has awarded \$435,000 in scholarships to the children of VHA team members, and we were pleased to extend that support to our broader community through this partnership to help even more youth reach their educational goals.

”



# Community Inclusion



VHA expands partnership with BlackNorth Initiative to empower the next generation of leaders through new Future Leaders Scholarship program

VHA was proud to build upon its ongoing partnership with BlackNorth Initiative (BNI) to launch the BNI-VHA Future Leaders Scholarship, a new bursary program in support of Black youth initiated in 2025.

VHA has long committed to training, education, and academic research to invest in the skills of the next generation. The scholarship awards **four bursaries of \$2,000 each to Black youth pursuing post-secondary education** in Canada and enables recipients to reapply as they progress through their program. This opportunity is born out of VHA's commitment to its people and empowering the children of its team members to pursue academic excellence with VHA's own HeadStart Scholarship. HeadStart provides scholarships to children of VHA staff members who are pursuing post-secondary education.

The first BNI-VHA Future Leaders Scholarship awardees were selected by VHA leaders, including members of VHA's Black Leaders Resource Group, who meet regularly to foster mentorship and community in the workplace at VHA.

VHA is an original signatory of BlackNorth Initiative. In 2020, VHA's President and CEO also signed the CEO pledge, a commitment to actively work toward the removal of anti-Black systemic barriers that are negatively affecting the lives of Black Canadians in the workplace. The pledge also acknowledges the existence of anti-Black racism and its impact on Canada's Black communities.

"We're delighted to deepen our partnership with VHA through the BNI-VHA Future Leaders Scholarship," says Dahabo Ahmed-Omer, CEO of the BlackNorth Initiative. "This collaboration reflects our shared commitment to closing opportunity gaps for Black students in Canada by providing both financial support and mentorship. **Together, we're helping to build a stronger pipeline of Black leaders who will shape their communities and our country for years to come.**"



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HeadStart  
Scholarships  
awarded  
since 2012



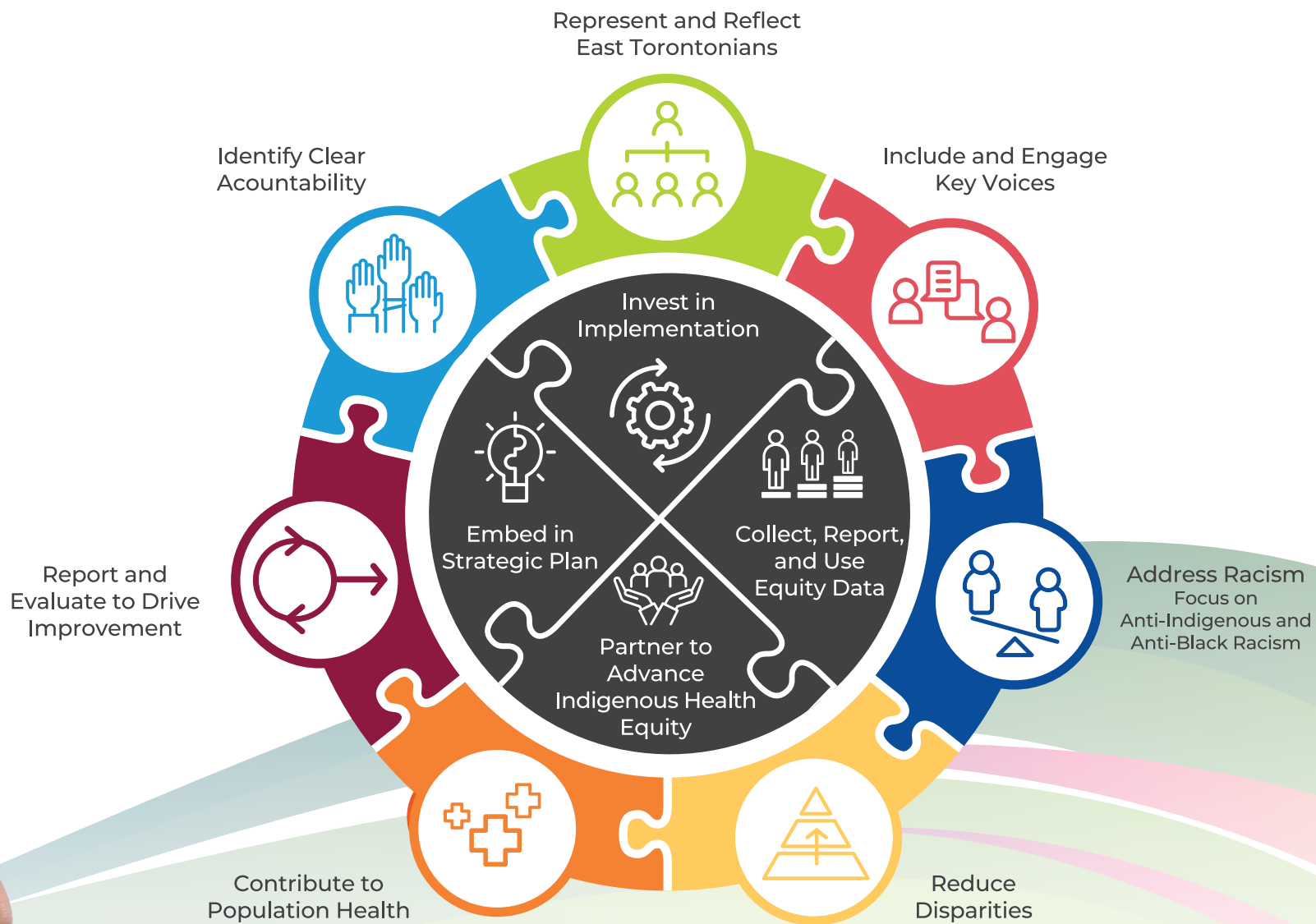
# DEI Framework in Action with East Toronto Health Partners

Working with East Toronto Health Partners Ontario Health Team (ETHP OHT), we implemented Year 2 of our Anti-Racism Framework. VHA representatives were also active participants in the Downtown East Toronto Ontario Health Team EDI Group. The goals of this work were to ensure “key deliverables were achieved” and to **“foster collaboration and advance equity, diversity, and inclusion goals.”** Overall, **this work contributed to strengthened partnerships and continued progress toward shared priorities.**

One key area of focus was strengthening engagement and understanding of diversity and inclusion among Client Advisors. This year, progress was made in gathering demographic data. While we achieved an 87% response rate, upon further review of the data 28% of the responses were incomplete. Due to the small sample size, we have not reported this data.



# ETHP Anti-Racism and Equity Framework





# Data and Assessment



Data and Assessment remains an important area of VHA's DEI work.

The findings in this area provide valuable insight into how our metrics can be refined to more accurately capture our impact.

The collection of race, ethnicity and Indigenous identity data is widely recognized as a critical foundation for advancing health equity, yet it remains complex and unevenly implemented across the health system. VHA's goal in 2025 was to initiate a pilot to better understand our client population and how they experience care, assessing inequities in access, quality, or health outcomes that may be obscured without disaggregated data.

To implement this work, we engaged community partners, ensuring diverse representation and relationship building. We also aligned our process with established data standards and best practices including the OCAP® framework. There is a desire to share this work more broadly, in preparation of this, an ethics review has been started. While delaying the pilot in the 2025 year, the completion of these elements position VHA with a solid framework to advance this work in 2026. This was important foundational work to support this effort responsibly, and our goal was partially met.

Work also continues with the End of Visit Reporting tool to address under-reporting of violence and harassment in healthcare.

The reporting process itself was designed to be simple and quick. It starts with a simple yes/no at the end of every visit: did an incident occur?

If an incident was reported, PSWs were asked to briefly describe it, indicate whether they wanted supervisory follow-up, and share strategies for managing the situation. Descriptions and strategies were shared in the electronic client record where they could be viewed by other PSWs in the circle of care. All reports were shared with supervisors (and Human Resources as appropriate) and reflected in a digital dashboard for leadership that showed report rates and supported supervisors to identify and act on concerning patterns (e.g., frequent incident reports from individual providers or about certain clients). We were able to successfully include a quarterly analysis of the data from the End of Visit Reporting tool in our internal HR dashboard.

In 2025, our goal was to expand the success of this tool to our nursing and rehab teams through a pilot. While we were able to successfully consult with these groups to develop workflows and a prototype, development of the digital solution will take place in 2026.

We commenced voluntary demographic data collection from applicants to VHA job postings and in 2025, 36.5% of applicants provided basic DEI data. In 2026, we will identify select roles and analyze our pipeline data to better understand whether our hiring process is attracting, advancing, and selecting candidates equitably across demographic groups.



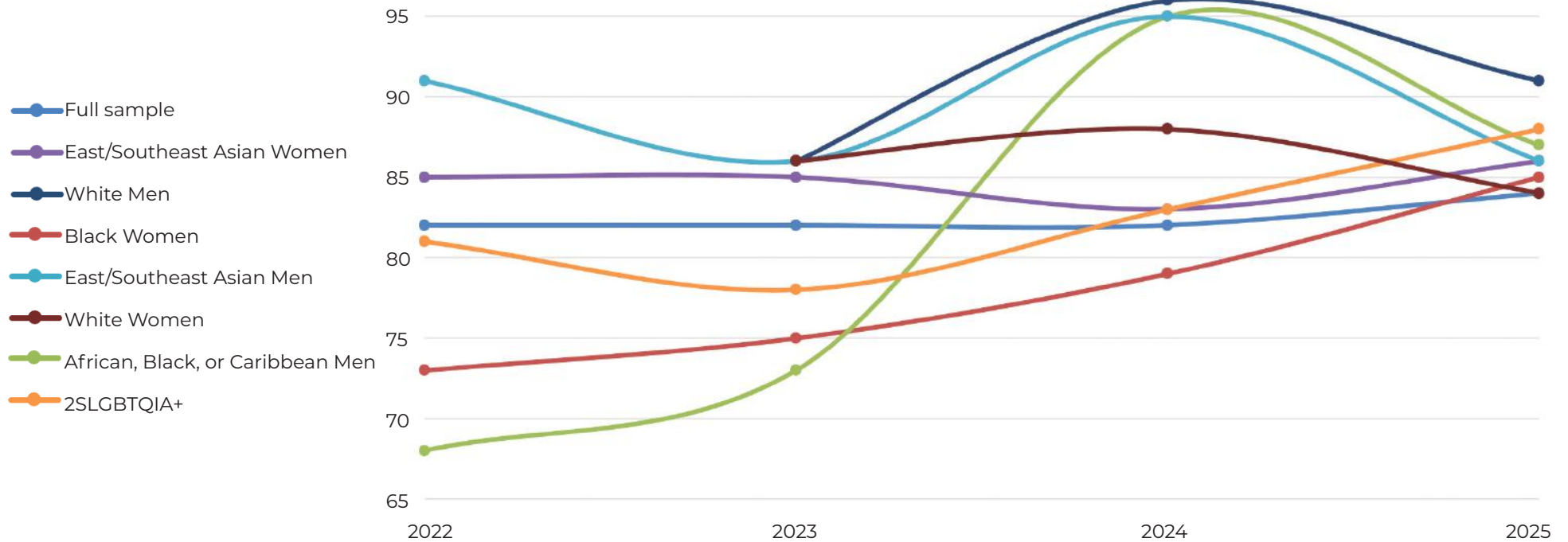
“ Our commitment to DEI is central to our people strategy. ”

Kelley Myers, VP, Human Resources and Organizational Development and CHRO

## Fostering Inclusion: Year over Year Improvements

When examining Culture of Inclusion data year over year, we are seeing encouraging signs of progress. In response to the statement, *“The inclusion of all staff/service providers is very much a part of VHA’s culture,”* results from this year’s survey show greater symmetry across the identity groups

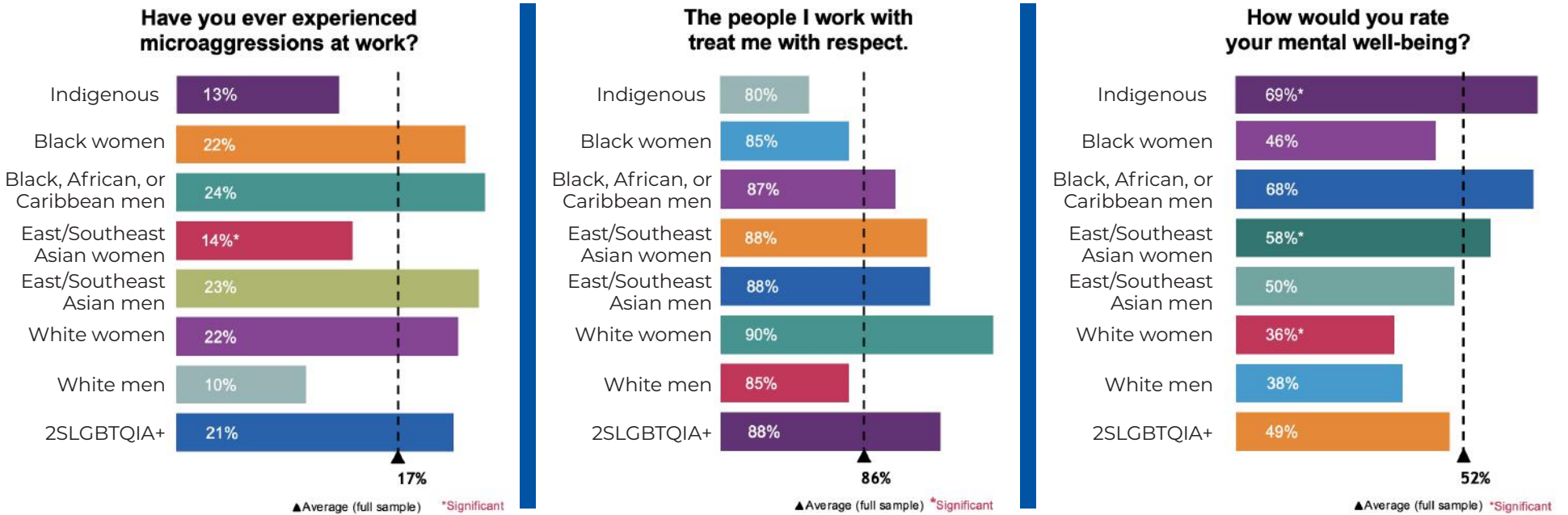
we have been tracking. Most notably, experiences reported by Black women are becoming more aligned with those of other groups. Across indicators, gaps in agreement are narrowing, suggesting meaningful shifts in experience and continued progress toward a more inclusive culture for all.



# Fostering Equity: Addressing Gaps in Inclusion and Respect

As highlighted, we continue to see increased symmetry across groups – including improvements with the experience of microaggressions at work. In previous surveys, responses indicated that Black women experience microaggressions at work at rates above the full sample. In 2024, 31% of Black women shared that they had experienced microaggressions. In this survey, we see Black women’s experience of microaggressions are more in line with other groups at VHA, with 22% of Black woman respondents indicating that they have experienced microaggressions in the 2025 survey. The average sample answer across all groups also fell from 23% in 2024 to 17% in 2025.

We also see improvements across other key metrics. **85% of Black women respondents agreed with the statement “The people I work with treat me with respect”** which is a 9% improvement from 2024. The 2025 survey included questions from VHA’s Worklife pulse, which supported a different level analysis with the inclusion of demographic data in the DEI survey. When looking at mental well-being, we found that East/Southeast Asian women reported higher mental well-being. White women, however, reported significantly lower mental well-being.



# 2026 Action Plan

VHA's 2025-2030 Strategic Plan: Leading the Future of Health and Independence at Home includes a commitment to strengthening sustainability, safety and inclusion as one of our strategic priorities. Our 2026 Action Plan continues to deepen this work in 4 priority areas: Education and Training, Community Inclusion, Inclusive Work Culture, and Data and Assessment.



## Education and Training

Update course content for **Positive Work Environment Training**

Education and VID focus on **Psychological Safety, Trauma-informed Care and Disability**

Explore embedding **DEI learning competencies** in performance assessment



## Inclusive Work Culture

Explore **Indigenous Staff** inclusive events as well as preliminary exploration of Resource Group (RG)

Visibility campaign for **"Inclusive Internal Promotion Policy"**

Review and **report on promotions** at VHA

Enhance **coaching, sponsorship and mentorship** opportunities for **leaders**, with a focus on **Black and Asian Leaders**

Embed **DEI** into **Ethics IDEA Framework**



## Community Inclusion

East Toronto Health Partner Ontario Health Team (ETHP OHT) Community of Practice and Anti-Racism Support, including

- Facilitate development of **Indigenous resources** in East Toronto (in partnership with VHA and Michael Garron Hospital)
- Facilitate education in **Indigenous Cultural Safety**
- Facilitate Education in **Anti-Black Racism**

Support integration of **demographics and feedback of RCC clients and families** into VHA client advisory framework

Advance our truth and reconciliation work, specifically Calls to Action 22, 23, and 92, by creating a **3-year road map** in partnership with Indigenous health experts.



## Data and Assessment

Pilot **staff training** to support race-based data collection pilot

Analyze **pipeline data** to better understand whether hiring process is **advancing candidates** equitably across demographic groups

End of Visit Reporting

- **Support supervisors** in managing follow up
- Develop **supports/strategies** for staff to manage incidents of workplace harassment

## VHA HOME HEALTHCARE

# Diversity Statement

VHA is committed to ensuring that:

- We foster a culture where diversity, equity and inclusion are respected and valued while maintaining confidentiality and privacy;
- Staff at all levels/service providers, volunteers and board members reflect the diverse communities we serve;
- Our services are accessible and responsive to the needs of diverse clients and groups;
- We promote health equity and strive to recognize and eliminate barriers that may lead to healthcare disparities;
- VHA is an equal opportunity employer;
- VHA is an 2SLGBTQIA+ (two-spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual) inclusive and supportive environment;
- Individuals at all levels of the organization are trained in managing and understanding diversity, equity and inclusion through orientation are offered additional and ongoing continuing education opportunities;
- VHA is committed to eliminating all forms of discrimination at all levels of the organization;
- All VHA communications present a positive and balanced portrayal of diverse groups and perspectives.



# References

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VHA Home HealthCare would like to acknowledge that we are living and working on Indigenous land. This includes the territories of the Unceded Algonquin Anishinabe, the Attawandaron, the Anishinaabeg, the Haudenosaunee, the Lunaapeewak, the Mississaugas of the Credit and the Wendat peoples.

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