

Equity, Diversity, Inclusion, and Accessibility Action Group (EDI Action Group - formerly EDI Champions)

Terms of Reference

Land Acknowledgement:

We acknowledge the land we are meeting on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit. We are all treaty peoples.

For settlers and non-Indigenous people, it is our responsibility to move past land acknowledgements to authentic and transformative action in how we interact with one another and serve our community with the patients and families at the core of all we do:

- It is our shared responsibility to learn about the treaties that govern the land that we live on, and to uphold them.
- It is our responsibility to learn and implement the recommendations found in the Truth and Reconciliation Commission.
- It is our responsibility to educate ourselves about issues affecting Indigenous communities today, and to act towards justice for Indigenous peoples.

We are committed to continuing to address the health disparities between Indigenous communities and settlers.

Preamble:

The Hospital for Sick Children (SickKids) has long signaled its commitment to the principles of Equity, Diversity, and Inclusion (EDI), and Accessibility. Most recently, the 2025 Strategic Plan - Building Connections, Accelerating Impact - acknowledges that in the creation of a Fair and Just Culture at Sick Kids. Our future success will depend on the ongoing engagement and collaboration of a broad community of people.

Aim:

The overall aim of this program is to develop department-specific leadership in EDI. Building capacity and deepening knowledge within a set of individuals who have self-identified as interested and keen to advance a culture of EDI at SickKids.

An EDI Action Group member will:

- complete EDI Action group member orientation and allyship training
- have a clear understanding of, and a healthy respect for the principles of EDIA
- possess excellent communication and active listening skills
- possess strong facilitation and conflict resolution skills
- appreciate interprofessional collaboration
- ability to value multiple perspectives
- participate in divisional and departmental activities as per availability
- provide leadership consistent with best-practice principles of equity, diversity, and inclusion
- challenge, where necessary (and possible), the broader organization in terms of its practices and approach in relation to issues of equity, diversity, and inclusion
- embed EDIA principles into clinical and teaching practice
- be an ally for fellow physicians, staff, and trainees
- actively participate in meetings and follow through items from meetings
- and advise, recommend, and assist in identifying the need for resources development and/or updating

Composition of the EDI Action Group:

- EDI Action Group members are volunteers of diverse backgrounds (including diversity of thought) selected from the Department of Pediatrics

Guiding Principles:

EDI Action Group members are guided by a commitment to the following principles:

- Collaboration and partnership
- Utilization of existing resources and expertise
- Participation of all committee members
- Anti-racism/anti-oppressive and anti-ableism practice(s)
- Embrace positive conflict resolution and communication skills with all levels of staff

The role of the EDI Action Group is to:

- Be a role model, embracing and embodying the principles of EDI
- Demonstrate an understanding of the importance of EDI, specifically as a strategic priority and advocate for EDI best practices
- Promote standardized and inclusive recruitment
- Promote diversity-based mentorship
- Educate colleagues on EDI related issues and facilitate Allyship workshops
- Promote and embed EDI best practices within local work context in partnership with local leaders
- Engage in dialogue and conversations, facilitating all voices to be heard and valued at the local level
- Promote EDI related learning opportunities and events encouraging colleagues to attend and engage
- Advocate for cultural awareness and competency fostering intercultural communication and collaboration
- Support local colleagues to learn, grow, and access resources in relation to EDI issues
- Attend EDI champion meetings

Policies and Procedures

Meetings Schedule

EDI Action Group member Champions will meet bi-monthly for a duration of 60 minutes unless a special presentation or event necessitates a slightly longer meeting, which will be determined with the consultation of the group.

Time Commitment

Time commitment will vary each month depending on the activities.

Minutes and Agenda

An agenda and related meeting materials will be distributed electronically at minimum two days before each meeting for member review.

Conflict of Interest Guidelines

All members will act with honesty, integrity, and openness in advancing the initiative. In the event of a conflict of interest, members must provide a disclosure to Dr. Indra Narang.

Confidentiality

EDI Action Group members agree to maintain confidentiality regarding views expressed by individuals during meetings. Materials created and distributed by EDI Action Group members remain within the group unless there is consensus to share content.