Health Equity Working Group

HPE OHT Collaboration



The **Health Equity Working Group (HEWG)** brings together representatives from a cross-section of the HPE OHT collaborative.

The function of HEWG is to support HPE OHT partners by recommending and promoting education and tactics to promote and provide health care, community care and social services that identifies addresses disparities in access to care, care experiences and health outcomes among diverse populations in the region.

HEWG's accomplishments to date include:

- Compiled online learning opportunities, mostly free, for HPE OHT partners on health equity, diversity, inclusion and equity-deserving populations, available on the HPE OHT website.
- Developed the HPE OHT Health Equity Strategy, endorsed by Stewardship.
- Offered paid Indigenous Land Acknowledgement training.
- Developed the HPE OHT Truth and Reconciliation Statement, endorsed by Stewardship.
- Partnered with HPE OHT Patient, Client and Partner Council members to engage equity-deserving groups in person, hear their stories and identify opportunities for education, awareness and improvement.
- Informed the content of the quarterly Turning Equity to Action communique.

Health equity work is about more than improving access to care. It requires individuals to confront their own biases, as well as systemic racism, discrimination and organizational culture.

This work can be uncomfortable and may be met with resistance when awareness and experience with these topics are limited. HEWG is working to address some of these challenges through community engagement and listening to the experiences of HPE OHT residents from equity-deserving populations.

Before there is action, there needs to be awareness. This work helps staff across organizations understand how systemic barriers affect people and identify opportunities to address them.

HPE OHT partner leaders have an opportunity to advance health equity within their own organizations. Consider how you can take action by:

- Championing health equity within your organization.
- Getting involved with the HPE OHT Health Equity Working Group (HEWG).
- Sharing the Turning Equity Into Action communique with staff and board members.
- Budgeting for staff education on equity, diversity and inclusion.
- Creating opportunities for patients and clients to share their lived experiences and inform improvements to care.

FOR MORE INFORMATION

HPE OHT has a growing population of racialized individuals, newcomers to Canada, 2SLGBTQ+ individuals, but also those living with financial challenges, facing challenges related to rurality, and other challenges that are important to consider as we strive together to make healthcare more connected and more coordinated in HPE.

The HPE OHT residents with whom we have engaged are grateful for the opportunity to be heard; they are willing to be partners in health care change and are keen to make experiences better for patients, caregivers and providers.

Hastings Prince Edward
Ontario Health Team