WHERE EVERYONE IS ACKNOWLEDGED, VALUED AND RESPECTED.

CREATE AN INCLUSIVE CHILD, YOUTH AND FAMILY EXPERIENCE
Ensure equity, accessibility and cultural safety across SickKids spaces
Strengthen service pathways between SickKids and community agencies that support marginalized groups
Recruit diverse representation by removing barriers for volunteer participation
Establish and monitor benchmarks on EDI priorities with external partners

EMBED EDI IN ORGANIZATIONAL STRUCTURES, SYSTEMS AND POLICIES
Complete an internal review to identify and address systemic and clinical biases
Develop data systems to inform best practice, planning, implementation and evaluation
Advocate for equitable financial planning, fundraising and procurement
Dedicate time and resources to curate safe spaces

INTEGRATE EDI IN CARE, RESEARCH AND EDUCATION
Reform care, research and education to respect Indigenous traditions and medicines
Embed EDI in the foundations of key strategic initiatives
Incorporate EDI analysis in curriculum design, training and practical application
Eliminate disparities in access to services to optimize child health outcomes

ACHIEVE A WORKFORCE THAT REFLECTS THE DIVERSITY OF OUR COMMUNITY
Develop data driven recruitment and retention tools
Design diversity specific tools for career development, mentoring and succession planning
Address systemic barriers that deny equitable career opportunities in diverse communities
Implement mandatory training for staff and leaders

Establish organizational EDI foundations to advance EDI in care, research and education