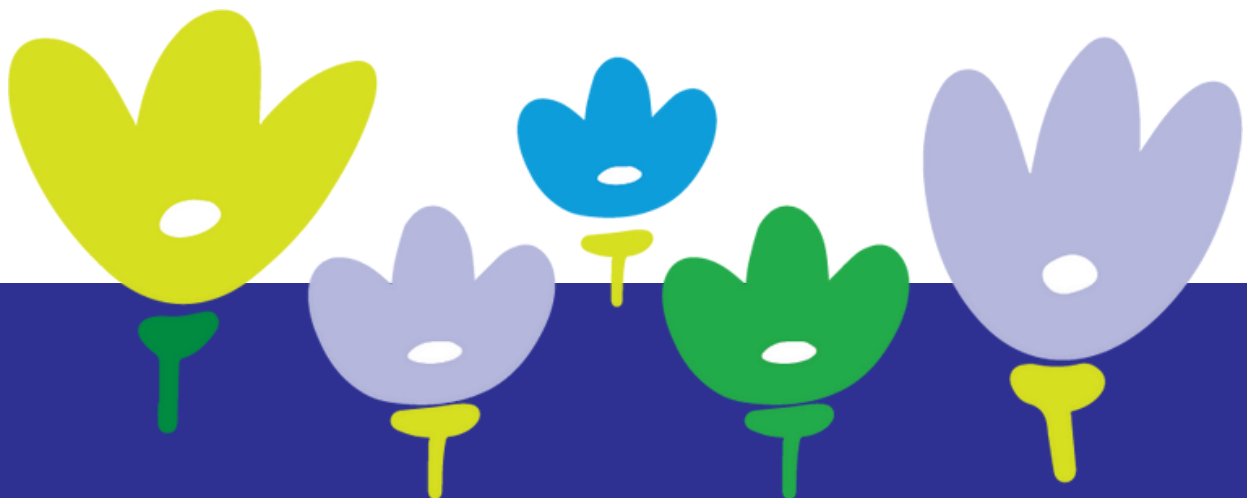


EDI AND HEALTHPARTNERS MEMBERS

- 2023 -



OVERVIEW

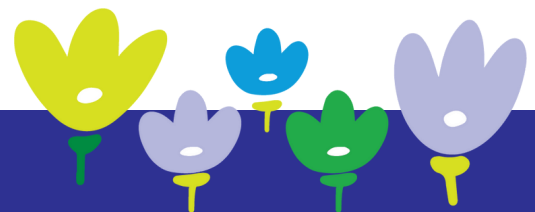
Charitable organizations know that working in ways that enhance equity, diversity and inclusion (EDI) make them more effective at their mission. Advancing principles of EDI is core to what many of them do in serving diverse communities with their day-to-day work. Additionally, health charities – like the nonprofit sector in general – are more likely to be employers of equity-deserving workers. For example, women make up 80 per cent of workers in Canada's nonprofit sector and many of them are racialized and immigrant women. So it's no surprise that HealthPartners' 17 member charities both strongly support diverse communities and espouse the principles of EDI within their own organizations. Below are some of the ways in which they do so.

HealthPartners' Commitment to EDI

HealthPartners is committed to fostering equity, diversity and inclusion among our employees and volunteers. We are signatories to the Canadian Center for Diversity and Inclusion's 50-30 challenge and proud to say that we already meet this challenge with 50% women and gender non-binary members and 31.25% representatives of equity-deserving groups on our Board and senior management team as of September 2023. Our policies for Respect in the Workplace, Accessibility for Persons with Disabilities and Code of Conduct guide our day-to-day demonstration of principles of inclusion.

HealthPartners members serve diverse communities.

HealthPartners' members offer a wide range of programs, research and resources aimed at meeting the needs of equity-deserving groups.



PROGRAMS

Muscular Dystrophy Canada runs the [AccessAbility Program](#) to increase disability and inclusion education in classrooms.

The Mental Health Commission of Canada provides multiple programs, resources and funds research aimed at supporting the mental health of diverse populations.

RESEARCH

In partnership with the College of Family Physicians of Canada, the Alzheimer Society of Canada launched the [first national survey](#) focused on understanding the needs of racially diverse people living with dementia, and a companion survey to family physicians providing care to these communities and published a research essay entitled [Equity, diversity and inclusion in dementia diagnosis: A Canadian perspective](#) from 2021 World Alzheimer Report.

Cystic Fibrosis Canada includes [evaluation of equity, diversity and inclusion](#) in research proposals when granting funding.

Parkinson Canada is committed to promoting [diversity, equity, and inclusion](#) in all areas of Parkinson's research, and include people living with Parkinson's in the research design to ensure research resources are being directed towards initiatives that improve quality of life while the search for the cure continues.

The Kidney Foundation funds the research program Circles towards Indigenous solutions for kidney health: a strength-based approach.

The Canadian Lung Association provided funding to a Métis researcher of \$10,000 Allied Health Research Fellowship in 2022 to fund research that will help to improve the lung health of northern BC First Nations communities during wildfire seasons.

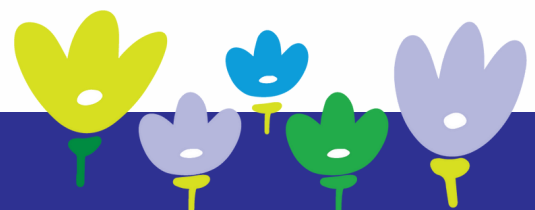
RESOURCES

Arthritis Society of Canada created [Community Action Grants](#) to enable people all across Canada to develop programs and supports for people living with arthritis in their local communities, tailored to unique opportunities and needs, with a priority on underserved and hard to reach populations.

Diabetes Canada's Clinical Practice Guidelines include a chapter on [Type 2 Diabetes and Indigenous Peoples](#).

The Canadian Hemophilia Society publishes digital content and resources for [women with inherited bleeding disorders](#).

Canadian Liver Foundation has issued a statement on [Diversity, Equity and the Healthcare System](#).



HealthPartners Members Espouse the Principles of EDI

In addition to serving diverse communities, HealthPartners members live the principles of EDI day-to-day in their governance and management practices.

ALS Canada is an employer partner with the Canadian Center for Diversity and Inclusion. In addition, ALS Canada commences all its signature events with tailored land acknowledgements and has all employee events to acknowledge, Black History Month, International Women's Day, Pride Month, National Day for Truth and Reconciliation and International Day for Persons with Disabilities.

The Canadian Cancer Society has published its CCS Research Inclusive Excellence Action Plan to realize the vision that CCS will become a leader in the charitable sector in the promotion of inclusive excellence with respect to its research funding and awards programs, reflected throughout its processes from program development through to results.

Crohn's and Colitis Canada's strategic plan features an enabling objective to deepen commitment to diversity, equity and inclusion.

Part of the leadership of Heart and Stroke is a Heart and Stroke Council on Health Reconciliation.

The Huntington Society of Canada led the Canadian Coalition for Genetic Fairness and worked with Governments, decision makers, experts and the genetic disease community to usher in the Genetic Non-Discrimination Act, in 2017. The Society continues to support genetic test information protection in Canada.

The MS Society of Canada is committed to ensuring that equity, diversity and inclusion are at the core of the organization – part of everything they do.

