



TO: Chair and Members of the Board of Health
FROM: Christopher Mackie, Medical Officer of Health / CEO
DATE: 2019 January 24

DIVERSITY AND INCLUSION ASSESSMENT

Recommendation

It is recommended that the Board of Health:

- 1) Receive Report No. 002-19 re “Diversity and Inclusion Assessment” for information;*
- 2) Approve entering into a contract with Turner Consulting Group for the purpose of MLHU’s Diversity and Inclusion Assessment.*

Key Points

- Conducting a diversity and inclusion assessment in 2019 is one of MLHU’s strategic priorities.
- Using established criteria, the internal Diversity and Inclusion Advisory Committee reviewed all applications submitted against the published Request for Proposals.
- A strong applicant has been recommended, with a proposed budget of \$68,900. This is substantially more than was allocated.

Background

Health equity is a foundational value for MLHU, and is a focus in the current strategic plan; diversity and inclusion is a fundamental concept within health equity. Public health’s mandate for health equity is primarily focused on clients, families, communities, populations, and systems. The senior leadership team recognizes the need to understand existing diversity in the organization, as well as employees’ experience of inclusion within the workplace. Diversity strengthens a workplace, and inclusion ensures a positive work environment that maximizes outcomes.

Diversity and Inclusion Assessment

As a first step in the agency’s Diversity and Inclusion Assessment, being led by the Health Equity Core Team in consultation with Human Resources and with input from an agency-wide advisory group, a Request for Proposals was published to identify an ideal third party to conduct an organizational diversity and inclusion assessment and to identify recommended areas for action. This project intends to:

- Assess the composition of the current workforce and how employees self-identify;
- Assess the need for revision and/or development of current and/or future policies and practices that foster an equity-oriented and inclusive workplace culture;
- Describe and understand the experiences and expectations of diverse groups within the workplace as it relates to inclusion, access, equity, engagement, and eliminating discriminatory practices; and
- Develop recommendations which will inform efforts to further create an equity-oriented and inclusive workplace culture that prevents and responds to the existence of discrimination and oppression to engage, encourage and support all employees to realize their full potential within the workplace.

Responses to the Published Request for Proposals

Seven proposals were received at the close of the RFP on December 20th. Two of the proposals were assessed as incomplete. The proposed work ranged from insufficiently meeting the scope as outlined in the RFP, to providing services beyond what was requested. Proposed budgets ranged from \$19,040 to \$91,000. A budget was not included in the RFP, however these budgets were all higher than what was allocated. Total scores received through the proposal evaluation process ranged from 176 to 341. Turner Consulting Group is recommended by the internal Diversity and Inclusion Advisory Group. They achieved the high score of 341, and provided a bid of \$68,900. All committee members agreed that the applicant clearly demonstrated distinction and will offer good value.

The completed assessment and resulting recommendations will be brought forward to the Board for approval.

Conclusion / Next Steps

This inaugural diversity and inclusion assessment at MLHU is expected to strengthen the workplace and ensure a positive and inclusive workplace environment that maximizes outcomes. If this vendor is approved, staff will move forward with securing a contract, and the assessment process will be promptly initiated.

This report was prepared by the Office of the Chief Nursing Officer and the Healthy Organization Division.



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