

Health Equity at St. Michael's Hospital

Shaping "Toronto's Urban Angel"

St. Michael's
Inspired Care.
Inspiring Science.

It's not new...

Since 1892, St. Michael's Hospital has had a **strong, compassionate and inclusive Mission and Values**. It informs our desire to be a welcoming, respectful and innovative health care facility.

Our approach...

To strengthen the culture of St. Michael's Hospital through an integrated, intersectional, pro-active and on-going approach to equity fully based in our Mission and Values.

How you can help...

- Know yourself and treat others equitably
- Volunteer & support workplace wellness
- Participate in hospital and community events
- Place community publications & non-English health information in waiting rooms
- Engage the patient advocate & professional interpreters when required
- Organize diversity initiatives in your department
- Apply an analysis of the Social Determinants of Health in all you do
- Continue to learn about communities and issues you may not fully understand

Cultural groups...

Cultural groups can be based on race, ethnicity, place of origin, sex, gender identity, sexual orientation, ability, age, religion or faith affiliation, housing, income or immigration status, HIV or mental health status, among many others.

Key initiatives include...

- Cultural sensitivity training for all staff at orientation and on-going
- Policy and practice reviews
- Supporting Internationally Educated Professionals
- Diverse spiritual care and patient menus
- Health Access Plans (ex. Aboriginal, Disability, Non-Insured, Harm Reduction, Dental Care, Seniors, Homeless, LGBT, HIV, Women, Mental Health, Addictions, etc.)
- Meaningful community advisory panels and partnerships
- Leadership within the wider health sector
- Community Based Participatory Action Research
- Free and accessible interpreter services

For more information:

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