Equity, diversity and inclusion at Holland Bloorview Kids Rehabilitation Hospital: Identifying gaps and barriers to foster meaningful change

Who we are
Holland Bloorview Kids Rehabilitation Hospital is Canada’s largest pediatric rehabilitation hospital focused on improving the lives of children and youth with disabilities.

Who we serve
6981 clients served annually
3 common patient diagnoses
- Acquired brain injury
- Cerebral palsy
- Global developmental delay

Top 4 ethnic groups of families
- White (North American & European): 59.1%
- South Asian: 16.9%
- Black Caribbean: 5.1%
- Latin American: 5.1%

42.7% of families responded that they were born outside of Canada (TCLHIN survey 2014/15)

What we know
We know that historic discrimination and disadvantage has created persistent and systemic barriers for members of equity groups.

These barriers are not always obvious or intentional and so it is not easy to identify and remove them. They may be ingrained in policies, organizational culture and even within our unconscious minds. *

What we’re doing about it
We developed an employee survey to identify challenges, barriers and perceptions so that we can foster a more welcoming and inclusive environment for both our employees and the people we serve.

We asked our employees questions about who they are, our workplace diversity culture and whether their gender, age, race, beliefs or sexual orientation disadvantages them as an employee.

What we’ll do with the data
The survey data will help us determine where we are now so we can develop an equity, diversity and inclusion strategy, set meaningful goals and measure our progress.

The hospital’s Equity, Diversity and Inclusion Committee will help develop the strategy and shape their work to address gaps and barriers identified in the survey.

* Ryerson University, Evening Hall @ Ryerson (2015)