

## **BOARD BRIEFING NOTE**

**Subject:** Advancing Equity, Diversity, and Inclusion (EDI) Through Organization-Wide Training

**Date:** April 2026

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### **Purpose**

To seek Board endorsement for the implementation of mandatory Equity, Diversity, and Inclusion (EDI) training for all Board members and the senior leadership team in Fall 2026, followed by organization-wide staff training to be completed by the end of the 2026/2027 fiscal year.

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### **Background**

As a nonprofit healthcare organization, our mandate is rooted in providing equitable, accessible, and high-quality care to the diverse communities we serve. Health systems across Canada are increasingly recognizing that systemic inequities related to race, ethnicity, gender identity and socioeconomic status, can significantly impact health outcomes and access to care. Regulators, funders, and accreditation bodies are placing greater emphasis on culturally safe care, anti-racism, and inclusive service delivery. Patients and communities also expect care environments that are respectful, responsive, and free from discrimination. While CCN has demonstrated commitment to these principles, there is an opportunity to strengthen capacity and consistency across governance, leadership, and frontline service delivery.

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### **Recommendation**

That the CCN Board approve:

1. **Mandatory EDI training for all Board members and the senior leadership team** to be delivered in Fall 2026.
  2. **Phased EDI training for all staff**, including clinical and non-clinical teams, to be completed by the end of the 2026/27 fiscal year.
  3. A commitment to **ongoing education and development in future years**, embedded within organizational learning and quality improvement processes.
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### **Rationale**

- **Improved Patient Outcomes:** Evidence demonstrates that culturally competent and inclusive care contributes to better patient experiences, increased trust, and improved health outcomes.
- **Quality and Safety:** Embedding EDI principles supports safer care by addressing biases and systemic barriers that may impact clinical decision-making and service delivery.

- **Leadership Accountability:** Board and leadership alignment ensures that EDI considerations are integrated into governance, strategy, and resource allocation.
  - **Regulatory and Accreditation Alignment:** Training supports compliance with emerging healthcare standards related to equity, inclusion, and culturally safe care.
  - **Workforce Wellbeing and Retention:** Inclusive workplaces contribute to staff engagement, psychological safety, and retention across a diverse workforce.
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## Implementation Approach

- **Fall 2026 (Phase 1):**  
Engage a qualified external facilitator with expertise in healthcare EDI to deliver tailored sessions for Board members and the senior leadership team. Training will focus on governance responsibilities, health equity, systemic bias, and culturally safe care.
  - **Winter–Spring 2027 (Phase 2):**  
Roll out adapted training for all staff, including clinical, administrative, and support roles. Content will be tailored to reflect real-world patient interactions and operational contexts.
  - **Integration:**  
Embed EDI principles into onboarding, clinical practice guidelines, patient engagement strategies, and quality improvement initiatives.
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## Future Commitment

EDI is foundational to delivering high-quality, patient-centered care and must be sustained over time. This initiative represents an important first step in a longer-term journey.

Future efforts can include:

- Ongoing and advanced EDI training opportunities for Board, leadership, and staff
  - Integration of health equity indicators into performance measurement and reporting
  - Regular review of policies, programs, and patient outcomes through an EDI lens
  - Continued engagement with patients and communities to inform inclusive care practices
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## Conclusion

Implementing organization-wide EDI training, beginning with the Board and leadership team, is a critical and timely step toward advancing equitable healthcare delivery. It reinforces our commitment to inclusive, safe, and high-quality care, while positioning the organization to meet evolving expectations and serve our community with excellence now and in the years ahead.

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