



Carefirst

DIVERSITY PROPOSAL



20
22

SUMMARY REPORT BY
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CONTEXT

DIVERSITY EQUITY & INCLUSION

Diversity, inclusion and equity are not simply important terms, they are also driving factors in creating good business. Diversity in the workplace creates space for a variety of perspectives, increases creativity, improves innovation, builds employee engagement and increases profits.

In February some members of Carefirst's Board met to discuss opportunities to expand diversity, inclusion and equity.

Many opportunities, barriers, policies and programs were discussed. The primary take-aways were that board members wanted to work with staff to embed diversity across the organization, support and understand current practices, and seek new inclusive opportunities.

Subsequent meetings were held in March and April in partnership with staff to form an informal advisory team and create a pathway forward.



THE PATH FORWARD

NEXT STEPS

Executive leads and board members have collaborated together to make the following recommendations:

- 1) Formalize a diversity and inclusion subcommittee that will serve under the governance committee model.
- 2) Add diversity, inclusion, and equity as a standing item across every committee at Carefirst.
- 3) Create a report-back function for each committee to share progress to the diversity committee and executive leadership.
- 4) Build a survey to collect socio-demographic data that establishes a baseline of information for Carefirst to promote diversity and expand awareness of diversity and inclusion.
- 5) Build a meaningful diversity statement that reflect Carefirst values by consulting across the organization through a focused group discussion.

ADVISORY TEAM

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**THANK
YOU**

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