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Diversity Audit Recommendations – Implementation Status	OPH Status
1. Hiring a new SLT member and a DEI Planning & Implementation Team responsible for driving DEI at OPH by facilitating and coordinating structural, process, and systemic changes.	Nearly completed
2. Accountability structures that engage voices from inside and outside OPH to ensure roadmaps for change are being developed, validated, and implemented.	Internal component – In progress
3. Innovation teams that bring together health innovators in the community and OPH staff to develop new programs and processes that would allow OPH to achieve the intent of its Anti-Racism / Anti-Oppression Policy.	Not started
4. Instituting processes and structures dedicated to dismantling systemic and incidental barriers faced by members of EDGs at OPH. This would begin with a detailed and formal review of current HR processes and the inherent systemic barriers faced by members of EDGs when it comes to recruitment, mentorship, advancement, and retention. This would also entail reviewing the City’s Workplace Violence and Harassment Policy.	Prioritized in HEDI Action Plan
5. An internal data collection process that focuses not only on measuring the changing levels of diversity at OPH across the organization but also at the level of managerial ranks, job categories, and service delivery teams. It is important to ensure that those interpreting the data and designing action plans come from backgrounds reflected in the data.	Prioritized in HEDI Action Plan
6. A transparent and easy-to-access process for members of EDGs to report DEI challenges for formal review and investigation and informal information sharing.	In Progress

<p>7. Community-based engagement structures that ensure OPH is: (1) hearing the voices of the more marginalized communities in Ottawa, (2) creating regular opportunities for engagement, and (3) providing opportunities to community members to evaluate access and relevance of existing services. This will help OPH build a detailed map of health equity gaps among racialized communities in Ottawa.</p>	<p>In progress</p>
<p>8. Highly experiential training and development for leaders to build the necessary advanced skills and proficiencies to deal with DEI-related challenges better.</p>	<p>In progress</p>