

Document 3

| OPH DEI Strategy Implementation Status | OPH Status |
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| Individual Level <ul style="list-style-type: none">• Health equity, DEI, and anti-racism training• Interview and resume sessions for racialized employees | Ongoing |
| Leadership Level <ul style="list-style-type: none">• Senior leadership representation on Strategic Plan Goal Teams; specifically, Goal Teams 1 and 5.• Development of scenario-based training for leaders | In progress |
| Systemic Level <ul style="list-style-type: none">• Development of OPH Microaggression Procedure• Development of Personal Land Acknowledgement initiative | In Progress |
| Structural Level <ul style="list-style-type: none">• Community engagement and partnership assessment plan• Community Focused Groups – planned for Q1 of 2024 | In Progress |
| Community Level <ul style="list-style-type: none">• Delivery of anti-racism impacts to health sessions to community groups and members.• Cross team collaboration plans between CET and service areas teams in development. | In Progress |