



Diversity Council – One of Capital Health’s greatest accomplishments in diversity and inclusion to date has been the formation of a Diversity Council. The council is made up of 21 members, a third of whom are from community organizations. The group provides guidance and holds Capital Health accountable as we work to meet the objectives set out in our strategic plan. The council has been in place since October 2012.

Diversity Position Statement and Image – Capital Health’s Diversity Council created the following statement. It conveys the organization’s philosophy and commitment to creating a culture that values diversity: *Each of us is different. Respecting these differences, you and I will create healthy people, healthy communities.*

In July, Capital Health issued a call for artists to create an image to accompany the statement on posters, signs or other materials. Twenty-four artists responded to our call. A judging panel made up of members of the Diversity Council selected a final image. Christopher Hemsworth was the successful artist. The image is pictured on the right. Thanks to Christopher and to all artists who took the time and care to submit their work.



Diversity in Employment Policy – This newly launched policy reflects our commitment to creating a workforce that is free of discrimination, values diversity and is representative of the people we serve. Based on data from our 2010 workforce diversity survey, we have identified four priority groups as we begin this work: Aboriginal People, African Nova Scotians, persons with disabilities and recent immigrants. To support the launch of the policy and our employment equity plan, we are providing employment equity training to formal leaders in the organization.

Striving to Build African Nova Scotian Health Professionals for the Future – Capital Health, IWK, Southeastern and Halifax Community Health Boards want to encourage more African Nova Scotians to consider becoming health professionals. We are organizing two, two-hour events where students will listen to African Nova Scotians who work in the health sector. Staff from the Black Educators Association and Transition Year Program, as well as from Capital Health and the IWK, will present. These events take place Oct. 10 at the Black Cultural Centre and, tentatively, Nov. 7 at Citadel High.

Cultural Health Interpretation Services Policy – Capital Health has launched a revised policy to ensure all patients who need access to an interpreter receive it. In 2012, Capital Health staff and physicians placed 445 requests for phone-based interpretation and 1,078 requests for face-to-face interpretation. We want to increase these numbers and ensure every patient who needs this service receives it.

Trans* Health Guide – Coming out and living as trans* can be very challenging. prideHealth has created a guide that is designed to help make that process easier. The Trans* Health Guide is for trans* people in Nova Scotia and their families and friends, helping them understand resources, services and processes for accessing transition care and support in Nova Scotia. *Note: The word trans with an * after it is commonly used to represent anyone who does not feel they are the gender they were labelled at birth.*

Cultural Competence Toolkit – The Diversity and Inclusion Committee is developing a cultural competence toolkit. This resource will guide Capital Health staff as they make decisions, provide clinical care and develop programs and policies that are culturally competent. It will be piloted this fall and ready for staff use early in 2014.

Community Health and Wellness Centre – The Community Health and Wellness Centre serves the communities of North Preston, East Preston, Cherry Brook and Lake Loon. A network of providers, including a family practice nurse, nurse practitioner, family physicians and staff from Capital Health and the IWK provide services. Their approach is culturally competent and community driven. This spring, a nurse practitioner, pediatrician, and two part-time family physicians joined the Community Health and Wellness Centre team. A second Community Health and Wellness Centre location is opening in East Preston in September. Community engagement to identify the health needs of all four communities will drive planning of programs and services.

Nova Scotia Brotherhood Initiative – The Nova Scotia Brotherhood Initiative is a new project that aims to deliver health promotion and clinical care to African Nova Scotian men through community partnerships with key populations across the district.

Your Way to Wellness (YW2W) – YW2W, a six-week volunteer-led chronic disease self-management program, continues to strive to meet the needs of Capital Health's diverse communities. The program is focused on recruiting more volunteers from diverse populations to help deliver workshops in underserved areas.

Sacred Spaces – The Sacred Spaces Committee has been transforming pre-existing chapels at Capital Health into more inclusive places of prayer and meditation where patients, families and staff can go to find peace in the hospital setting. Committee members include Capital Health employees and citizens representing the diverse communities we serve. Recent successes include the development of a policy on the use of décor in places of prayer and meditation at Capital Health; updated signs and ongoing improvements to spaces.

Community Health Team and Women of Dartmouth Mosque Working Together – Community Health Teams, in collaboration with the IWK Health Centre and community partners, work in the communities of Dartmouth and Chebucto. The Dartmouth Community Health Team engaged the women of the Dartmouth Mosque, who identified a need for support in parenting, physical activity and cooking. The team offered a 12-week parenting program and members of the Mosque were trained to become facilitators to continue to offer this program. The team also offered two physical activity programs to build knowledge of physical activity and skills to be active. The Community Health Team is working with the Mosque to offer a low-cost cooking program involving traditional foods; it will be launched in the new year.

Diversity calendar – Capital Health created and distributed our first diversity calendar in 2013. Staff responded enthusiastically to the calendars, which marked important cultural dates. Watch for the 2014 diversity calendar coming soon!