



Capital Health

Diversity Progress Report Winter 2015



- Capital Health has launched **diversity bursaries for post-secondary students** who identify as African Nova Scotian, Aboriginal, recent immigrants or as persons with a disability and who are continuing studies in a health profession. Bursaries in the amount of \$1,000 to \$2,000 each will be awarded to between four and eight applicants. Successful applicants will be notified in late March 2015.
- It has been a year since **self-identification features were made available to job applicants** in Capital Health. Our four priority groups currently are African Nova Scotians, Aboriginal, people with disabilities and recent immigrants. We have hired 215 employees this year due to the removal of barriers. This is of a total 2,324 qualified applicants from these priority groups.
- **2015 Diversity calendars** have been printed and distributed widely. This year's calendar was a joint venture between Capital Health and the IWK Health Centre. The calendar incorporates days, events, and celebrations that are observed and exist in NS. It also includes Canadian national holidays and UN observances. The purpose of the calendar is to recognize and value our diversity and contribute to empowering members of the communities we serve. If you did not receive a copy, an electronic version of the calendar is available at: <http://www.cdha.nshealth.ca/diversity-inclusion> (select the Diversity Calendar in the right-hand column).
- **The Community Health & Wellness Centre** that serves the communities of North and East Preston, Cherry Brook and Lake Loon, offers an interdisciplinary team approach to care with the IWK and other partners. Over the past six months, we have expanded wellness programs and primary care services to better meet the needs of these communities. Currently the centre is averaging 15 participants per program!
- **The Nova Scotia Brotherhood Initiative** is a unique approach to providing access to primary health care for African Nova Scotian men. Primary Health Care, in partnership with African Nova Scotian Affairs, is now working to implement this model in several communities within Capital Health. An extensive community engagement process has wrapped up and space is being sought in three areas to set up a Nova Scotia Brotherhood hub that will include wellness programming, primary care and navigation.
- **prideHealth**, a program of Capital Health in partnership with the IWK, is a unique program that exists to increase access to health care for the LGBTIQ populations. prideHealth provides ongoing cultural competency education sessions to health care providers, coordinates the prideHealth Directory of health and wellness (a searchable database of LGBTIQ friendly and knowledgeable health and wellness providers, and is creating an integrated model of care for Nova Scotia for people who are transitioning genders. PrideHealth also offers direct health care in the community through the prideHealth nurse.
- **Patient's primary language** is now a mandatory field in STAR, Capital Health's patient registration software. Our interpretation services co-ordinator receives daily reports of admitted patients whose preferred language is other than English. She then follows up with departments to offer support in helping them meet the patient's interpretation needs.