

## **Reinforcing our commitment to an inclusive and equitable health system**

As a partner of the Guelph Wellington Ontario Health Team (GW OHT), we recognize that power and privilege in society are often shaped by factors such as gender, sexual orientation, race, income, language, religion, age, body size, and ability. These factors—whether visible or invisible, intentional or unintentional—can result in systemic barriers and forms of oppression such as racism, sexism, homophobia, transphobia, ableism, and other forms of marginalization.

We acknowledge that many of our clients, patients, and staff face these challenges daily impacting their access to education, employment, housing, social services, and health care. We also recognize that within our own organizations, workplace barriers can prevent employees from feeling safe, having their voices heard, and accessing equitable opportunities for growth and advancement.

As leaders in our community, we are committed to breaking down these barriers and fostering a more inclusive and equitable health system where all community members experience care that is welcoming, accessible, and free of discrimination or oppression.

### **To advance equity, inclusion, diversity, accessibility, anti-racism, and Truth and Reconciliation across the GW OHT, we commit to the following actions:**

- Stand together against racism and all forms of oppression in our organizations and communities. We will actively name and confront racism, colonialism, and other systems of harm.
- Collaborate to advance Equity, Inclusion, Diversity, Accessibility, and Anti-Racism (EIDA-R) initiatives across the GW OHT. This includes shared learning, policy change, and inclusive practices that reflect the diverse realities of those we serve and employ.
- Take meaningful action toward Truth and Reconciliation. We commit to building trust and relationships with Indigenous Peoples and organizations, advancing cultural safety, and acknowledging the ongoing impacts of colonialism.
- Work in partnership to address anti-Black racism through education and policy.
- Invest resources to support EIDA-R efforts and Truth and Reconciliation work across our communities.

Our commitment to action and accountability can be found in the GW OHT's 2025/2026 EIDA-R work plan, including evaluation and progress measures. This work plan is available on the [GW OHT website](#) as well as a list of [GW OHT partners](#).

Creating an inclusive and equitable health system requires ongoing work, humility, courage, and collaboration. We remain committed to listening, learning, and acting—together.

Kristin Kerr, CEO  
Stonehenge Therapeutic Community

