

# Equity in Healthcare Certificate

## Lifelong Learning Meets Healthcare Innovation

SFU



Provincial Health  
Services Authority

We gratefully acknowledge that we are gathered on the traditional territory of the Haudenosaunee and Anishinaabe peoples.

We have traveled here from the unceded traditional territories of the Coast Salish peoples, including the Skwxwú7mesh Úxwumixw (Squamish), səl'ilwətaʔt (Tseil-Waututh) and x<sup>w</sup>məθk<sup>w</sup>əy'əm (Musqueam) Nations.

# Today



Introductions



Equity in Healthcare Certificate: Context & Background



Pilot Offering



Feedback & Impact



Sample Activity: Social Identity Mapping



Challenges & Opportunities

**Intros:**  
**Your name, role,**  
**connection to equity work**

# Project background

→ The Diversity, Equity and Inclusion (DEI) office at PHSA approached SFU with a request to collaborate on the development of equity-focused courses tailored to healthcare contexts

→ Concept for the Equity in Healthcare Certificate, comprising 3 micro-certificates and 6 courses, was co-developed

→ Pilot was launched in September 2024

→ Initial audience: PHSA healthcare team (medical and non-medical staff); broadening to open enrolment in Sept 25

→ Program approved for CME credits in Aug 2024

→ Program approved as official Certificate by SFU's Senate in Oct 2024



# Context: Health Inequity

Systemic health inequities grounded in racism, sexism, homophobia, classism, and other forms of discrimination permeate our current health system. Health care inequity is prevalent in Canada among Indigenous, Black, racial and ethnic minority groups, LGBTQIA2S+ communities, and refugees, leading to poor health care and health outcomes.

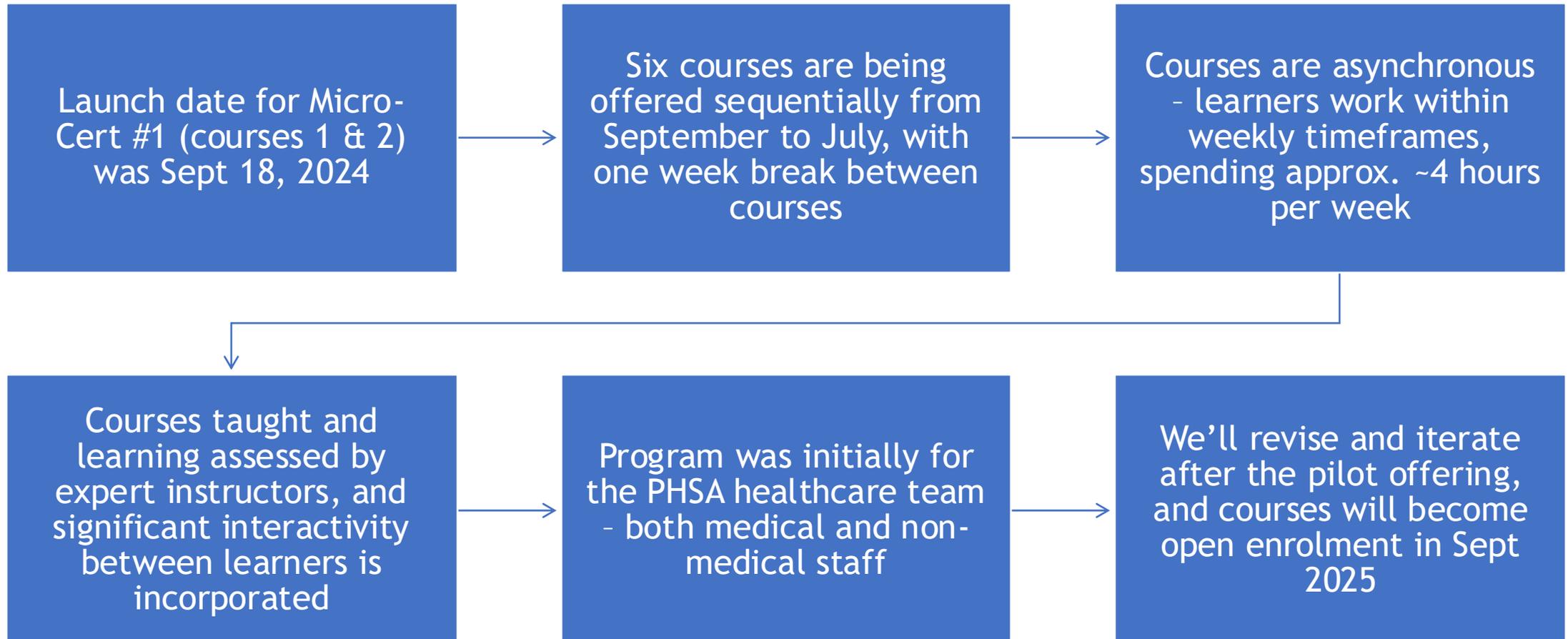


The vision for the Equity in Healthcare program is to support health authorities, healthcare professionals and individuals in health to develop and deepen EDI competencies, ultimately ensuring better patient outcomes and provider experiences, and enabling employee advancement across the sector.

# Certificate at-a-glance

Equity in Healthcare Certificate		
<b>Micro-certificate #1:</b> Equity Essentials in Healthcare	<b>Micro-certificate #2:</b> Navigating Healthcare Inequities	<b>Micro-certificate #3:</b> Building Equity-Centred Healthcare
<b>Courses:</b> (each 6 weeks/24 hours) 1. Equity Essentials: Self, Power and Privilege 2. Implicit Bias and Decision Making	<b>Courses:</b> (each 6 weeks/24 hours) 1. Addressing Structural Inequities in Healthcare 2. Frameworks for Equitable Health Outcomes	<b>Courses:</b> (each 6 weeks/24 hours) 1. Inclusive Leadership in Healthcare 2. Equity-Centred Systems Change in Healthcare
<b>Competencies</b> <ul style="list-style-type: none"> <li>Equity and justice essentials</li> <li>Power and privilege literacy</li> </ul>	<b>Competencies</b> <ul style="list-style-type: none"> <li>Critical perspective-taking</li> <li>Anti-oppression</li> <li>Systems thinking</li> </ul>	<b>Competencies</b> <ul style="list-style-type: none"> <li>Inclusive leadership</li> <li>Leading cultural and systems change</li> </ul>

# Pilot offering



# Advisory Committee

## Co-chairs:

Melissa Crump/Neila Miled (ED, DEI, PHSA)

Shanthi Besso (SFU Lifelong Learning)

## SFU:

Paola Ardiles (Special Advisor, EDI office)

Aftab Erfan (ED, Centre for Dialogue)

Julia Smith (Associate Professor, Health Sciences)

Yvonne Rigsby-Jones (Former ED, Tsow-Tun Le Lum Treatment Centre; Indigenous Elder Snuneymuxw First Nation)

Maria Hubinette (Associate Dean, Medical School)

## PHSA:

Jana Davidson (Chief Medical Officer, BC Women and Children's / HAMAC)

Hayra Houlihan (People and Culture)

Yvette Ringham-Cowan (Director, Indigenous-specific anti-racism education, Indigenous Health)

Michael Marchand (Curriculum lead, San'yas, Indigenous Health)

Sonia Perez (primary) or Amanda Dowling (delegate) (Midwifery)

Tamara Shenkier (BC Cancer / HAMAC)



# Learner feedback to-date (themes)



Content is relevant and useful



Accessibility vs interactivity in course structure



Desire for depth and nuance

# Program Impact

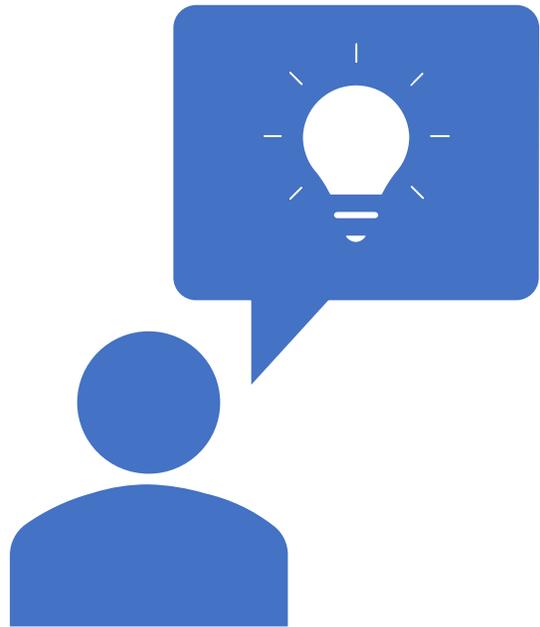
## **Sabrina Gill (Practice Leader, Psychological Health & Safety, PHSA)**

“As a nurse clinician and a practice leader in psychological health and safety, I continuously learn strategies from this program to cultivate a sense of belonging, encourage individuals to express their authentic selves, and take interpersonal risks without fearing discrimination. These learnings are critical in building a more inclusive and supportive community. The most meaningful aspect of this program has been the connections I’ve made with my fellow learners and the facilitators. Together, we have shared invaluable resources, participated in impactful discussions, and learned from each other's diverse experiences/perspectives. This collaborative learning environment has enhanced our understanding of health equity and strengthened our commitment to making changes in our healthcare system and communities.”

# Program Impact

**Hayra Houlihan (Director Leadership Development, PHSA )**

“My learning through the Equity in Healthcare program has deepened my understanding of systemic inequities and strengthened my commitment to fostering inclusive leadership. This experience has expanded my perspective and equipped me with practical tools to support meaningful change in healthcare settings. It has also reinforced the necessity of creating environments where diverse voices feel heard, valued, and empowered to contribute”

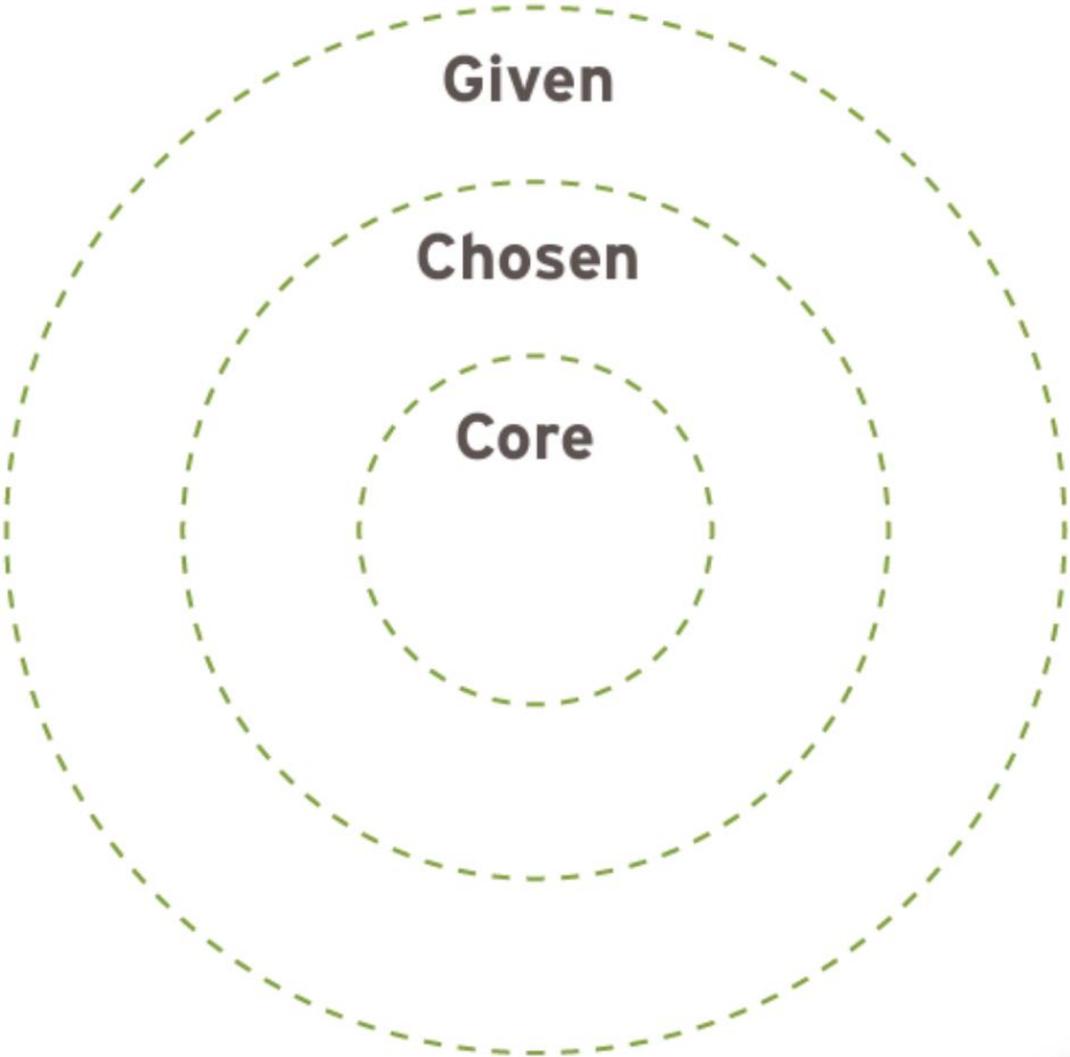


# Social Identity Mapping

## Example from EQH420

- This assignment aims to help you better understand the diverse aspects of your identity and how they impact your work and leadership in healthcare.
- By reflecting on these elements, you can develop a deeper awareness of how your identity shapes your interactions and decision-making professionally.

# Social Identity Mapping



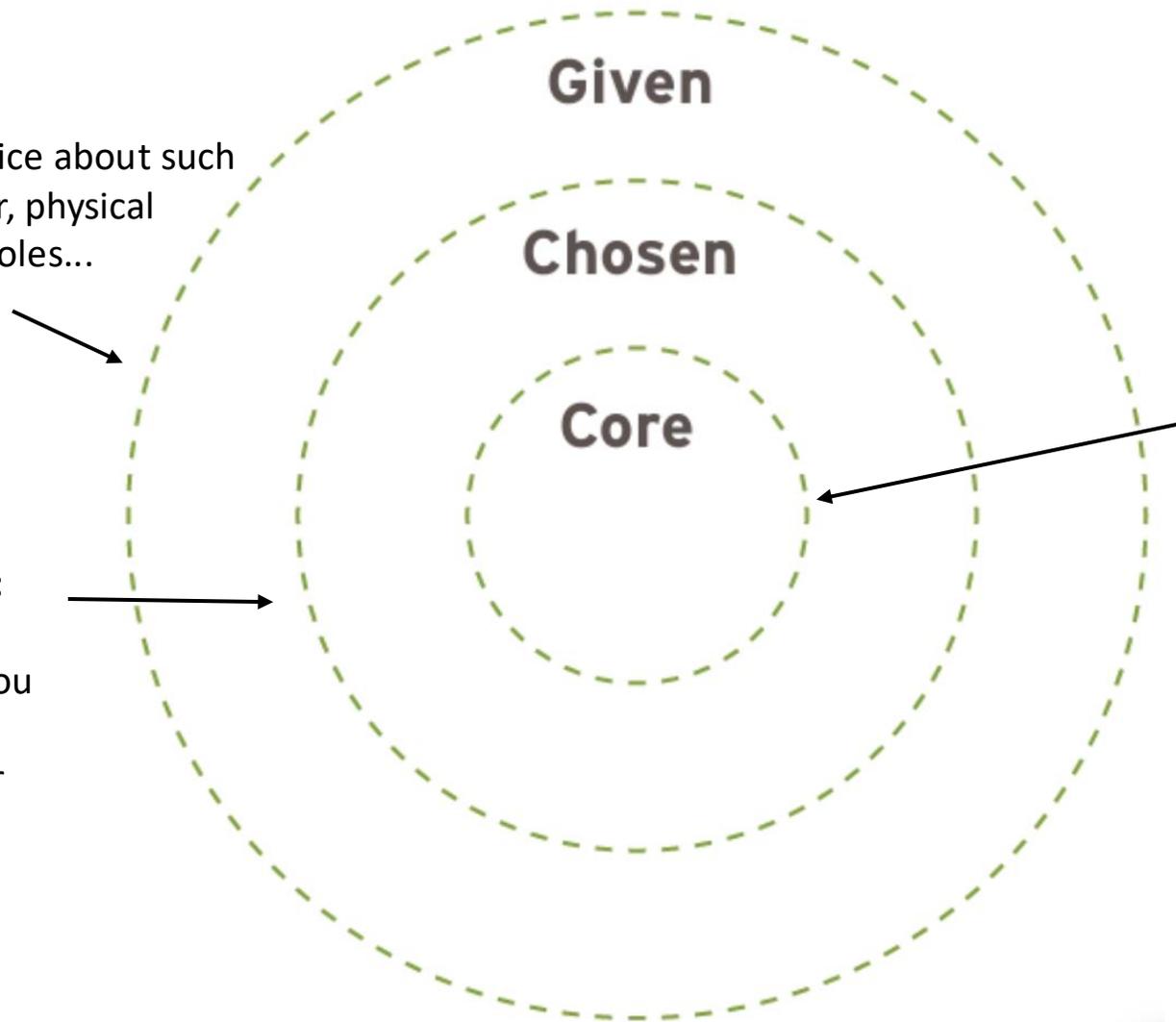
# Social Identity Mapping

## Outer Ring - Given Identity:

Attributes that you had no choice about such as your nationality, age, gender, physical characteristics, certain family roles...

## Middle Ring - Chosen Identity:

Aspects of your identity that you have selected or shaped over time. These might include your occupation, hobbies, political affiliation, place of residence, family roles, or religion.



## Center Ring - Core Attributes:

Traits, behaviors, beliefs, values, characteristics, and skills that you believe define who you are at your core.

For example, you may see yourself as funny, artistic, kind, conservative, creative, impatient, musical, family focused, assertive.



## **Social Identity Mapping**

- How do you think the social identities you listed (given, chosen, and core) influence how you show up in the workplace?
- How can social identity mapping enhance your awareness of how you interact with others in the workplace?

# Challenges

The topics we're engaging with are complex, and can be challenging for both learners and instructors.



# Challenges

A six-year commitment from the partner had to be renegotiated due to shifting fiscal realities.



# Challenges

The anti-woke pendulum swing.



# Opportunities



A chance to make a real impact on health inequities in BC and beyond



New collaborations and partnerships with other health authorities or post-secondary institutions in other provinces



A proof-of-concept that equity-focused curriculum can be both rigorous and revenue-generating

# Thank you!



<https://www.sfu.ca/continuing-studies/programs/equity-in-healthcare-certificate.html>