**Abstract for RNAO AGM**

**2024 Global BPSO Symposium: Improving outcomes and advancing equity, diversity and inclusion**

Scarborough, where 73% of residents identify as visible minorities and 60% are foreign born, is one of Canada’s most diverse communities.  This diversity is reflected in SHN’s patient and staff populations.  Our 2023 employee engagement survey found that 77% of employees self-identified as racialized and 40% were born outside of Canada.  We celebrate the diversity of our workplace with the recruitment tagline, “Where the World Comes to Work”.

In 2022, Scarborough Health Network approved a multi-year, corporate Equity, Diversity and Inclusion strategy with four key pillars:  Creating a Sense of Belonging, Education and Awareness, Data Collection and Monitoring and Service Delivery. The pillars are centered around our foundational principles of Anti-Oppression, Anti-Racism, Indigenous Cultural Safety and Intersectionality. The initiatives stemming from our strategy include an annual ‘inclusion calendar’, regular EDI education offerings that help build cultural competence; a 9-month Health Equity Certificate Program, ‘Communities of Inclusion’ that create safe spaces for staff with shared identities for skill sharing, networking and mentorship a full-time Indigenous Patient Navigator and more.

Our RNAO session will provide a high-level overview of our EDI strategy and initiatives with a spotlight on a recent program aimed at improving the retention and engagement of our internationally educated nurses (IENs).  SHN’s three-pronged IEN retention initiative includes:

* training for leaders of teams that include IENs
* 24 hours of specialized training delivered in partnership with a private college and designed to facilitate workplace integration and enhance professional competencies in the Canadian healthcare context; topics were validated in advance in a focus group of 10 IENs
* creation of a Community of Inclusion for IENs for peer support and mentorship.

We will share our experience implementing this 3-part program including achievements, lessons learned and the evaluation findings from the first cohort of 24 IENs to complete the specialized workplace integration training.