

2024 Global BPSO Symposium

Improving outcomes and advancing equity diversity and inclusion

Title: Advancing Equity within the Invitation to Leadership Program

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Trillium Health Partners' (THP) Invitation to Leadership Program (ITL) is designed to support highly motivated individuals build their leadership capabilities through targeted professional development. The program offers a structured pathway for growth, combining formal leadership training with dedicated mentorship to enhance participant learning.

The ITL program underwent a transformative shift following a 2022 Anti-Black Racism Climate Review led by an external equity expert, which revealed pervasive impact of anti-Black racism, highlighting instances of disempowerment, exclusion and harm experienced by many within the organization. The review prompted changes to practices in selecting, recruiting, and developing new leaders at THP.

The ITL program, historically showed very little diversity in terms of race, role, gender and sexual orientation. Representation from equity deserving groups was missing among the ITL participants, mentors and selection committee. Generally, only 1-2 visible minorities participated in the program for each cohort. Recommendations emphasizing equity, diversity and inclusion were successfully implemented, resulting in a dramatic shift in the application and selection processes along with the curriculum design and delivery.

To raise awareness, changes to the ITL program was promoted across several different THP platforms with a particular focus amongst individuals from diverse roles, cultures, and races. As a result, a 30% increase in ITL applications was realized. Further, an optional self-report of demographic data was built into the application and selection process. It was the first time data metrics included race, gender and sexual orientation evaluation. A significant increase was noted in equity deserving groups participating in the 2023 ITL cohorts including 24% Black, 44% Asian, 12% Mixed Race, 4% White and 16% Other, as self-reported by participants.

These equity, diversity and inclusion initiatives aimed to dismantle barriers, enabling formal leaders to mentor, coach and guide mentees while drawing from their own lived experiences and overcoming challenges.

