

Assess your Awareness of Welcoming Environments

Baseline Self-assessment

Building knowledge and awareness of barriers and challenges faced by equity-deserving groups is an ongoing process for healthcare workers and staff, and a key part of creating welcoming environments. Take some time to reflect on the following questions³⁴ and assess your team/unit/workplace.

Rate your workplace on the following questions, where 1 is not at all confident and 5 is very confident. How confident is your organization in working with...					
Indigenous Peoples?	1	2	3	4	5
Newcomers to Canada?	1	2	3	4	5
People with disabilities?	1	2	3	4	5
People with sexual orientations other than heterosexual e.g., gay, lesbian, queer, bisexual, pansexual, etc.?	1	2	3	4	5
Racialized people?	1	2	3	4	5
Trans and gender diverse people?	1	2	3	4	5

Rate your workplace awareness of the following questions, where 1 is not at all knowledgeable and 5 is very knowledgeable. How would you rate your organizational knowledge of barriers faced within your services by...					
Indigenous Peoples?	1	2	3	4	5
Newcomers to Canada?	1	2	3	4	5
People with disabilities?	1	2	3	4	5
People with sexual orientations other than heterosexual e.g., gay, lesbian, queer, bisexual, pansexual, etc.?	1	2	3	4	5
Racialized people?	1	2	3	4	5
Trans and gender diverse people?	1	2	3	4	5

What are some of the things your workplace has done to remove these barriers for equity-seeking groups? (Fill in question)

What are some of the things your workplace is planning to do in the future to remove these barriers? (Fill in question)

Please consider the following questions on workplace readiness.

Do your forms have options for genders beyond male and female?	Yes	No	In progress	Unsure
Do your forms use gender neutral language wherever possible? (Example: parents instead of mother and father)	Yes	No	In progress	Unsure
Do your forms ask for clients' pronouns?	Yes	No	In progress	Unsure
Does your organization recognize the right of all people to access facilities based on their lived gender identity?	Yes	No	In progress	Unsure
Does your organization provide information on where people can find accessible, all-gender washrooms?	Yes	No	In progress	Unsure
Does your organization have clearly written non-discrimination and anti-harassment policies?	Yes	No	In progress	Unsure
Are non-discrimination and anti-harassment policies included in onboarding new staff or volunteers at your organization?	Yes	No	In progress	Unsure
Does your organization have a clear policy statement that encourages inclusive language, behaviours, and practices related to diversity and inclusion posted in a public area?	Yes	No	In progress	Unsure

Please consider the following questions on workplace training.

Has your organization had training on...

Anti-racism training?	Yes	No	In progress	Unsure
Cultural safety and cultural humility in working with Indigenous Peoples?	Yes	No	In progress	Unsure
Cultural diversity?	Yes	No	In progress	Unsure
Diversity, equity, and inclusion?	Yes	No	In progress	Unsure
Inclusion of people with disabilities?	Yes	No	In progress	Unsure
Trauma-informed practices?	Yes	No	In progress	Unsure
Working with trans and gender diverse individuals?	Yes	No	In progress	Unsure
Gender-affirming care?	Yes	No	In progress	Unsure

Please consider the following questions about your physical space.

Have clients been informed about what to expect when they arrive for an appointment?	Yes	No	In progress	Unsure
Are there chairs or a seating area large enough to accommodate larger bodies?	Yes	No	In progress	Unsure
Is there sufficient space for people with mobility devices (e.g., wheelchairs, walkers, etc.) or strollers to move around the space comfortably?	Yes	No	In progress	Unsure
Is the space easy to navigate for individuals with complete or partial vision loss?	Yes	No	In progress	Unsure
Is there a sense of privacy when clients have to disclose private information?	Yes	No	In progress	Unsure
Is there clear signage to show where clients are supposed to go?	Yes	No	In progress	Unsure
Do posters or displayed artwork reflect a diversity of genders, cultures, and abilities?	Yes	No	In progress	Unsure
Does the space accommodate breastfeeding/chestfeeding parents?	Yes	No	In progress	Unsure
Does the space accommodate parents with young children?	Yes	No	In progress	Unsure

