



## **STATEMENT OF DIVERSITY, ANTI-RACISM AND ANTI-OPPRESSION**

Hospice palliative care is based on a belief in the intrinsic value of each individual and their right to quality of life and quality of care. Hospice Renfrew acknowledges the discrimination faced by racialized minorities and Indigenous peoples; they have had their rights infringed and denied for generations. We also acknowledge the deep-rooted power differentials in Canadian society based on gender, sexual orientation, religion, age, ability, economic status and other factors. These imbalances have resulted in both conscious and unconscious discriminatory practices and barriers in Canada.

Hospice Renfrew is committed to understanding and addressing the causes and effects of racism and discrimination in our society, and in particular the health sector. We want to know how they may have affected our practices and relationships with our patients and their families, our employees and volunteers, the communities and stakeholders we work with. We want every person or organization we deal with to find Hospice Renfrew welcoming, inclusive and accessible.

Hospice Palliative Care Ontario has established working groups to research and understand the causes and impacts of racism and discrimination and develop action plans to address them. Hospice Renfrew will monitor their work and develop its own action plans, standards, and practices to promote and achieve our goals.

Racism, discrimination, exclusion and intolerance have no place in Canadian society and especially in health care. Hospice Renfrew condemns them in all their forms. We respect and value all people and communities we serve and work with.

For comments or questions please contact Marjorie Joly, Executive Director