

# EASTERN HEALTH'S DIVERSITY & INCLUSION FRAMEWORK

Appropriately responding to diversity and ensuring Eastern Health is a welcoming and inclusive health service is a critical component of achieving Eastern Health's vision of "great health and wellbeing". The following goals, capability model and dimensions of diversity provide the framework by which Eastern Health can achieve this strategic intent regarding diversity and inclusion.

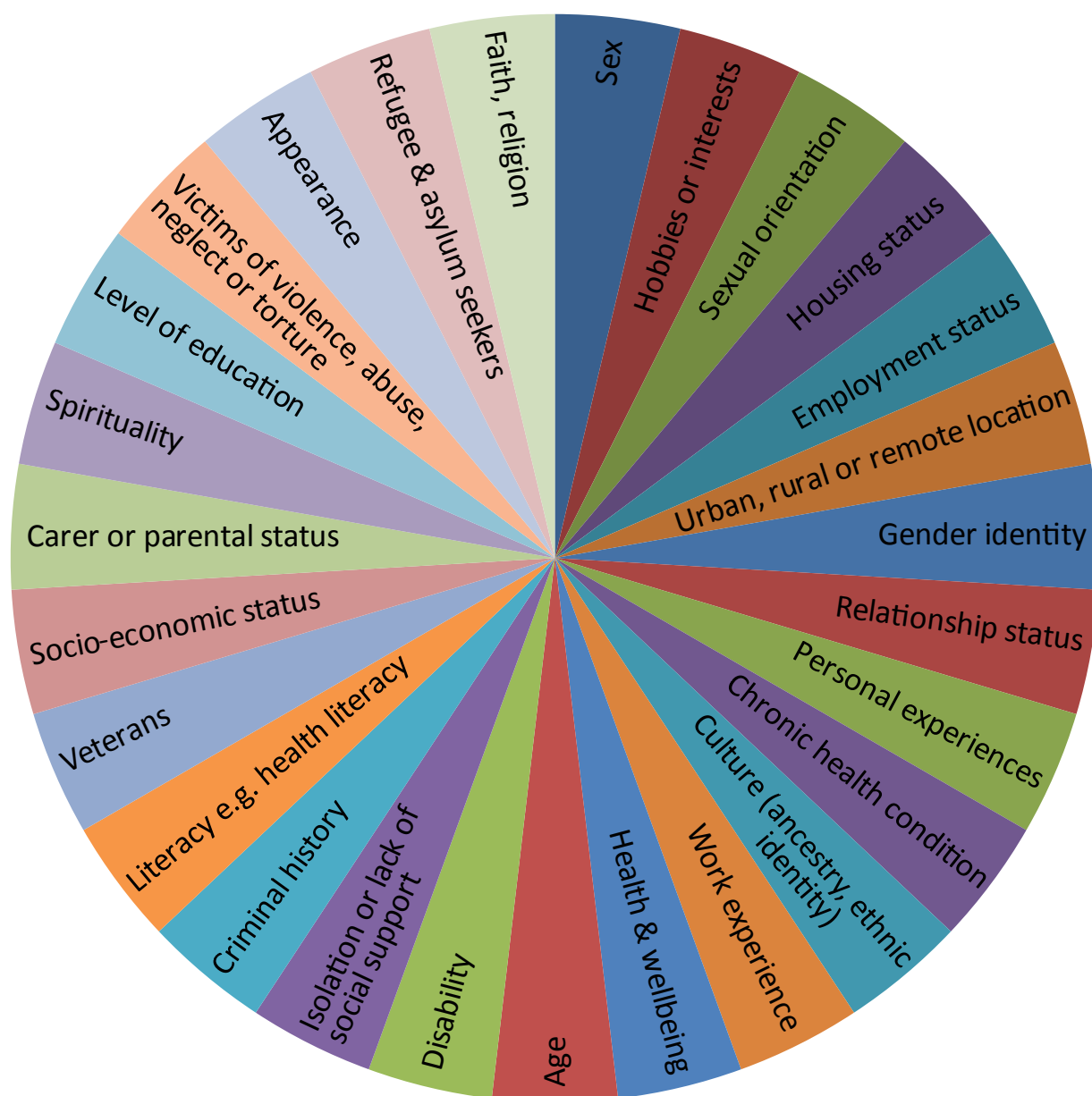
## DIVERSITY & INCLUSION GOALS

- Provision of great healthcare with services that are person-centred, accessible, appropriate, fair and equitable
- Understanding and valuing the diversity of our consumers and communities so that we can respond to their individual needs and provide them with a great experience
- The diversity of our workforce is acknowledged and celebrated
- Our workforce are skilled and provided with a supportive learning environment to ensure they understand and respond to the needs of our diverse consumers
- Effective collaboration and partnerships with our communities
- A sustainable framework that is flexible and able to respond to emerging trends and the changing needs of our consumers and communities

## ORGANISATIONAL CAPABILITY FOR DIVERSITY & INCLUSION



## DIMENSIONS OF DIVERSITY



Over a lifetime these dimensions may or may not be:

- permanent or temporary,
- visible or invisible,
- dominant or minor,
- innate or acquired.

Any combination of these dimensions can influence our values, beliefs, behaviours, experiences and expectations and make us all unique as individuals.

Source: adapted from Diversity Wheel, Diversity Leadership Council, Johns Hopkins University