Sinai Health's Anti-Racism Action Plan

A strategic driver of people equity

Updated July 2026

Sinai Health

Updates and progress

Sinai Health is reinvesting in our commitment to take measures across our organization to address all forms of racism affecting people who are systemically disadvantaged because of their race or cultural affiliation. Our original Action Plan has been updated to include a renewed focus on anti-racism and an approach that considers the connections of race, ethnicity, religion and intersectionality.

We've also reframed our aspirations and priorities to be more action and accountability oriented. In addition, terminology in the plan has been updated for consistency, which is important when building a shared language to discuss anti-racism and equity at Sinai Health.

Over the past couple of years, Sinai Health has taken steps to implement the original Action Plan, with a strong emphasis on training and education. To date:

- We introduced anti-Black racism training available for everyone on Sinai Health LEARNS
- We offer anti-racism and equity focused leadership workshops on a regular basis
- Our intranet and portal host an anti-racism and equity resource library to support ongoing education
- We continue to offer virtual and in-person learning opportunities focused on anti-racism
- We seek and leverage our people's input: our Inclusion and Belonging Survey helped inform our review of the original plan
- We now have the Director of People Equity and Respectful Workplace position in our People and Culture portfolio committed to collaboratively leading the advancement of this updated Action Plan

There is always more to do as we move toward meaningful and sustainable change. Understanding this, our 2025 update places this Action Plan as a strategic driver of people equity at Sinai Health, and strengthens its implementation as a People Plan priority.

History and context

Background

Sinai Health is committed to people equity and is actively working to create a culture where these principles are fully embraced and practiced. As part of this, Sinai Health recognizes the need for more racial equity in health-care environments and is using this Action Plan as a framework towards meaningful change. In Canada, there are many cases where health-care institutions have let down patients and employees from racialized groups because of ongoing unfair systems and personal biases.

We recognize racism exists in our society and within Canadian institutions, including ours.

In the summer of 2020, Sinai Health conducted a listening tour to hear from our people and gain a better understanding of their lived experiences, with a specific focus on racism. We have a deep appreciation for those who participated in what we acknowledge were emotionally difficult sessions. A significant number of our people bravely took the time to support the advancement of our anti-racism efforts.

Based on our learnings and collective experience, Sinai Health remains committed to a deep examination of our policies, practices and structures using an anti-racism and equity perspective. We believe creating an inclusive culture takes purposeful actions that will improve the experiences of our employees, physicians, scientists, learners and volunteers (referred to as "our people"). This will, in turn, lead to a more inclusive and better experience for our patients. All of this led us to update and reaffirm this Action Plan.

Next steps

Scope and approach

Sinai Health is committed to addressing all forms of racism affecting people who are systemically disadvantaged because of their race or cultural affiliation. This includes Black, Brown, Asian, Jewish, mixed-race, Muslim and other racialized, ethnic or religious groups that are outside of the White majority who hold certain privileges in Canada. This also includes racism experienced by Indigenous Peoples.

We recognize that everyone must work together to ensure we are no longer reinforcing stereotypes and racist behaviours in our shared environments.

Our approach to anti-racism understands how race, ethnicity and religion are connected, and how people are often grouped together socially because of these traits. It's important to understand the different lived experiences people have to avoid grouping different cultures, ethnicities and communities as the same. We also consider intersectionality, which looks at how racism intersects with other parts of a person's identity, such as gender, sexual orientation, age, national origin and disability. This helps us understand how people may face multiple layers of discrimination.

As an example, our anti-racism work rooted in anti-Black racism considers the cultural differences among the Black diaspora from different countries and regions. In addition, it examines the differences in experience between Black women, Black men, and Black transgender folks, among other dimensions of identity.

Antisemitism and anti-Muslim racism are examples where race, religious and ethnic discrimination overlap, requiring us to ensure our efforts are considerate of these important complexities when working to address them.

Grounded in our Legacy, inspired by a desire to live our Purpose and Values, and guided by the input from our people, this approach strengthens our commitment to create inclusive and accountable environments for everyone.

Aspirations

Building on Sinai Health's People Plan, which expresses our commitment to our most important assets—our people—we have updated our Anti-Racism Action Plan.

The four themes identified by our people have informed the development of our aspirations:

1. Cultivate a psychologically safer workplace
2. Champion anti-racism and inclusion
3. Build leadership capability
4. Foster sustainable change through structures, measurement and communication

To achieve our goals, specific objectives and priorities for each aspiration will serve to keep us accountable.

Aspiration 1

Cultivate a psychologically safer workplace

Our objectives

Ensure our people experience a supportive, compassionate and anti-racist workplace culture.

We aspire for our people to:

- Be their authentic selves at work, without experiencing judgement
- Raise concerns about racism, without fear of reprisal
- Contribute to a supportive environment, even during difficult situations

Our priorities

- Maintain an effective discrimination and harassment reporting system that captures incidents of racism; track data to inform improvement related actions
- Understand and respond to incidents involving our people using an anti-racism and equity perspective
- Continue to promote growth, collaboration and learning through proactive anti-racism focused initiatives, resources and interventions

Aspiration 2

Champion anti-racism and inclusion

Our objectives

Ensure our people experience an inclusive workplace that provides equitable access to opportunities and does not exclude individuals on the basis of their race and/or ethnicity.

We aspire for our people to:

- Participate fully in the workplace (inclusion)
- Have equitable access to professional growth and career advancement opportunities
- Feel comfortable sharing their individual, professional and learning experiences
- Be confident to recognize and disrupt racism

Our priorities

- Ensure recruitment, hiring, career advancement, and professional development policies and practices with an anti-racism and equity perspective
- Evolve the Community of Interest (COI) to facilitate ongoing input from our people to support people equity, including our anti-racism efforts
- Continue to provide regular and consistent learning opportunities (such as trainings) about anti-racism

Aspiration 3

Build leadership capability

Our objectives

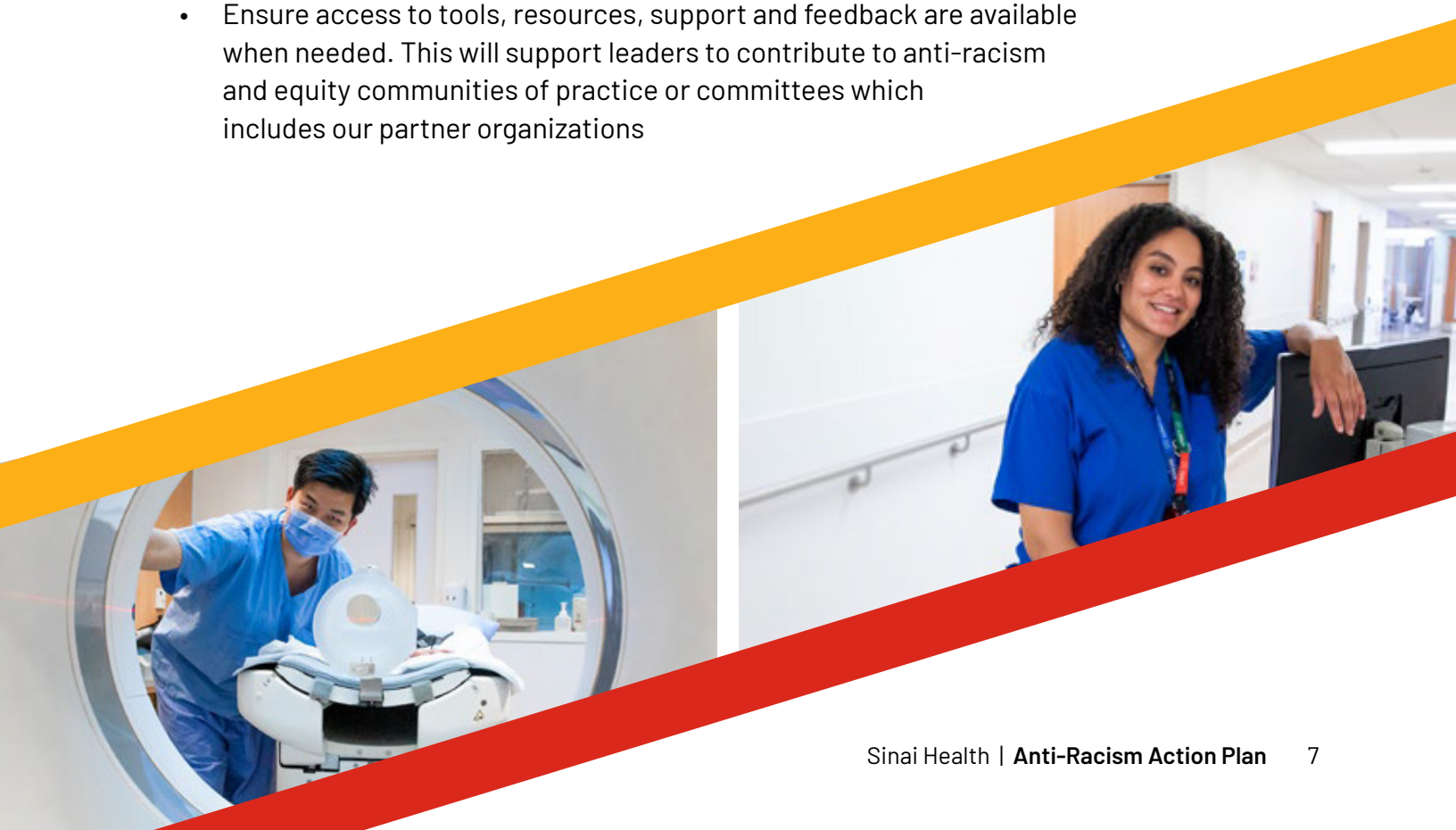
Equip our leaders to influence systemic change by ensuring they have the capabilities (i.e., knowledge, awareness, understanding, skills) to foster anti-racist and inclusive environments.

We aspire for our leaders to:

- Lead by example and with empathy
- Recognize and disrupt racism
- Attend learning opportunities
- Apply an anti-racism and equity informed perspective in decision making

Our priorities

- Provide leaders and managers with regular and consistent skill building, learning and development opportunities focused on anti-racism and equity
- Ensure access to tools, resources, support and feedback are available when needed. This will support leaders to contribute to anti-racism and equity communities of practice or committees which includes our partner organizations



Aspiration 4

Foster sustainable change though structures, measurement and communication

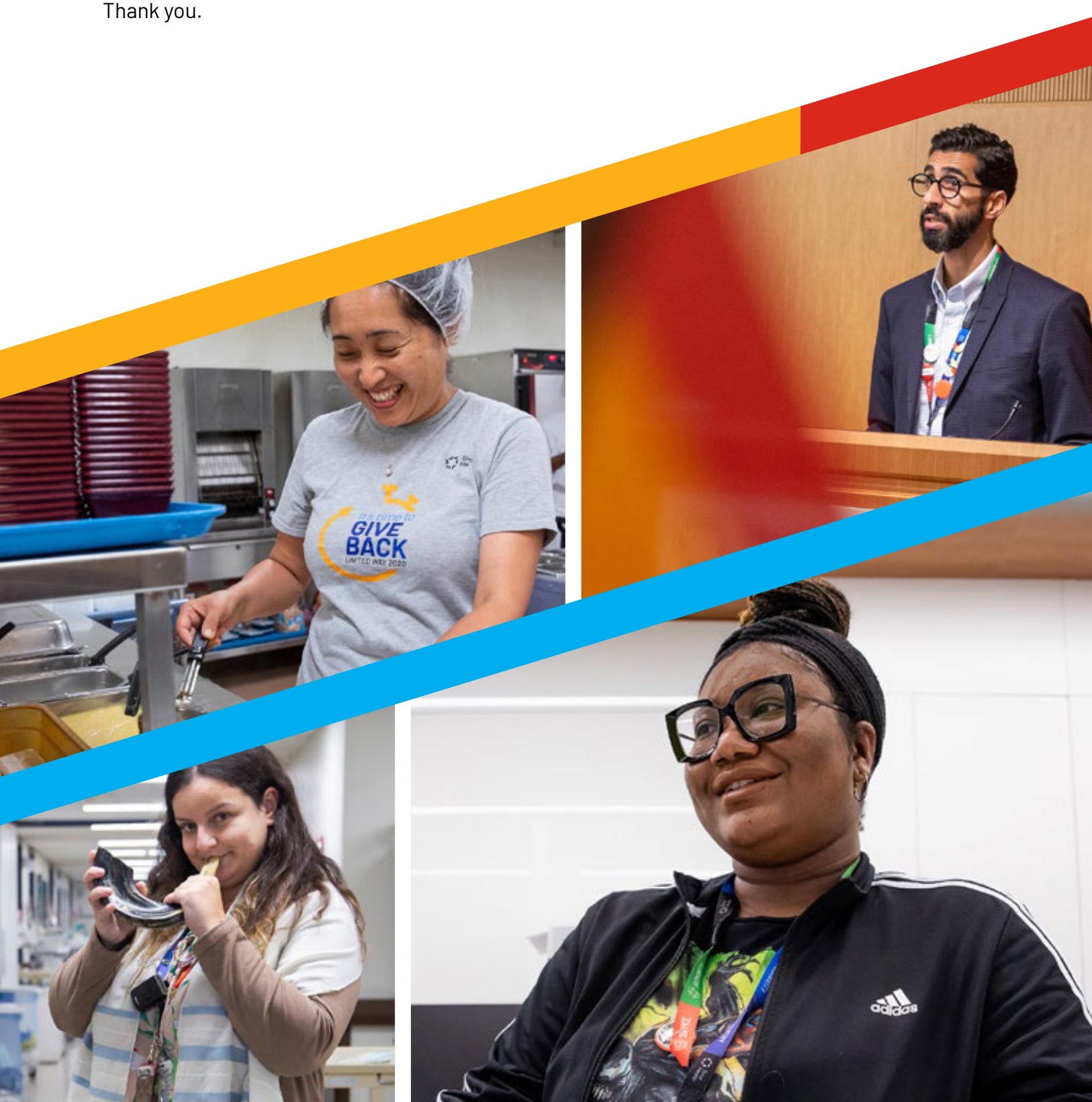
Our objective

Ensure that anti-racism remains a sustainable and ongoing priority at Sinai Health.

Our priorities

- Ensure there are dedicated leaders and resources (i.e., people, funding, space, strategies, etc.) to support anti-racism
- Collaborate with external partners and networks to maximize capacity and our collective efforts
- Identify and implement the most appropriate ways to measure the ongoing impact of our efforts and collect relevant data
- Provide regular updates to our people on the progress and impact of this work

Acknowledgement

We acknowledge the emotional labour that our people have invested in the development of this Action Plan. We are deeply appreciative for your input and participation. Understanding that these themes and this work are difficult, we are grateful for your commitment to this shared vision.

Thank you.