



## Equity, Diversity, and Inclusion (EDI) in Healthcare: An Evidence Scan

Date prepared: April 11, 2024

### Summary

Equity, Diversity, and Inclusion (EDI) policies are intended to reduce or eliminate health inequities and to promote workplaces that ensure fair treatment and opportunity for all by eradicating prejudice and discrimination on the basis of an individual or group of individual's protected characteristics. This CHRSP Rapid Decision Support Evidence Scan is intended to provide a broad research-based perspective on EDI for health systems to help inform the design of EDI policies within NL Health Services.

### What does this mean?

This report is produced quickly and it does not include an exhaustive search of the evidence. It is designed to assist in decision making for high-priority issues in a time of health system transformation.

**Citation:** NLCAHR. Rapid Decision Support: Equity, Diversity, and Inclusion (EDI) in Healthcare: An Evidence Scan. 2024. Available from: [Full Report](#).

For more information, please contact Pablo Navarro ([pnavarro@mun.ca](mailto:pnavarro@mun.ca)).

### What questions did we aim to answer in our research?

For this Rapid Decision Support, CHRSP researchers aimed to provide a broad research-based perspective on EDI for health systems to help inform the design of EDI policies within Newfoundland and Labrador (NL) Health Services.

### How did we approach these questions?

Our researchers conducted a quick search (i.e., not exhaustive) to identify published systematic reviews, other reviews, primary studies and grey literature.

### What answers did we find from our jurisdictional scan?

We found research publications and gray literature that address equity, diversity, and inclusion policies, programs, and practices that have been implemented in health systems or that could be applied to health systems. While inter-related, sub-areas of focus that emerged from the results include EDI policies or implementation in regards to: Health System Organization and Operation, Health System Leadership, Health Data, and Public Health.

We categorize resources in two categories: 1) EDI Related to Health System Organization and Operation, and 2) EDI in Grey Literature.

### How confident are we in these findings?

This Rapid Decision Support was originally published on April 11, 2024. The report includes reference and links to information that reflects the status of available information at the date of publication. Readers are cautioned that this information may change or become out-of-date after publication.

We further caution readers that researchers at the Newfoundland and Labrador Centre for Applied Health Research (NLCAHR) are not experts on this subject topic and are relaying work produced by others. This report has been produced quickly and it is not exhaustive, nor have any included studies been critically appraised.