



BRANTFORD BRANT NORFOLK  
ONTARIO HEALTH TEAM

**Partnering for a healthier tomorrow for everyone.**

**POSITION: Equity, Diversity, Inclusion Coordinator**

**STATUS: Temporary, Full Time (7 month contract with opportunity for renewal)**

**DEPARTMENT: OHT Secretariat**

**EMPLOYER: Grand River Community Health Centre**

**SITE: This position involves working on-site and at partner locations, with remote work arrangement options.**

**POSTING DATE: July 31, 2025**

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**About Us:**

Ontario Health Teams (OHTs) have been introduced by the Ministry of Health to improve the delivery of integrated and patient-centred care. At maturity, OHTs will offer seamless, coordinated services across the health care continuum including acute care, primary care, home care, and community care. The mission of the Brantford Brant Norfolk Ontario Health Team (BBNOHT) is “together we deliver and advance integrated, equitable, and person-centred healthcare”. The BBNOHT strategy is grounded in population health with the aim to advance health equity and access, improve care coordination and excellence, strengthen collaboration and engagement, support priority populations and enhance operational effectiveness.

The Grand River Community Health Centre is the host organization for the Equity, Diversity, Inclusion Coordinator for the Brantford Brant Norfolk Ontario Health Team.

**Position Summary:**

The Equity, Diversity, and Inclusion (EDI) Coordinator will work collaboratively with multiple healthcare organizations to develop and implement a coordinated EDI strategy across all 19 organizations that are members of the Brantford Brant Norfolk Ontario Health Team (BBNOHT). This role involves supporting the adoption of and progression along a maturity framework, enhancing engagement and communications, and establishing and supporting an education and training plan. The EDI Coordinator will play a pivotal role in promoting inclusive practices, fostering a diverse workforce, and ensuring equitable healthcare delivery. The role will be overseen by an Equity, Diversity and Inclusion Committee of the BBNOHT.

**Primary Responsibilities:**

**1. Strategy Development and Implementation:**

- Collaborate with healthcare organizations to develop a comprehensive EDI strategy.
- Create and implement a maturity framework to assess and advance EDI initiatives across organizations.
- Establish metrics and benchmarks to measure the success of EDI programs.

**2. Engagement and Communications:**

- Develop and execute a communication plan to raise awareness of EDI initiatives.
- Facilitate engagement with diverse communities, stakeholders, and employees.
- Organize and participate in community events, workshops, and forums to promote dialogue and understanding of EDI issues.

### **3. Education and Training:**

- Support the development education and training plan to enhance EDI knowledge and skills among healthcare staff.
- Evaluate the effectiveness of training programs and make improvements as needed.

### **4. Collaboration and Partnership:**

- Work with internal and external partners to promote EDI initiatives.
- Foster a culture of collaboration and shared learning among participating organizations.
- Coordinate and organize community events for the BBNOHT and member organizations.

### **5. Research and Analysis:**

- Conduct research on EDI trends, best practices, and emerging issues.
- Analyze data to identify disparities and opportunities for improvement.
- Prepare reports and presentations on EDI progress and outcomes.

### **Skills and Experience:**

- Bachelor's degree in Public Health, Human Resources, Social Sciences, or a related field.
- Minimum of 1-3 years of experience in EDI, preferably within the healthcare sector.
- Strong understanding of EDI principles, practices, and legislation.
- Excellent communication, facilitation, and presentation skills.
- Ability to work effectively with diverse populations and stakeholders.
- Strong organizational and project management skills.
- Proven ability to manage multiple tasks simultaneously and prioritize effectively
- Proficiency in data analysis and reporting.
- Demonstrated ability to lead and influence change.
- Demonstrated capacity to work independently with a high level of motivation and initiative.
- Knowledge and understanding of equity-deserving groups would be considered an asset.

### **Work Environment:**

- Competitive salary of \$33.83 to \$40.41 per hour and benefits (including HOOPP) are offered.
- This position involves working on-site and at partner locations, with remote work arrangement options
- Ability to work flexible hours on occasion to accommodate varying event schedules and community needs

**To submit your application, please forward your cover letter and resume to [hfrancis@grchc.ca](mailto:hfrancis@grchc.ca) by August 14<sup>th</sup>, 2025.**

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The Grand River Community Health Centre, acting as a central employer for the Brantford Brant Norfolk Ontario Health Team, is an equal opportunity employer, committed to employment equity and diversity in the workplace. We welcome applications from women, members of racialized groups, visible minorities, Indigenous persons, persons with disabilities, persons of all sexual orientation and persons of any gender identity or gender expression.

To ensure there is equal opportunity during the recruitment and selection process, Grand River Community Health Centre, on behalf of the Brantford Brant Norfolk Ontario Health Team provides accommodation for applicants with disabilities upon request.