



# Justice, Equity, Diversity & Inclusion Audit Summary



The perspectives shared from the Children's Hospital Research Institute of Manitoba's (CHRIM) Strategic Report, "Horizon 2026", led CHRIM to contract an audit team in 2022. The goal was to assess the degree to which our Institute has embedded Equity, Diversity, and Inclusion within its operations. An added Social Justice lens was used to look beyond surface issues and commit to taking action.

The Justice, Equity, Diversity, and Inclusion (JEDI) audit at CHRIM was led by Maya Simpson and Craig Brown and coordinated by Meaghan Cabel, Program Coordinator, Strategic Initiatives at CHRIM.

The JEDI Audit team designed and conducted the JEDI Audit from September 2022 to July 2023, through a series of pre-audit questionnaires, followed by interviews with CHRIM community members, and comprehensive analysis of the information collected.

**Community members involved were:** CHRIM's Chief Executive Officer, Chief Operating Officer, directors within the administrative team, the Board Chair, research theme leads, and trainees.



**Craig Brown**

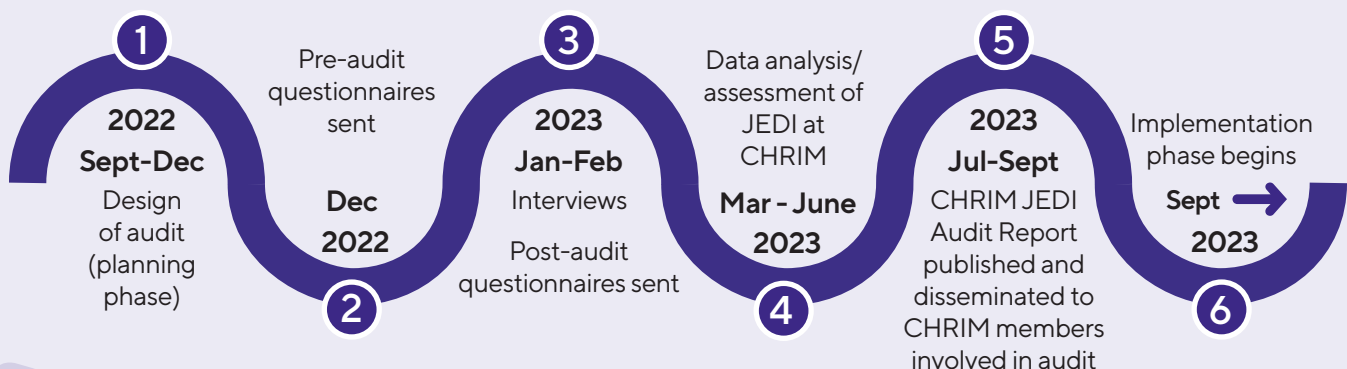
Consultant,  
Anti-racism in Sport  
Campaign, Winnipeg,  
Manitoba



**Maya Simpson**

Rady Faculty of Health  
Sciences Anti-Racism  
Coordinator and Policy  
Analyst, University of  
Manitoba

## JEDI Audit Process



## Score criteria

The JEDI Audit team designed and conducted the audit using the Global Diversity, Equity, and Inclusion Benchmarks (GDEIB), a tool utilized and recognized worldwide. The GDEIB is used to assess organizations and help to identify what level of progress an organization is making towards JEDI. Seven categories were evaluated, with a ranking out of 5 for each rating level. The rating levels of progress are identified as:

1. INACTIVE	2. REACTIVE	3. PROACTIVE	4. PROGRESSIVE	5. BEST PRACTICE
No JEDI work has begun	Driven by compliance; doing the bare minimum	There is awareness of the value of JEDI, systemic implementation work has begun	Systemic implementation with displayed results	Demonstrating current global best practices

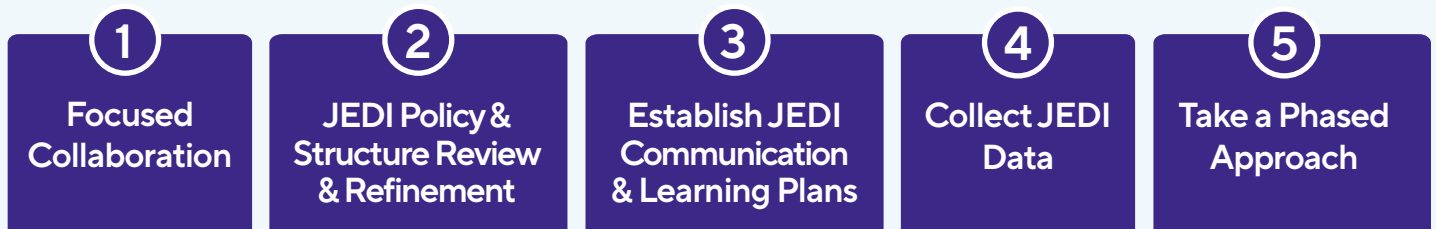
## How did we do?

Vision, Strategy and Business Impact						2.5/5
Leadership and Accountability						3/5
DEI Structure and Implementation						2.5/5
Assessment, Measurement and Research						2.5/5
DEI Communications						3/5
DEI Learning and Development						3/5
Connecting DEI and Sustainability						3/5

**CHRIM has an awareness of the value of JEDI, and will take action towards being Progressive and Best Practice.**

## Recommendations (Based on the findings from the JEDI Audit Report)

The plan is a suggested roadmap that can be adapted based on the needs, priorities, and ability to execute the required action.



# Next Steps



## CREATING CONDITIONS FOR INSIGHT & POSSIBILITY TO EMERGE:

- + Engage CHRIM community and partners to collaborate on JEDI-focused priorities
- + Create space for and honour stories/lived experiences
- + Seek diverse perspectives to develop solutions for challenges



## CO-DEVELOPING A MEMBER-DRIVEN JEDI COUNCIL:

- + Identify JEDI gaps, opportunities, and initiatives at CHRIM
- + Share perspectives via meetings, surveys, and workshops
- + Amplify voices and diverse perspectives



## DEVELOPING RELATIONSHIPS:

- + Expand the CHRIM JEDI network through connections with community partners and experts
- + Create meaningful space to engage, heal, and develop agency
- + Take action and learn together



## EQUITY-BASED LEADERSHIP & IMPLEMENTATION:

- + Engage CHRIM community and partners before acting
- + Listen, build relationships, and provide continuous feedback to JEDI Council, CHRIM community, and partners
- + Implement strategies and initiatives identified by CHRIM community and partners
- + Report to CHRIM Board of Directors, executive, community, and partners



## PRACTICAL & ACHIEVABLE ACTIONS:

- + Hold workshops for JEDI training and implementation
- + Share JEDI tools and resources for research
- + Engage with experts to guide an intersectional data collection process to address anti-racism and social justice

Immense gratitude to Maya Simpson and Craig Brown for their expertise and dedication to this process. CHRIM now has a clear roadmap to create an environment that supports our goal of justice, equity, diversity, and inclusion. Implementing the audit recommendations and next steps will take time, and we are committed to achieving them together.

This summary is an adaptation of the **CHRIM JEDI Audit Report**. Requests for the full JEDI Audit Report can be sent to [Communications@chrим.ca](mailto:Communications@chrим.ca)