



Canada's Best
Diversity
Employers **2008**

PRESENTED BY  **BMO** Financial Group

University Health Network

Employer Description

University Health Network (UHN) is Canada's largest academic health sciences centre, operating three major hospitals in downtown Toronto. With roots dating back to 1812, the group includes Toronto General Hospital, Toronto Western Hospital and Princess Margaret Hospital. UHN also has a unique partnership with Toronto Medical Laboratories, a private-public sector partnership that provides laboratory diagnostic services.

UHN is a large employer, with 10,000 full- and part-time employees, over 1,285 full- and part-time physicians and 1,944 volunteers. The hospital provides care for approximately one million patients every year. In addition to its role as one of the country's leading research institutions (spending over \$180 on research programs last year), the UHN is a major teaching hospital, providing clinical education for medical students at the University of Toronto.

Established: 1812 **Full-Time Employees:** 8000 **Employees who are women:** 72% **Of managers:** 66% **Employees who are visible minorities:** 55% **Of managers:** 15%

University Health Network was selected as one of Canada's Best Diversity Employers (2008) for:

- ▶ placing targeted recruitment advertising in ethnic newspapers to increase their pool of visible minority job candidates
- ▶ providing customized diversity training for various departments throughout their organization
- ▶ managing an internal diversity website for educational purposes
- ▶ establishing Diversity Councils at each of their sites to raise awareness of diversity issues and act as a resource for employees

Hiring for Diversity

University Health Network (UHN) reaches out to visible minority jobseekers by placing recruitment advertisements in ethnic community newspapers. All external job postings include UHN's formal commitment to diversity and inclusion statement, to help attract applicants who are members of equity groups, and Hospital recruitment personnel receive equity training to ensure bias-free hiring practices.

The UHN manages Diversity Councils at each of their major worksites to raise awareness of diversity issues and to act as information resources for employees. Employees also receive diversity training customized to the unique needs of each employee group and department.

The organization also manages an internal diversity awareness website for employees, and is currently developing a roundtable discussion to explore the impact of race and ethnicity on career development at the Hospital.

**"This year at UHN in our ongoing efforts to promote diversity in the workplace, we have decided to reflect on the positive contributions being made by employees of different races and ethnicities... The process of establishing the roundtable dialogue to explore the impact of race and ethnicity on career development has created a space for us to come together in the spirit of inclusion."
- Starla Goggins, Chair PMH Diversity Council**