

EXPECTATIONS FOR PARTICIPATION IN COMMUNITY OUTREACH



As a clinician or staff member representing myself and Women's College Hospital (WCH), I will strive to work with awareness of my own power and privilege in community partnerships. I recognize that in each patient and community interaction I have a chance to heal part of a broken relationship between institutions and historically marginalized people and communities.

PRINCIPLES:

RESPECT

- I will honour the knowledge and expertise of the community as well as their existing processes and practices.
- I will adopt a trauma-informed approach in providing care and expertise.
- I recognize the self-determination of community partners in both the development and the leadership of the outreach activity.

I will identify what I do not know and seek clarification, context and guidance from community members where necessary. WCH will assist me in identifying resources and community experts. WCH teams leads are also present to help and guide me where necessary.

RESPONSIBILITY

- I will uphold WCH standards of inclusive and respectful behaviours and practices.
- I will develop and sustain credible relationships with community organizations, their leaders and all members of the community.
- I will learn and enact the specific responsibilities of my role on the team.
- I will engage in reflection to understand how historical power dynamics continue to impact the relationship between community organizations and hospitals.

WCH will provide me with preparatory materials such as learning modules and team huddles to assist me with context, history and community protocols.

RECIPROCITY

- I will learn together with community and other hospital staff to iteratively adapt the program and debrief incidents in a respectful and thoughtful way as guided by the leadership of the community organization or the team lead from WCH.

I will share my knowledge throughout the process and learn from the knowledge and expertise of the local community.

RELEVANCE

- I will engage in services and programs that are responsive to the needs identified by the community organizations, leaders and members.
- I will partner with the community organizations to ensure that the services are provided as guided by the communities.

I will see that my work yields meaningful and sustainable community partnerships.

I _____, have read and agree to adhere to the above principles for participation in community outreach.

Date _____

