

Equity in Long-Term Care: Analysis of the 2025/26 QIP Submissions

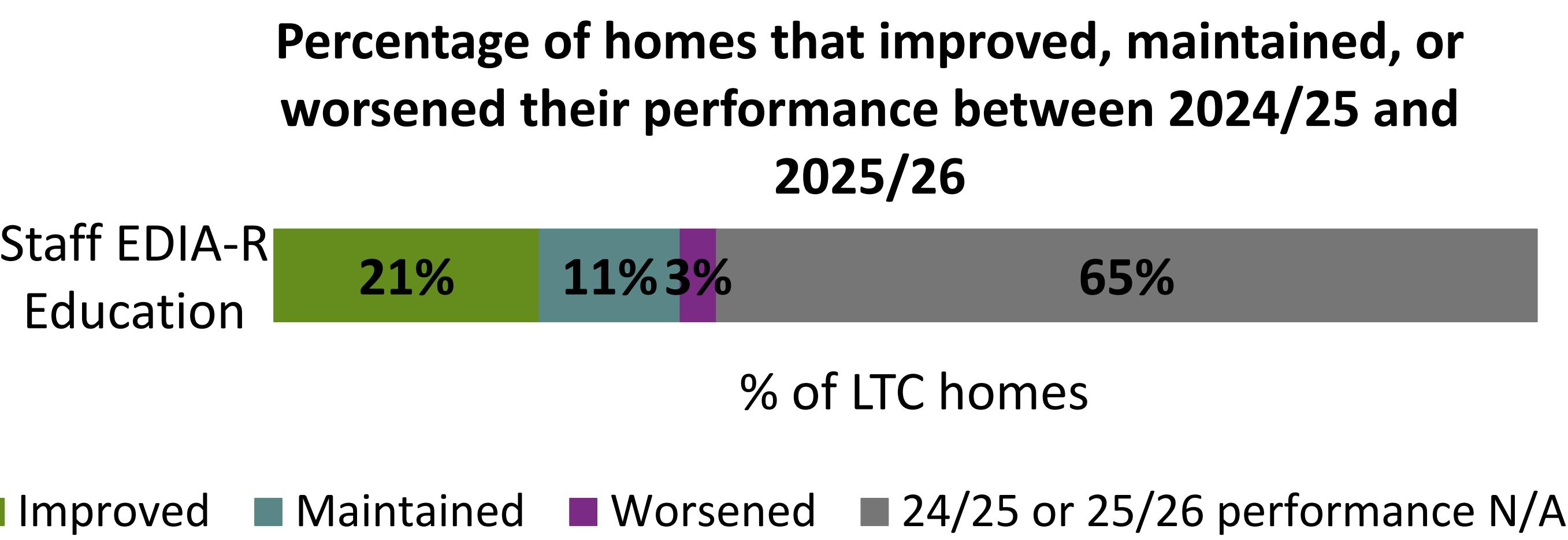


Findings from the Quality Improvement Plan (QIP) Progress Report, Narrative, and Workplan



Progress Report

314 LTC homes reported on the Staff EDIA-R Education indicator.
86% of planned change ideas (514/600) were implemented.

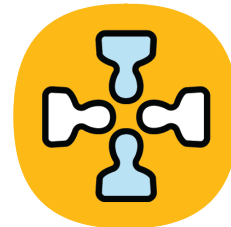
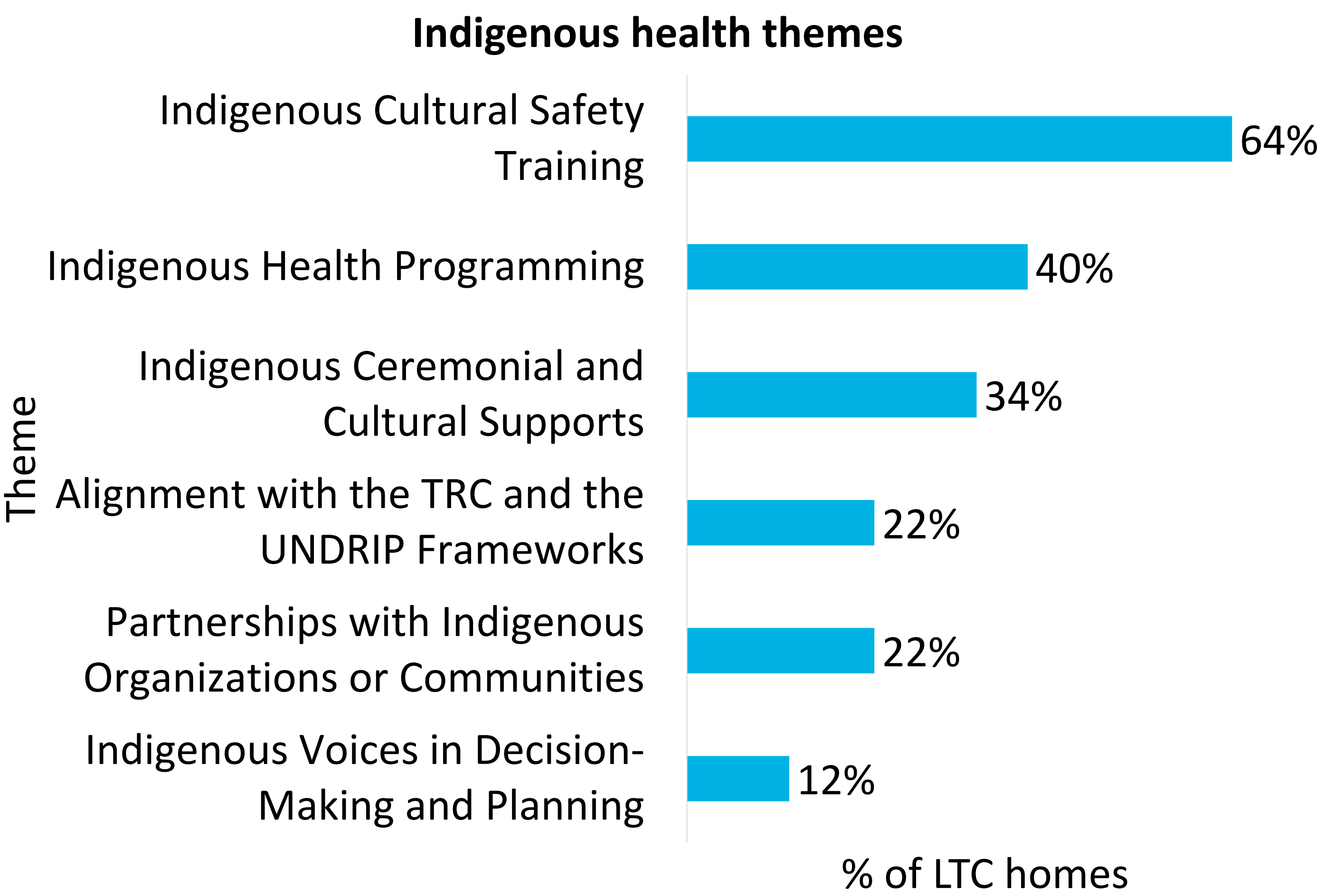
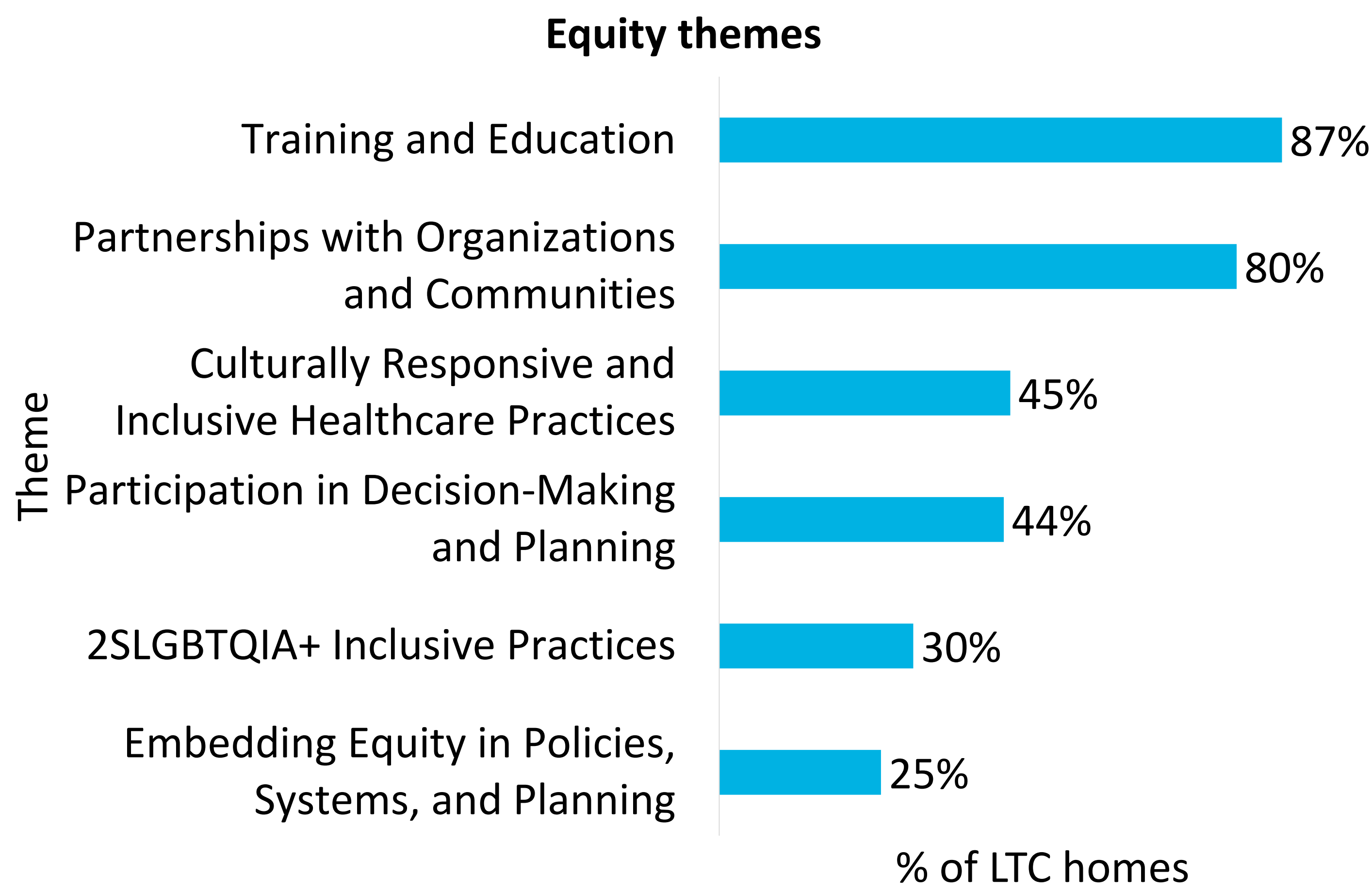


Examples of equity-related initiatives

Initiative	Key lessons and achievements
Staff education on DEI and anti-racism	Staff engagement increased through visible DEI displays and resources posted on communication boards
Cultural cuisine appreciation events	An interactive global food event built connection and DEI awareness among staff
Showcase diversity through employee engagement app and cultural events	Cultural inclusion grew through monthly celebrations and digital highlights
Revamp DEI committee and inclusive food practices	A dedicated committee grew participation in DEI activities, introduced resident-driven cultural meals, and created staff wellness spaces
Diversity showcases and Indigenous partnerships	Staff strengthened DEI knowledge through cultural displays, teachings, and external collaboration

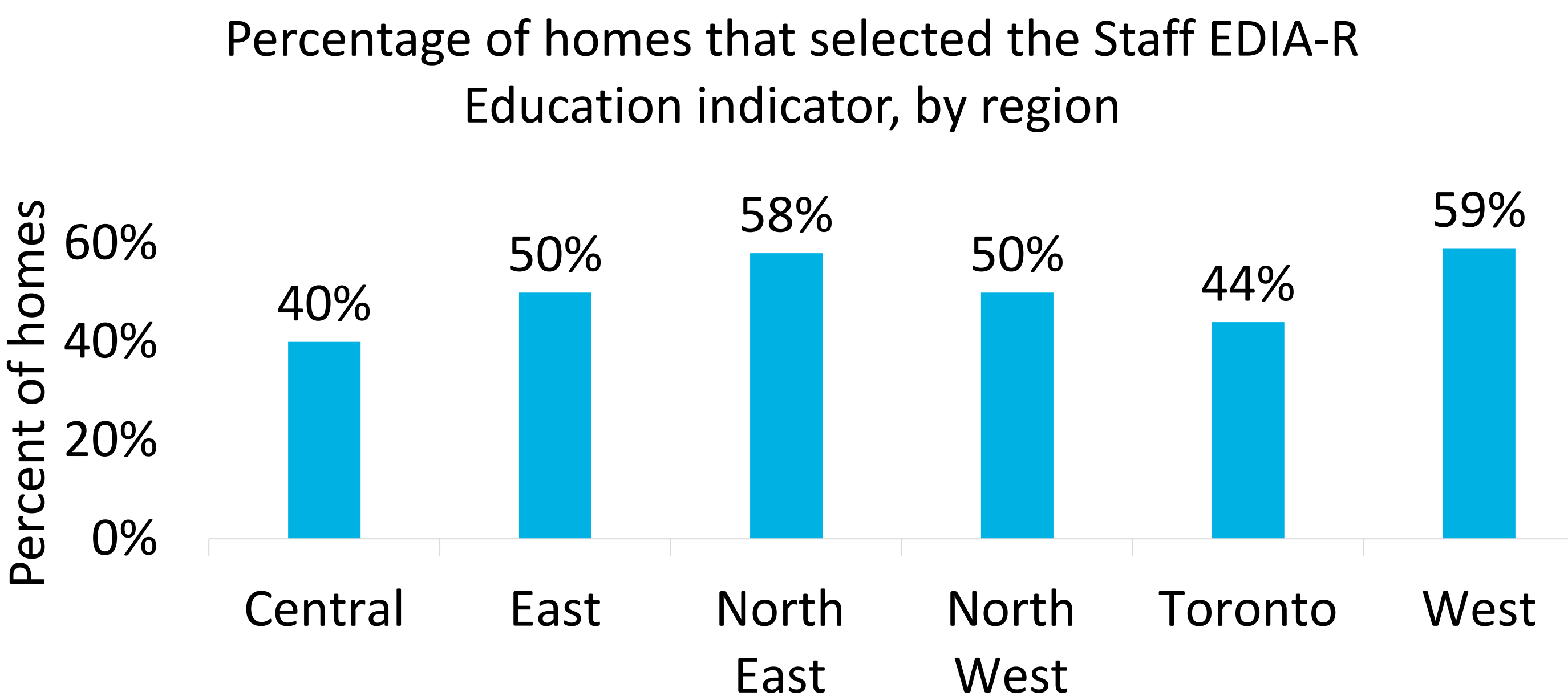
Narrative

Most LTC homes described at least 1 equity-focused initiative related to capacity building and inclusive practices, system change and accountability, or engagement and representation.

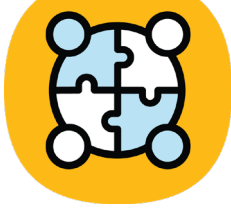


Workplan

51% of LTC homes (312/605) selected the Staff EDIA-R Education indicator in their 2025/26 QIPs.



Most common equity-related change ideas

-  Deliver DEI-related education annually to all staff through Surge Learning
-  Recognize and celebrate culturally significant days throughout the year using a DEI calendar
-  Create a DEI committee to foster an inclusive environment and champion DEI initiatives

Examples of equity-related custom indicators and change ideas

Indicator	Change idea
% of residents with sociodemographic data collected and documented	Collect sociodemographic data in PointClickCare during admission, reviews, and status updates
% of residents responding positively to “There are opportunities for me to express my spiritual and cultural preferences”	Record residents’ cultural and religious preferences, and provide inclusive programs that reflect them