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Vancouver, BC

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Environmental Health Foundation of Canada  
30 Odessa Cove  
Winnipeg, MB  
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To Whom It May Concern:

Please see attached to this letter my application for the continuing education bursary. I am at the tail end of completing my Master of Arts in Leadership at Royal Roads University. This education journey at Royal Roads has developed me professionally and personally. This education allowed me to conduct thesis-level research at the Environmental Health Department of VCH. We are living through unprecedented times where new diseases and increasing system complexities are emerging, putting a toll on our healthcare systems, including organizations' ability to recruit and retain a healthy, competent workforce (Antle, 2020; Raffoul et al., 2019). Society calls for healthcare organizations to recruit adaptable, diverse, equitable, and inclusive leaders who value relationships and can bridge the gap between inequities and disparities (Stanford, 2020). The question for my inquiry was, how might an appreciative process support equity, diversity, and inclusion among staff in the Environmental Health Department within VCH? The focus of this research was not to collect technical data to develop existing guidelines or legislation further; instead, it presented an opportunity for the Environmental Health Department at VCH to explore the diverse background and perspectives of many frontline officers to determine the importance of equity, diversity, and inclusion (EDI) to them. The Environmental Health Officers working in VCH, from Richmond from Garibaldi Coast, were engaged in this research to learn what

EDI means to them individually and for the organization. Currently, VCH serves culturally, economically, and geographically diverse communities. Staff shared their stories, hopes, and aspirations, which created an opportunity for staff to describe EDI, and collectively how they envision the future of EDI in this department to better serve the communities. In addition, this research was nominated and accepted to be presented at the International Leadership Association Conference this fall.

Before this, I held many volunteer positions at CIPHI BC Branch, including a BC Branch Treasurer, Councilor, BOC Examiner and Exam Coordinator. I was instrumental in organizing many of the CIPHI conferences in BC, especially the annual conference in Richmond in 2017, where I was the chair of the Registration, Exhibitor and Speaker Selection Committees.

Kindly consider this application for the continuing education bursary. Please do not hesitate to contact me with any further questions.

Sincerely,

A handwritten signature in black ink that reads "Khattha". The signature is written in a cursive style with a large initial "K".

Kuljeet Chattha

## References

- Antle, R. (2020, April 11). “Unprecedented times” could mean unprecedented options on the table to aid provinces. *CBC News*. <https://www.cbc.ca/news/canada/newfoundland-labrador/nl-provinces-unprecedented-times-finances-1.5528186>
- Raffoul, M., Bartlett-Esquillant, G., & Phillips, R. L. J. (2019). Recruiting and training a health professions workforce to meet the needs of tomorrow’s health care system. *Academic Medicine*, *94*(5), 651–655. <https://doi.org/10.1097/ACM.0000000000002606>
- Sanford, S. (2022). *Inclusion, Inc.: How to design intersectional equity into the workplace*. John Wiley & Sons.