

Inclusiveness & Diversity

By Kim Eggers

~as it relates to creating change in health care systems



I think that when it comes to ensuring inclusiveness and diversity within groups working towards improving health care in BC, we have to remember that there are many individuals, such as myself, that are not necessarily *easily* identifiable as part of a marginalized population—and we have something driving us from within that *insists* that we work towards improving the world. We just naturally want to improve the human condition *for all*, not just for ourselves.

There could be many factors for this: perhaps we were born with a deep sense of empathy for others, were shaped by negative childhood experiences, or were fortunate to have great role models in our lives as children, which ultimately motivated us to do whatever we can to improve society. There is a tendency for this type of individual to suffer internally when observing the injustices and inequities around them, especially if they stay mute or do nothing about them, so they drive themselves to help create a healthier, more equitable society.

Although I would not characterize myself as “lucky” for being almost constantly bullied from the day I entered kindergarten—til the day I graduated from high school—it left me with an inherent sense of empathy and awareness of how it can *feel* to be marginalized. As difficult as those years were for me, I consider all those negative experiences invaluable, giving me a *small* window into what it might feel like to be marginalized on a daily basis.

Of course, regardless of how empathetic or caring one is—no one can *truly* grasp the complexities of someone else's experience. One can only surmise, and if they authentically care, they can understand at least a little bit of it and do their best to work to improve things *alongside* a marginalized person or group.

In other words, some people have a real “heart” towards improving health care. There's an inner voice *demanding* that they take action, and speaking from experience, individuals like this won't receive any peace of mind until they throw in towards that end.

In fact, because of this, I sometimes find myself feeling quite frustrated if I can't help drive *visible* change within our health care system. So, I hold my emotions in check, continue to put my nose to the grindstone, and hope that fair, equitable, and culturally safe health care will be implemented for everyone—sooner rather than later.

And for the record—it's difficult to watch inequities continue, when I, and many like me, just want to make sure that *everyone* receives the care that *every* human being deserves.

NOTE:

I have been marginalized since the disease that I suffer from is not very well-known, which tends to leave one very isolated in many ways. I've lived this way for over 30 years.