Governing for Health Equity Training

Overview

The Governing for Health Equity (G4HE) training was developed to support community-centred health care and community services organization boards to be leaders for health equity and for a just, equitable and integrated health system for everyone in Ontario.

The G4HE training builds on the Inclusive Leadership training that was launched in 2018. Since then, the Alliance for Healthier Communities has updated the resources and content of the modules to go beyond diversity and inclusion. The main focus of the Governing for Health Equity training is putting the core concepts of Anti-racism & Anti-oppression, Equity, Diversity and Meaningful Inclusion into action through governance practices. It aims to support Boards in building more inclusive organizations that are better equipped to advance health equity at every level of their organization, in their communities and at a broader system level.

Governing for Health Equity Framework

At the core of the training is the Governing for Health Equity Framework. The framework supports planning, monitoring and evaluation of on-going Board actions to advance Diversity, Equity, Inclusion, and Anti-racism and Anti-oppression. Each gear in the framework refers to a key role for Boards and demonstrates areas for advancing Health Equity on organizational and system levels. The framework also presents the practices that Boards of community-centred health and social services organizations need to adopt to advance health equity in their organizations and broader community. The training explores these roles and practices in depth.

Governing for Health Equity
Framework for Boards of Community-Centred Health and Social Services Organizations

Make Diversity, Equity, Inclusion and Anti-Racism/Anti-Oppression a Strategic Priority

Advance Progressive Policies and Objectives

Grounded in Cultural Humility
Community-centred Practices
Understanding Equity

Build Board Skills and Practices

Lead Transformative Change in the Broader Community

Transform — Disrupt — Grow — Adapt — Co-design — Collaborate — Advocate — Influence

What to expect?

This online, self-paced training includes five modules, each 50-60 minutes long, which can be taken individually or together as a group.

- **Module 1 Part I: Growing a Culture of Equity Leadership**
  Learning Objectives:

  o Describe five key actions included in Governing for Health Equity.
  o Describe three principles of Cultural Humility and how they can support your board to grow a culture of equity leadership.
  o Explore common challenges and opportunities related to growing and maintaining a culture of equity leadership.
  o Describe the concept of intersectionality, forms of privilege and white entitlement, and practices for building ally relationships with populations who experience bias, discrimination and racism.
  o Use practical reflection tools to consider how structural forces influence life experiences, including your experiences of being included and excluded

- **Module 1 Part II: Growing a Culture of Equity Leadership**
  Learning Objectives:
  o Use the Governing for Heath Equity Framework and understand its alignment with Board governance roles.
  o Explore key questions that can be used to assess, design and monitor Board actions to advance Diversity, Equity, Meaningful Inclusion, Anti-Racism and Anti-Oppression.
  o Assess your Board's use of socio-demographic and race-based data in equity-focused decision-making.
  o Assess your Board's strengths in community-centred governance practices.
  o Review the principles of cultural humility and how to intentionally embed them in your
  o Board's Governing for Health Equity practices.

- **Module 2: Focus on Equity Governance Roles**
  Learning Objectives:
  o Understand how policies can contribute to inequity and describe policy governance steps that advance diversity, anti-racism and anti-oppression, equity and inclusion practices.
  o Describe the Governing for Health Equity framework and how it can be used to support thinking about policy development, planning for and monitoring progress on Health Equity priorities.
  o Understand system leadership and how to advance Governing for Health Equity in the broader community.
  o Describe opportunities to incorporate equity into the relationship between the Board and the ED or CEO.
  o Describe common obstacles to Governing for Health Equity and how to address them.

- **Module 3: Focus on Community-centred Governance**
  Learning Objectives:
  - Understand why community engagement is essential to Governing for Health Equity and how it can support Boards to better fulfill their roles
  - Describe what Boards need to know about their communities to do their governance work and how they can gather information and listen to perspectives that reflect the diversity of their communities.
  - Describe the engagement and community participation continuum and examples from informing community to consulting, collaborating and empowerment practices.
  - Explore board responsibilities to represent and link with the ownership, including members and the broader community through annual general meetings and strategic planning.
  - Recognize obstacles to community engagement and how to address them.

- **Module 4: Focus on Board Membership and Authentic Engagement**
  Learning Objectives:
  - Describe the importance of having a Board that is reflective of the people and communities served and authentically engages and meaningfully includes its Board members.
  - Describe considerations for Board discussions on recruitment of new Board members, keeping in mind different forms of privilege and exclusion, and practices for reducing bias in board recruitment.
  - Recognize and reflect on opportunities to shift Board practices beyond representation and toward making a difference part of the Board culture.
  - Describe common obstacles to meaningful inclusion and how to address them.

An accompanying **tool book** includes additional resources, tools, reflection exercises and sample policies and templates.

Cost

The cost per Board is:

- $750 for Alliance members
- $900 for Community Health Equity Builders
- $1,000 for other community-centred health care and community services organizations

This cost covers access to the training materials for the entire Board for three years, which includes new governors who may join the Board during that time.

To register for the training, please go here.

For any questions, please contact communications@allianceON.org(link sends e-mail).