

Anti-racisme Soins de santé Audacieux, stratégique, implacable

Équité en santé Intersectionality

Équité numérique Justice sociale Déterminants sociaux de la santé

Wellbeing Health care Systemic inequities

Health equity Bold, strategic, relentless

Accountability Transformative Change

Anti-oppression

Humilité Droits de la personne

Health Equity Charter ACCÈS COMMUNAUTÉ

Anti-racism

Iniquités systémiques

Partenariat ACCESS

INCLUSION COMMUNITY

Digital equity Indigenous Health in Indigenous Hands

Humility Social justice

Human rights ACTION

Health

Governing for Health Equity

Growing a Culture of Equity Leadership

Module 1, Part II



Alliance for Healthier Communities
Advancing Health Equity in Ontario

**Governing for
Health Equity**

Growing a Culture of Equity Leadership

Part Two





Growing a Culture of Equity Leadership: Recap Part One

1. Exploring and understanding the concepts of diversity, equity, inclusion, anti-racism and anti-oppression (DEI & AR/AO).
2. Engaging in behaviours and practices grounded in Cultural Humility.
3. Reflecting on your organization's values, beliefs and community-centred governance practices.
4. Taking proactive actions to create and sustain a culture of equity leadership.
5. Committing to a Health Equity approach



Learning Goals

- Use the Governing for Health Equity Framework and understand its alignment with Board governance roles and actions.
- Explore key questions that can be used to assess, design, and monitor Board actions to advance Diversity, Equity, Inclusion and Anti-Racism and Anti-Oppression (DEI & AR/AO).
- Assess your Board's use of socio-demographic and race-based data in equity-focused decision-making.
- Assess your Board's strengths in community-centred governance practices.
- Review the principles of cultural humility and how to intentionally embed them in your Board's Governing for Health Equity practices.



Achieving Health Equity for Healthcare Organizations

Make health equity a strategic priority



Develop structures and practices to support health equity work



Take specific actions to address the multiple determinants of health on which CHCs can have a direct impact



Decrease all forms of organizational discrimination & oppression within your CHC



Develop partnerships with others to improve health and equity at societal/population levels





Governing for Health Equity Framework

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





Board Role: Make Diversity, Equity, Inclusion and Anti-racism and Anti-oppression a Strategic Priority

Governing for Health Equity

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





Assess Your Organization's Accountability for DEI & AR/AO as a Strategic Priority

1. To what extent is DEI & AR/AO a strategic priority for the organization?
2. To what extent is DEI & AR/AO built into the vision, mission, and values of your organization?
3. To what extent is DEI & AR/AO built the strategic plan and reporting on the plan to the Board?





Assess Your Organization's Accountability for DEI & AR/AO as a Strategic Priority

Sample Assessment Questions and Measures for an annual review of strategic goals could include:

1. To what extent is there sustainable funding allocated to address the equity priorities and achieve the outcome targets identified in the strategic plan?
 - These could be rated on a scale from 1 to 5 with 4 or 5 indicating a sustainable funding source for DEI & AR/AO work.





Assess Your Organization's Accountability for DEI & AR/AO as a Strategic Priority

Next Steps in annual review of strategic DEI & AR/AO goals:

- If there is a lack of sustainable funding for programs and services that promote DEI & AR/AO (for example your score is 3 or less), then what are the gaps in sustainable funding?
- How might the board address the gaps?





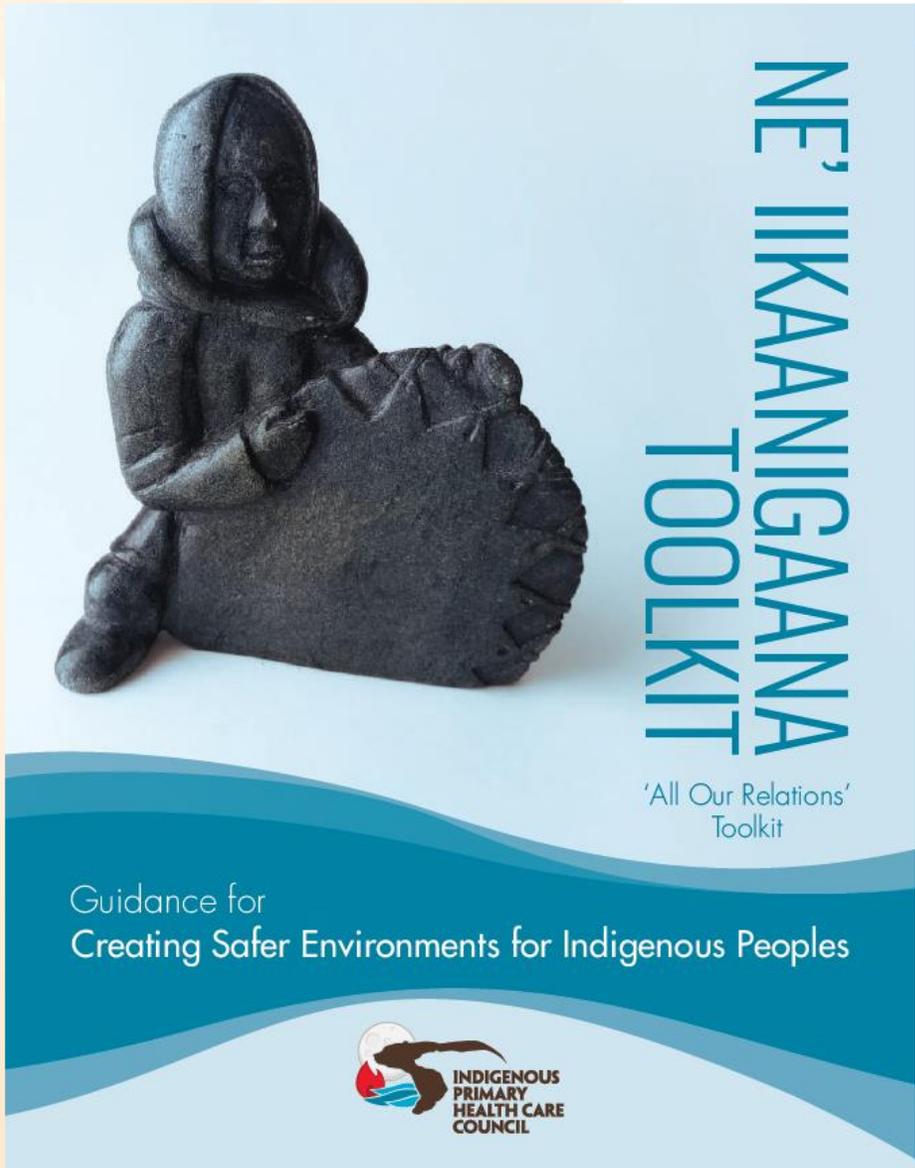
Board Role: Advance Progressive Policies and Strategies

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



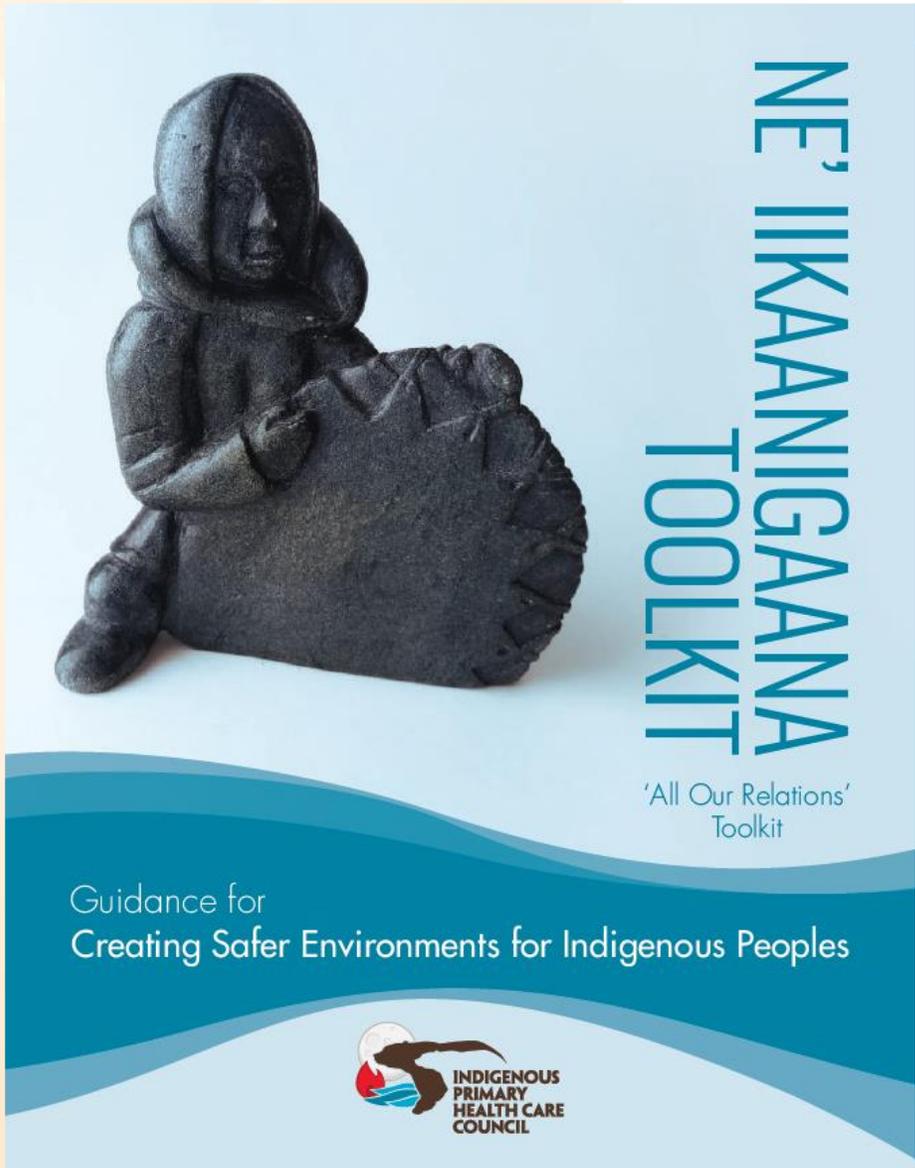
Health
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Accountability
Justice Society
Change and Health
Transformation

Strategies Recommended by the Indigenous Primary Health Care Council



- Ensure the organization has made a public commitment to addressing Indigenous-specific racism and creating greater cultural safety for Indigenous patients, staff, health care providers, and learners.
- Develop and adopt a definition of Indigenous cultural safety to guide the organization's efforts in this area and to benchmark and measure progress against.

Strategies Recommended by the Indigenous Primary Health Care Council



- Embed anti-racism and cultural safety as a responsibility of all staff by including cultural safety indicators in the performance management process.
- Develop a strategy that focuses on the hiring, development, and advancement of Indigenous peoples across all levels and departments of the organizations.
- Develop and adopt an Indigenous-specific anti-racism, equity, and inclusion vision and mission statement.



Assess Your Current Policies and Strategies

1. To what extent has your Board reviewed your current policies and strategies using an Anti-racism and Anti-oppression lens?
2. To what extent has your Board reviewed your current policies to determine their potential to advance DEI & AR/AO?
3. To what extent has your Board identified new policies and strategies that need to be developed to advance Governance for Health Equity?
4. What are the organization's next steps in this area of work? What needs to be done to advance this work?





Board Role: Build Board Skills and Practices

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



Health
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Justice Society
Change



Assess Your Board's Skills and Practices

To what extent:

1. Is your Board aware of its capacity (knowledge and experience) for equity leadership?
2. Is your Board improving its capacity for DEI & AR/AO leadership? How will your Board know it is improving?
3. Is your Board evaluating DEI & AR/AO learning and measuring progress and planning for additional learning and skill development for board members?





**Board Role:
Lead
Transformative
Change in the
Broader
Community**



Health
Transformation
Change

Advocacy for Policy Change and Transformation in the Broader Community



Think about the DEI & AR/AO issues that your organization supported through advocacy.

**What are the issues?
What is your Board learning from these advocacy efforts?**





Assess Your Work Leading Transformative Change in the Broader Community

1. To what extent does the organization have partnerships and coalitions with others, locally and regionally, including those who work directly with target groups experiencing health disparities?
2. To what extent does the organization have partnerships with those who share common priorities and vision around improving health equity at societal/ population levels?





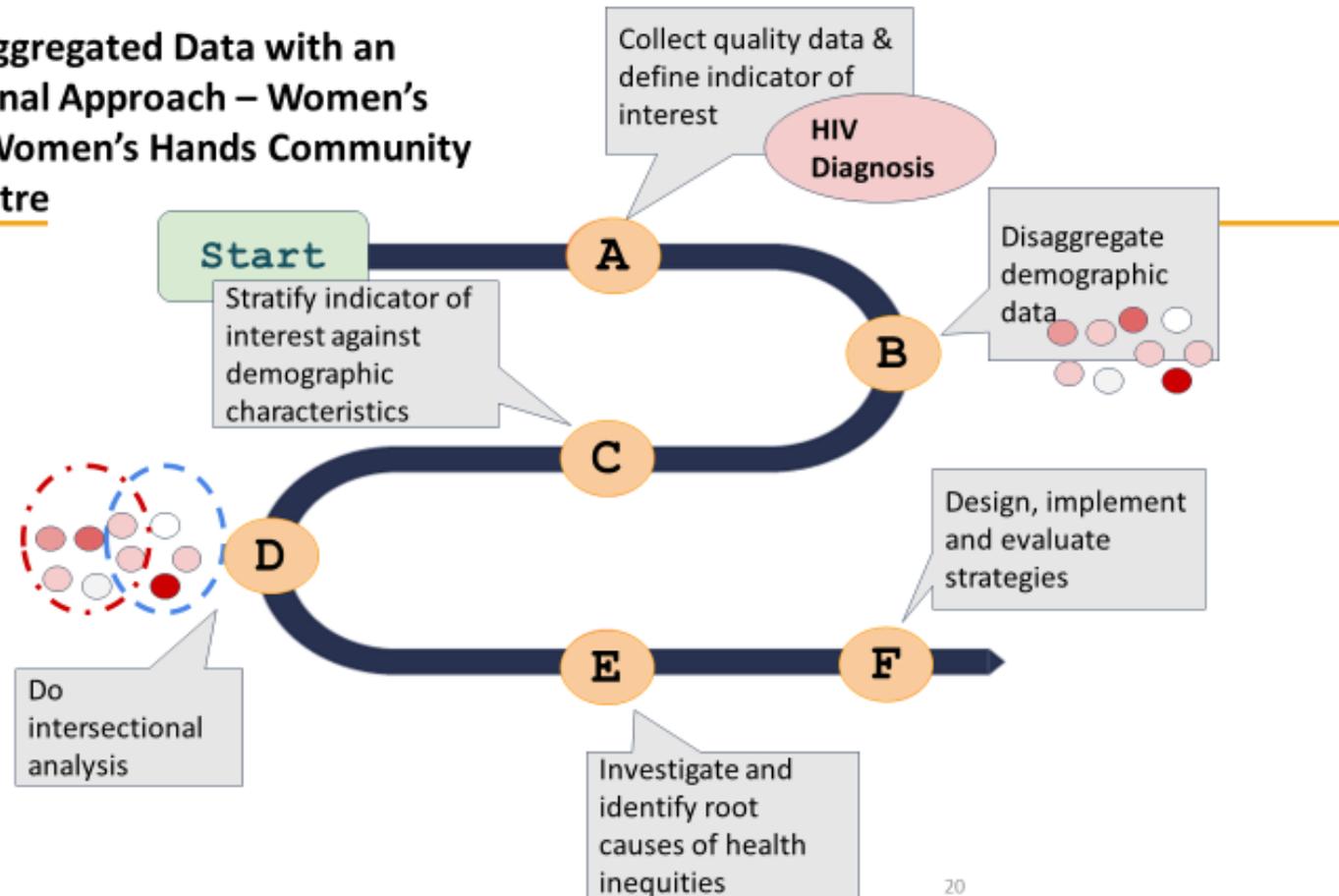
Assess Your Work Leading Transformative Change in the Broader Community

3. To what extent does the organization have multi-sectoral partnerships to improve health equity at societal/ population levels?
4. What new opportunities are arising to lead transformation for DEI & AR/AO?



Adopting Data for Health Equity Approach

Using Disaggregated Data with an Intersectional Approach – Women’s Health in Women’s Hands Community Health Centre





Board Reflection on Using Data and Evidence in Decision- making

1. What data/evidence does your Board currently receive (and how) to inform our decision making??
2. What data informed decisions does the Board make that advance health equity?
3. Does the Board feel that it needs data more often or needs more data to make these decisions in the future?
4. How familiar is your Board with data about health disparities experienced by people in the communities your organization is serving?
5. How readily available is disaggregated data on the populations your organization is serving?





Community-Centred Governance Practices

Governing for Health Equity

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

To advance health equity in their organizations and broader community, boards of community-centred health and social services organizations need to adopt the following practices:

Understand diversity, equity, inclusion and anti-racism/anti-oppression (DEI & AR/AO):

- Recognize the impacts that systems of power have on health and determinants of health outcomes, including inequities in access and experience of health and quality of life.
- Commit to developing and strengthening Board's understanding of diversity, equity, inclusion and anti-racism/anti-oppression.
- Learn how to embed and operationalize diversity, equity, inclusion and anti-racism/anti-oppression in the board's work.

Reflect on your organization's community-centred practices:

- Involve communities in decision-making grounded in good practices and procedures.
- Build membership from the communities the organization serves.
- Conduct ongoing community needs assessments to learn about trends and continuously apply this knowledge.
- Prioritize equitable community engagement as a leadership practice.

Commit to a health equity approach:

Work to dismantle barriers, eliminate health inequities and improve access to health care, especially for those who have historically faced and continue to face discrimination and disadvantage.¹



www.allianceON.org/Governing-for-Health-Equity

¹ Health Equity Charter, 2020, adopted by the Alliance for Healthier Communities and Alliance members: <https://www.allianceon.org/Health-Equity-Charter>



Board Reflection on Community- Centred Governance Practices

1. To what extent does your organization involve communities in decision-making?
2. Is your approach to involving community in decision making grounded in good practices and procedures that are inclusive and respectful?
3. To what extent does your organization build board membership and organizational membership from the communities the organization serves?





Board Reflection on Community- Centred Governance Practices

4. To what extent does the organization use data-informed community assessments and learn about barriers and inequities and apply this knowledge in your decision making?
5. To what extent does your Board prioritize equitable community engagement?





Circling Back to Cultural Humility

How does your board intentionally embed the principles of Cultural Humility into its Governing for Health Equity practices?

These principles are:

- Lifelong learning and critical self-reflection,
- Recognizing and addressing power imbalances,
- And institutional accountability.





Circling Back to Cultural Humility

1. To what extent does your Board practice and encourage critical self-reflection around the Board table?
2. Describe a time when your Board worked together to recognize and address power imbalances.
3. What are some examples of when your Board takes actions to be accountable to the communities it serves?



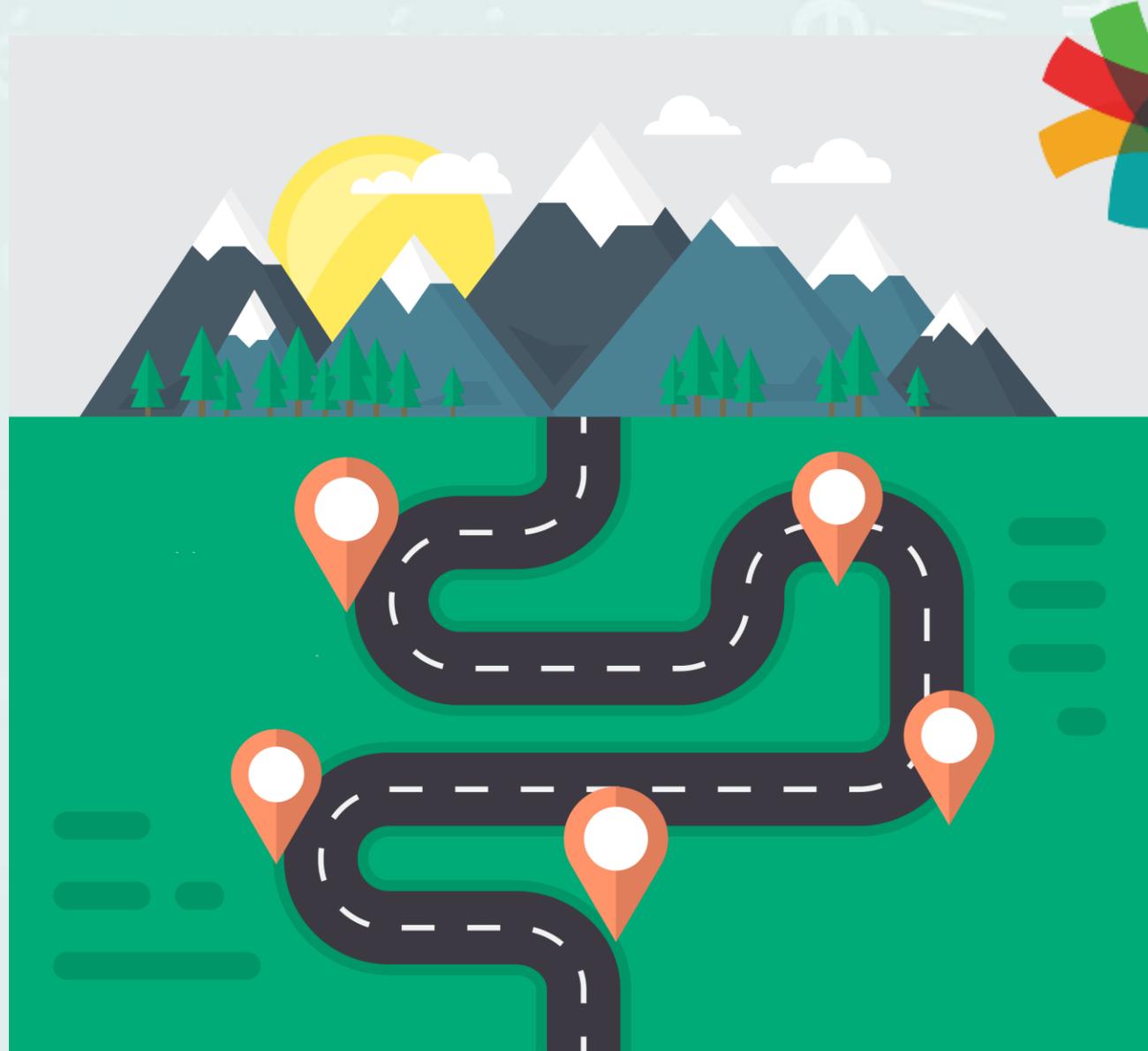


Governing for Health Equity Framework: Summary of Key Concepts

- Introduced the Governing for Health Equity Framework and its alignment with Board governance roles and actions.
- Explored key questions that can be used to assess, design, and monitor Board actions to advance Diversity, Equity, Inclusion and Anti-Racism and Anti-Oppression (DEI & AR/AO).
- Discussed your Board's use of socio-demographic and race-based data in equity-focused decision-making.
- Discussed your Board's strengths in community-centred governance practices.
- Reviewed the principles of cultural humility and how to intentionally embed them in your Board's Governing for Health Equity practices.

Governing for Health Equity

Next Steps



Human rights

Solidarité

Health equity

Health care

Anti-racism

Bold, strategic, relentless

Partnership

ACCÈS

Allyship

Health

Intersectionality

CHARTE

Humility

POUR

Anti-oppression

L'ÉQUITÉ

EN SANTÉ

COMMUNITY

Transformative Change

Anti-racism

Iniquités systémiques

INCLUSION

Digital equity

Partnership

ACCÈS

Allyship

Health

Indigenous Health in Indigenous Hands

Social justice

Bien-être

Governing for Health Equity



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