

# Board to Board Report



October 2023

Welcome to this issue of Board to Board where we connect you to the bigger picture, tools and resources, and each other. As you read through this issue, look for *Act, Learn, Connect* sections to see how you can get involved, build your capacity and share your experiences and insights.

In this issue, you will find: the latest Health System developments, compensation market refresh update, information about new resources, a sample fundraising policy, Community Health and Wellbeing Week and other upcoming events, and much more.

**For the French version of the newsletter, please click the button at the top.**

## Health System Updates

### **Integrating Home and Community Care with OHTs**

In September, Ontario announced that they are consolidating the province's 14 regional Home and Community Care (H&CC) Support Services organizations into a single integrated organization that will work closely with Ontario Health. The goal is to transfer responsibility for providing home care to individual Ontario Health Teams. Seven OHT-led demonstration projects are underway to test new integrated models of home care and care coordination. Their objectives include:

1. Testing and evaluating OHT-led home care models that improve care integration, access, and patient outcomes and experience

## 2. Building OHT capacity for home care planning, delivery, and integration

Once successful Home and Community Care integration and care coordination models have been identified, they will be scaled up across other OHTs.

The province is currently working on updating performance standards for care coordinators and developing a consolidated contract across all 14 Home and Community Care support services entities. It's also focused on protecting current service volumes for home care.

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### OHT Acceleration Announcement

On September 27, Honourable Sylvia Jones, Deputy Premier and Minister of Health, and Assistant Deputy Minister Allison Blair [announced an investment](#) of up to 2.2 million over 3 years to every OHT in Ontario. It is a phased approach where 12 selected OHTs will receive intensive support to rapidly advance [Ontario Health Teams: The Path Forward plan](#) released in the fall of 2022 towards their potential designation under the [Connecting Care Act](#). This process also includes modernizing home care and OHTs taking on the delivery of Home and Community Care.

The vision for Ontario Health Teams hasn't changed since the inception. Ministry of Health is currently working on the OHT Maturity Framework. The goal is for OHTs to implement the following changes.

#### Structural Change:

- Create a not-for-profit organization
- Establish a Primary Care Network (PCN)
- Implement a standardized back office integration
- Complete a Home and Community Care readiness plan

#### Patient Facing Change:

- Implement standardized Patient navigation solution that integrates with Health 811
- Implement at least two integrated clinical pathways (Congestive Heart Failure (CHF) & Chronic Obstructive Pulmonary Disease (COPD))
- Continue to work on local signature initiatives that address population health needs

We will continue to update members on new developments as we receive them, including regarding the process to access new funding.

**LEARN MORE:** Register for the [Health System Changes webinar](#) on November 23, 5:30-7 p.m., to learn more about the most recent developments in Ontario's health system and what these changes mean for Alliance members.

## Alliance Updates

### Compensation Market Refresh

Ten provincial associations that represent primary and community care providers have come together to produce an Ontario Community Health Market Salary Review Report. The ten associations represent 302 primary care organizations, 225 home and community care organizations, 90 child and youth mental health agencies, 175 community mental health and addiction organizations, 30 local branches of the Canadian Mental Health Association, 42 Family Service member agencies, 221 long-term care homes (charitable, not-for-profit, and municipal), 91 housing members, and 95 community support service agencies.

Eckler Ltd.'s compensation consulting practice team has been working with the associations to conduct the work required to produce a report that is inclusive of interprofessional primary care, community support services, community mental health and addictions, and long-term care, with the Alliance for Healthier Communities supporting the secretariat functions for this project.

This market salary review has been conducted for 78 positions across the primary and community care sectors. This work is in its final stages. While it was meant to be completed in late spring of 2023, we encountered some challenges in gathering the data required from all stakeholders. We are pleased that this work is nearly complete. The associations are working together to develop a strategy to present recommendations to the government and funders on reasonable, fair, and equitable compensation across the healthcare sector. Our goal is to demonstrate the significant pay gap and wage inequities across the community sector and to compel government to pay healthcare providers and staff the compensation they deserve. Once released, there will be opportunities for members to be oriented to the report and receive information and tools to participate in the collective advocacy.

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### 2SLGBTQ+ Committee is looking for new members

As part of our commitment to health equity, the Alliance for Healthier Communities (Alliance) and Alliance members recognize that Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, and/or Non-Binary (2SLGBTQ+) people and communities experience health inequities and inequitable access to health care. The Alliance has identified 2SLGBTQ+ people and communities as one of its priority populations, and the work of the 2SLGBTQ+ Committee has been key in advancing health equity for these and other sexually and gender-diverse communities. The Committee does it by:

- Providing strategic guidance and recommendations to the Alliance Board of Directors.
- Informing better and more inclusive practice among Alliance member organizations by sharing knowledge acquired through lived experience, professional experience, or expert consultation to Alliance Board and membership.

- Facilitating increased access to existing resources for those wanting to understand more about providing services to 2SLGBTQ+ communities.

The Committee includes Board members, senior leadership and staff from Alliance members across the province and is open to people who identify as Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Non-Binary, or otherwise sexually- and gender-diverse, as well as their allies and people involved in planning and providing specialized care for 2SLGBTQ+ people and communities. The Committee usually meets on the third Tuesday of the month, 10 am-11:30 am.

**ACT:** 2SLGBTQ+ Committee is now looking for new members. If you are interested in learning more about the Committee or would like to join, please contact Hiba Hussain at [hiba.hussain@allianceon.org](mailto:hiba.hussain@allianceon.org).

## Learning Health System Updates

### Peer- and Coach-Supported Learning

- Our 2<sup>nd</sup> [learning collaborative](#), *Foundations of Equity: Improving sociodemographic data collection and use* concluded in April. [Read the final evaluation report here](#). Our 3<sup>rd</sup> one, *Increasing efficiency to improve access to care*, will launch this fall.
- To spread the learnings from *Foundations of Equity*, we're piloting a new, Alliance-developed model of peer- and coach-supported learning called a Rapid Action & Learning Intensive (RALI). Participant feedback will help shape future RALIs.
- We're about to launch a new [community of practice](#) for health promotion. Email [LHS@AllianceON.org](mailto:LHS@AllianceON.org) for details or to sign up.

**Academic designation for CHCs:** Jen Rayner and the Department of Family Medicine at the University of Toronto are developing a pathway for Ontario CHCs to host MD students. As part of this initiative, more teaching about CHCs and health equity will be included in the medical curriculum.

### Research Updates:

- [Evidence that CHCs saved the health system \\$27 million in ED visits last year](#) (February 2023)
- [Patient-Reported Outcome Measures \(PROMs\) pilot progress report](#) (April 2023)
- [Health Promotion research project phase 1: Descriptive Report](#) (September 2023)
- New articles published on [primary care utilization by asylum seekers](#), [equity in virtual care](#), [precepting pharmacy students in PHC teams](#), and [social prescribing](#).

**LEARN MORE:** There's lots more. Keep reading [EPIC News](#); check out our [resource library](#) and [learning events](#), or email your questions about our Learning Health System to [LHS@AllianceON.org](mailto:LHS@AllianceON.org).

## Community Health and Wellbeing Week

Community Health is



Community Health  
and Wellbeing Week

October 16-22, 2023

#CHWW2023

### **Join Community Health and Wellbeing Week and help amplify the message of *Community Health is Essential***

From October 16 to 22, during our annual Community Health and Wellbeing Week campaign, we will showcase the many different ways community health is essential: from mental health services and groups to pathways for housing and food support, from early childhood care to seniors care, from services for newcomers to outreach for isolated people in rural and remote areas. The Week is a great opportunity to build relationships with policy and decision makers, raise awareness about the work Alliance members do to keep people healthy and well in diverse communities across Ontario, and call for additional investments to strengthen community health in our province.

We encourage all board members to participate in the Community Health and Wellbeing Week and help us amplify the message. Here are some ways to get involved.

- **Events and activities:** Check with your organization to see what events and activities they are planning during the Week and what role you can play. From leading a community walk, greeting an MPP during their visit to the centre, helping with a BBQ, delivering opening remarks or simply being one of the participants – the possibilities are endless.
- **Stories in local media:** Help share stories in the local media about your organization with your network and/or on social media. Alliance staff have prepared a number of templates, including an opinion editorial piece that members can adapt using local examples and pitch to local newspapers. Check with your organization if you can co-author the op-ed to highlight the community governance aspect of our work.

- **Social media:** If you are on social media, we encourage you share the different examples of how your organization embodies the essence of “Community Health is Essential” using hashtag #CHWW2023.

To learn more about this year’s theme, main messages and suggested activities, check out the [Event in a Box](#) or [visit our website](#). If you have any questions, please contact Oleksandra Budna at [Oleksandra.budna@gmail.com](mailto:Oleksandra.budna@gmail.com)

## Cultivating Connections: Pathways to Wellbeing Social Prescribing Virtual Conference 2023



## Cultivating Connections: Pathways to Wellbeing

SOCIAL PRESCRIBING VIRTUAL CONFERENCE  
19 OCTOBER 2023

Mark your calendars for **October 19**, and get ready as we gather healthcare trailblazers and community champions from across Ontario, Canada and around the globe. This year, we're taking the conference to new heights as we delve into the heart of the social prescribing movement: Connection. It will be a day filled with dynamic discussions, celebrate the triumphs, and explore the challenges.

[Register now >>](#)

[Conference agenda >>](#)

## Health Equity, Diversity and Inclusion Hub

### Register for Board Liaisons and Chairs Meeting

#### *Low Barrier Harm Reduction and Safer Supply Services: What Boards Need to Know*

Wednesday, November 1, 2023 | 5:30 - 7:30 p.m.

#### Registration

link: <https://ca01web.zoom.us/meeting/register/u5cldu2vrDovE9ABE-hEfaufoji12DTLj5PL>

Over the last few years, Alliance members approved a number of resolutions around harm reduction and safer supply. Some members have made considerable progress in bringing these services to their communities; others are just starting their journey. With the worsening overdose and poisonous drug supply crisis and rising opposition to harm reduction and safer supply, Alliance members need to understand and embrace their role in building support for these life-saving services.

To support members in this work, the Board Liaisons and Chairs meeting on November 1st will focus on expanding Boards’ understanding of harm reduction and safer supply and examine how organizations can build and expand these services in their communities both by offering them in their centres and through partnerships with other organizations. We will share key messages, resources and learning opportunities available and discuss next

steps regardless of where your organization is in this journey. You will hear what Alliance members are doing across the province, and there will be lots of time for small group discussions to share your experiences and concerns.

**ACT:** [Register for the Board Liaisons and Chairs meeting here](#). Please see the **full agenda attached**. In preparation for this meeting, we encourage you to review the small group discussion questions in the agenda and collect the information on what your organization is already doing in the area of harm reduction and safer supply.

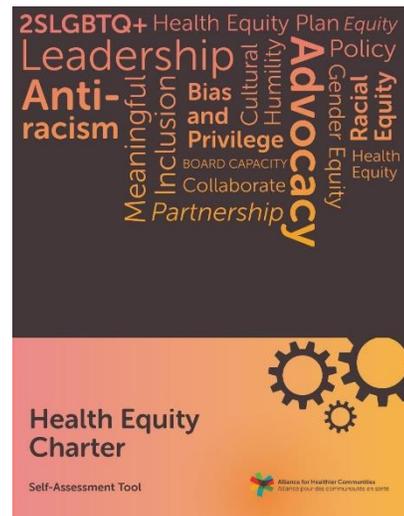
### Health Equity Charter: Self-Assessment Tool

Thank you to those members who have already submitted their Health Equity Charter: Self-Assessment Tool reports. The self-assessment tool was developed to support members as they review their progress putting Health Equity Charter in action, a commitment approved as part of the 2020 resolution.

The goal of the self-assessment tool is to support members as they assess their health equity work, identify strengths and challenges, as well as develop key actions to help advance health equity in their organizations, in the communities they serve and on a broader system level.

A short report asks members to outline key successes, priority actions and additional supports required in their health equity journey. The Alliance will use the report to profile the work you are doing to advance health equity and share it across membership and with the broader health equity community through multiple channels. The report will also help identify and develop additional tools and resources.

**ACT:** You can access the self-assessment tool on the Alliance member portal: [English/French](#). Please send your Health Equity Charter: Self-Assessment Tool report by November 30 to Gabriela Panciu at [Gabriela.Panciu@allianceon.org](mailto:Gabriela.Panciu@allianceon.org)



## Governing for Health Equity Training

The Governing for Health Equity 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. Fifty organizations have already registered for the training.

### 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
- Module 1 Part II: Growing a Culture of Equity Leadership
- Module 2: Focus on Equity Governance Roles \
- Module 3: Focus on Community-centred Governance
- Module 4: Focus on Board Membership and Authentic Engagement

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

To learn more, please [visit our website](#). To register, please [click here](#). If you have any questions, please contact [communications@allianceon.org](mailto:communications@allianceon.org)

Please also help us spread the word and share this information with your networks.



### Governing for Health Equity Training Tips

- **Online:** Decide if your Board wants to take the modules together as a group or individually followed by a discussion at a Board meeting.
- **Self-paced:** Decide on the frequency of the training depending on your meeting schedule and calendar (one module per month, every other month, etc.).
- **Facilitation:** Identify Board members who would like to facilitate discussions for each module.
- **Discussions:** Questions and exercises available in the modules and tool book.
- **Action plan:** Identify actions your Board needs to take to improve organizational practices.

## Resources and Tools

## Board Liaison Resource Guide

To support Board Liaisons in their work, we have developed a Board Liaison Resource Guide. It includes information about the Board Liaisons' responsibilities, networking events and learning opportunities, additional tools and resources, as well as tips on how to be make the most of this role.

You can find the resource guide here: [English](#) | [French](#)



## How to Best Engage Your Board

- Have a standing item on your board agenda for Alliance updates
- Connect the information you share to your local issues
- Share resources, training opportunities, webinars, etc., with your board
- Collect questions, concerns and issues and share them with the Alliance and entire membership through webinars, networking meetings and the Board to Board newsletter

## 101 Webinar Series

These pre-recorded webinars are available in both English and French. All recordings are around 30-40 minutes long and can also be found on the member portal along with slides. These are great resources to share with your fellow board members.

- Alliance 101: [English](#) | [French](#)
- Health Equity Charter 101: [English](#) | [French](#)
- Model of Health and Wellbeing 101: [English](#) | [French](#)
- Health System 101: [English](#) | [French](#)
- Governance 101: [English](#) | [French](#)

## Fundraising Guidelines and Policies

In the last issue of Board to Board, we asked for samples of fundraising policies and guidelines. **Thank you to Langs for sharing their [fundraising policy and practice document](#) (available in English only).**

If your Board has been involved in fundraising and has relevant policies and guidelines, please send them to Oleksandra Budna at [Oleksandra.budna@allianceon.org](mailto:Oleksandra.budna@allianceon.org) and we will share them in the next issue of Board to Board.

**CONNECT:** Do you have a question for your fellow Board members? Would you like to connect around a particular issue? Are you looking for policy samples or other templates? Please send your enquiry to Oleksandra Budna at [Oleksandra.budna@allianceon.org](mailto:Oleksandra.budna@allianceon.org) to be featured in the next Board to Board.

## Upcoming Events

### Board Liaison Orientation Webinar

Wednesday, October 11, 2023 | 5:30-7 p.m.

Register: <https://ca01web.zoom.us/meeting/register/u5Ylf--opjqtG9R3S4ni-hLnGCXVyV9zBlra>

### Virtual Board Liaisons and Chairs Meeting

Wednesday, November 1, 2023 | 5:30-7:30 p.m.

Register: <https://ca01web.zoom.us/meeting/register/u5cldu2vrDovE9ABE-hEfaufOjj12DTLJ5PL>

### Health System Changes Webinar

Thursday, November 23, 2023 | 5:30-7:00 p.m.

Register: <https://ca01web.zoom.us/meeting/register/u5Uvc-ivqzosGdxBe9TEDLcGm3FVnHCu0YjI>

## Members' Rights and Responsibilities

Your membership in the Alliance for Healthier Communities means that you are part of a vibrant network of community-governed primary health care organizations in Ontario. You are also part of a movement that works to improve the health and wellbeing of people and communities facing barriers to better health and advance health equity through comprehensive primary health care. Together, we stand for healthier people, healthier communities, a more inclusive society and more sustainable health system.

Visit our [website](#) to review the Members' Rights and Responsibilities.

## Member Complaint Process

Every member of the Alliance has the right to bring forward any complaints they may have about the Alliance.

The process is available on our [website](#). If you have any questions or concerns please contact [oleksandra.budna@allianceON.org](mailto:oleksandra.budna@allianceON.org).

## Feedback

We are very open to comments and feedback.

In particular, we would very much appreciate it if you could take a few minutes to answer the following questions:

1. What did you find useful and/or interesting Board to Board?
2. What would you like to see in future reports?
3. How could it be improved?

Please provide your answers and any other comments in the manner that is most convenient for you, either by:

- emailing [Oleksandra Budna](mailto:OleksandraBudna);
- by [completing the online survey](#)

Thank you very much for taking the time to answer these questions. They will be useful in our continued effort to improve future communications.

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