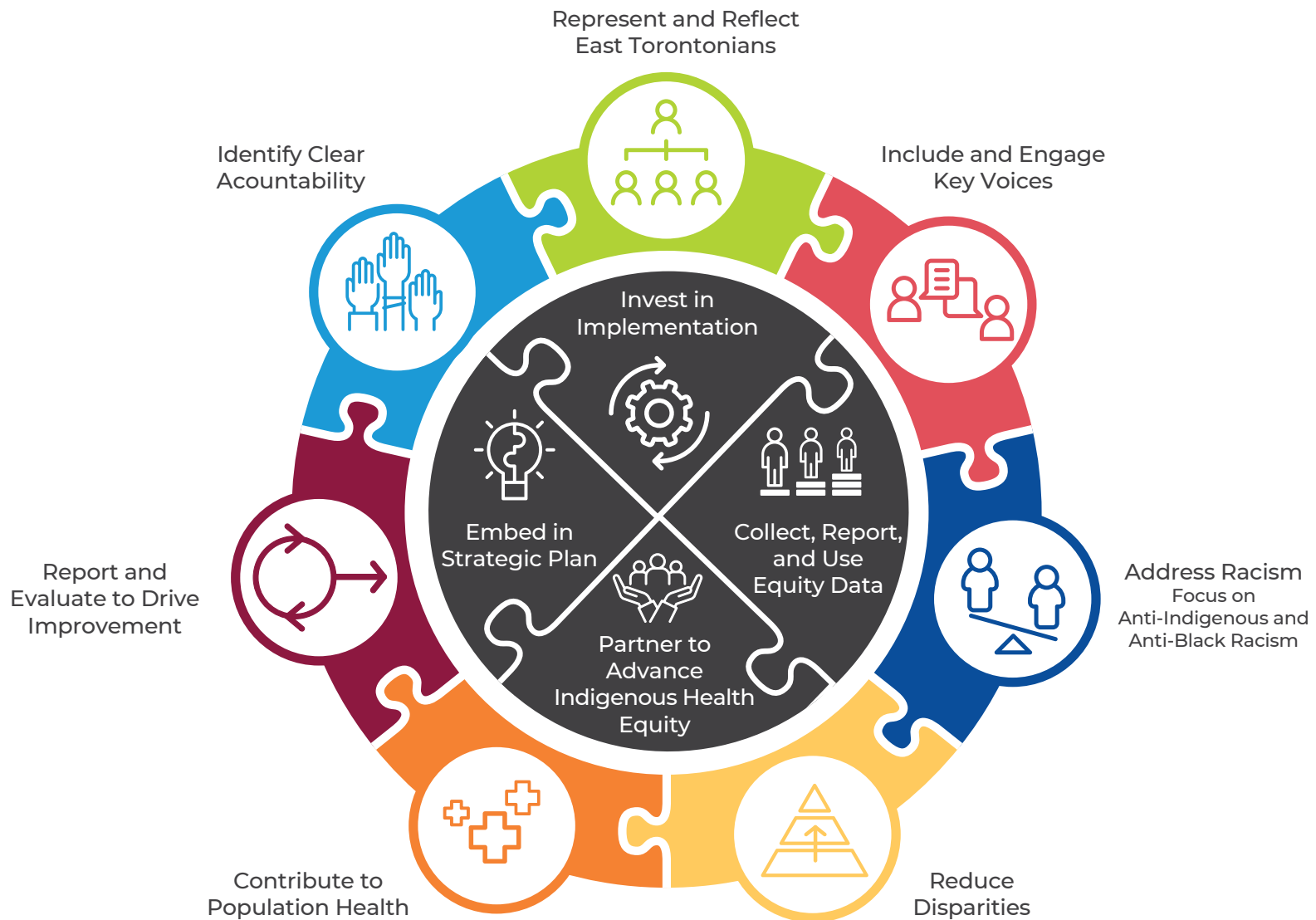




East Toronto
Health Partners

ETHP Anti-Racism and Equity Framework



Represent and Reflect East Torontonians

At all levels of the organization:

- Focus on decision-making roles, equitable recruitment, hiring and retention of East Toronto residents and those who understand the needs of East Toronto communities with a focus on mentoring and sponsorship within those communities.
- Engage in long-term strategic equitable succession planning to secure and support from people from underrepresented groups from East Toronto in key roles without tokenism.
- Liaise with high schools, colleges, unions, grassroots activists, and universities using multilingual, accessible, low-barrier, culturally aligned outreach and engagement methods.



Include and Engage Key Voices

- Start consultation during the planning stages of any initiative.
- Receive feedback from those who are most affected by systemic issues and negatively impacted by social determinants of health. Work in collaboration to co-design with intersectional community members to capture divergent opinions and competing community interests within East Toronto.
- Identify programs as integral to the work in East Toronto that need to be sustained and built into the fabric of the ETHP.
- Develop and implement a policy on community engagement that identifies the rules on recognition and financial support of volunteers.
- Explore community-based participatory action research models.



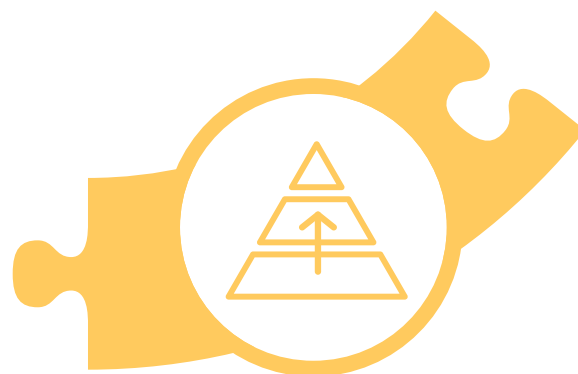
Address Racism

- Proactively address racism and other forms of discrimination within ETHP. This will make ETHP more valuable and beneficial for those who self-identify as Black, Indigenous, queer, trans and other individuals with intersecting identities.
- Amplify Black and Indigenous voices and concerns as individuals and grassroots community groups and organizations.
- Endorse an equity charter.*
- Continue community of practice sessions to build peer support within ETHP.



Reduce Disparities

- Evaluate disparities within the network, within member organizations, and across East Toronto.
- Intentionally look at procedures with a lens on power and privilege. Shift procedural dynamics and decision-making to make power relations more equitable.
- Better align resource allocations to address disparities to the needs of the communities in East Toronto.



* See Alliance for Healthier Communities' [Health Equity Charter](#) as an example.

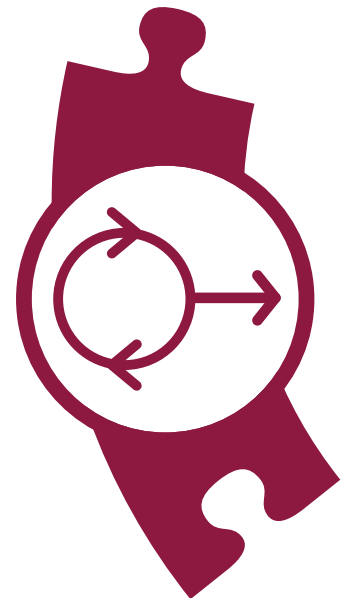
Contribute to Population Health

- Continue to focus on preventive care and education by offering programs that educate individuals and communities about healthy lifestyle choices, disease prevention, and the importance of regular check-ups to help improve overall access to health.
- Create more awareness and share best practices among partners around gender-affirming care and taking more intersectional approaches.
- Use harm reduction campaigns or coalitions to prevent opiate deaths, reduce negative impacts of substance use and stigma towards people who use substances.
- Support the inclusion and participation of different lived experiences including people who use drugs and gender-affirming accessible services.



Report and Evaluate to Drive Improvement

- Identify diversity, equity and inclusion key metrics around knowledge, skills, and capacity.
- Set qualitative and quantitative metrics to be able to measure progress.
- Share successes and challenges as a network and as members.



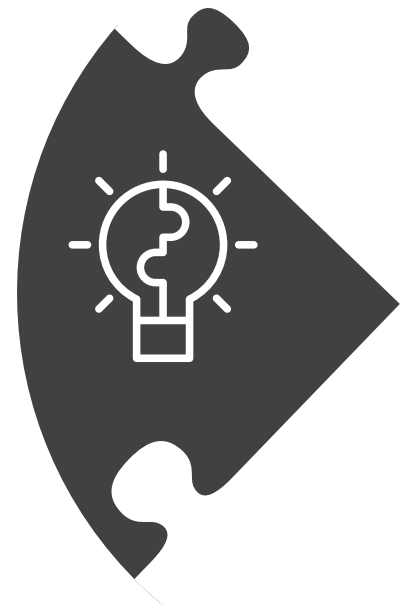
Identify Clear Accountability

- Develop anti-racism/health equity as a part of backbone structure or core team to ensure it's a part of organizational structure.
- Build an equity team drawing from several ETHP members and sectors.
- Track partners that look at diversity, equity and inclusion in staff performance evaluations and explore best practices.



Embed in Strategic and Operational Plan

- Create a flexible strategic plan that prioritizes procedural as well as formal equity.
- Co-design parts of the plan with marginalized and equity-deserving communities.
- Use an accessible and emergent planning process to maximize marginalized and equity-deserving stakeholder involvement.
- See “Include and Engage Key Voices” on page 2.



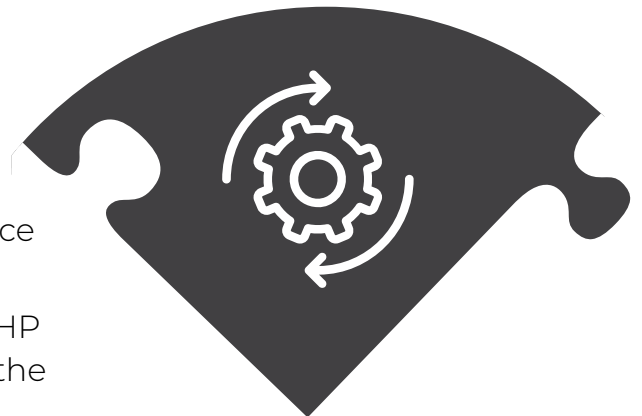
Partner to Advance Indigenous Health Equity

- Ensure membership is familiar with Ontario Health's First Nations, Inuit, Métis, and Urban Indigenous (FNIMUI) framework and Indigenous Data Governance Matters (IDGM) process.
- Map and reach out to Indigenous grassroots groups in East Toronto.
- Build relationships with Indigenous communities, especially youth and Elders.
- Build relationships with local groups and organizations (e.g. 2-Spirited People of the 1st Nations, TDSB Indigenous schools), and learn more about how community defines allyship and partnerships, and what is needed from a health systems perspective.
- Review all existing tools and documents created by Indigenous researchers (e.g. [Truth and Reconciliation Commission's Calls to Action](#)).
- Learn about data sovereignty (e.g. take [The Fundamentals of OCAP course](#)).



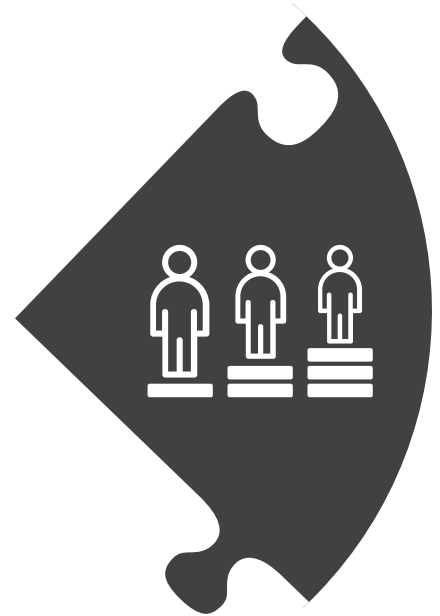
Invest in Implementation

- Invest in a framework for more intentional and meaningful opportunities to participate and voice concerns during decision making.
- Build a robust strategy to invest in equity for ETHP governance structure and procedures through the lead-up and incorporation of ETHP.
- Create accountability measures and ensure decisions are made with recognition of historical, cultural and institutional dynamics and structures that have routinely advantaged privileged groups in society.



Collect Equity Data

- Affirm socioeconomic data is important for population health initiatives.
- Ask communities to identify categories of equity data.
- Consider links to mandatory Ontario Health data points.
- Ensure data governance process aligns with OCAP and Engagement Governance, Access and Protection (EGAP) principles.
- Build trust with local Indigenous communities.
- Train staff to ask equity-based questions comfortably and respectfully.
- Liaise with the Indigenous Cancer Care Unit (ICCU) who run the Indigenous Data Governance Matters (IDGM) protocol for First Nations, Inuit, Métis, and Urban Indigenous (FNIMUI) data use.



**One Team.
One Vision.
One East Toronto.
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