

ETHP Anti-Racism and Equity Consultation

Summary of work from September 2022 to October 2023

What we have done

- Completed environmental scan of available equity and anti-racism resources
- Developed ETHP Diversity, Equity and Inclusion Training Plan
- Established ETHP Anti-Racism and Equity Community of Practice
- Developed ETHP Health Equity Assessment Tool
- Conducted workshop on anti-racism and equity in governance with ETHP Leadership Team
- Completed presentation summarizing work to date to Community Advisory Council

Recommended next steps

Short term:

- Expand membership and appoint new co-chairs of ETHP Anti-Racism and Equity Committee until resources are established to support further embedding of anti-racism and equity priorities and principles into all ETHP work.
- Continue hosting ETHP Anti-Racism and Equity Community of Practice.
- Explore data governance models to help ensure ETHP is able to appropriately collect and manage equity-related data.
- Explore opportunities to build the capacity of ETHP members to advance anti-racism and equity work.

Medium term:

- Create a dedicated Anti-Racism and Equity staff role that supports the work of deeply embedding anti-racism and equity work in all areas of ETHP.
- Establish metrics for anti-racism and equity work with regular reporting for different workstreams and portfolios across ETHP.
- Enable leadership bodies to deliberately engage with anti-racism and equity.

Longer term:

- Shift from broad ETHP Anti-Racism and Equity Committee to incorporating an anti-racism and equity lens across all population health-specific committees.
- Create an Anti-Racism and Equity Team at ETHP where the dedicated staff role is embedded.

What we have learned

- Anti-racism and equity priorities and principles need to be embedded in everything ETHP does, rather than positioned as a specific workstream or portfolio.
- The ETHP Anti-Racism and Equity Community of Practice is a valuable tool for knowledge sharing among ETHP members.
- Additional training and resources are needed to ensure ETHP may meaningfully implement areas of action outlined in the ETHP Anti-Racism and Equity Framework.