



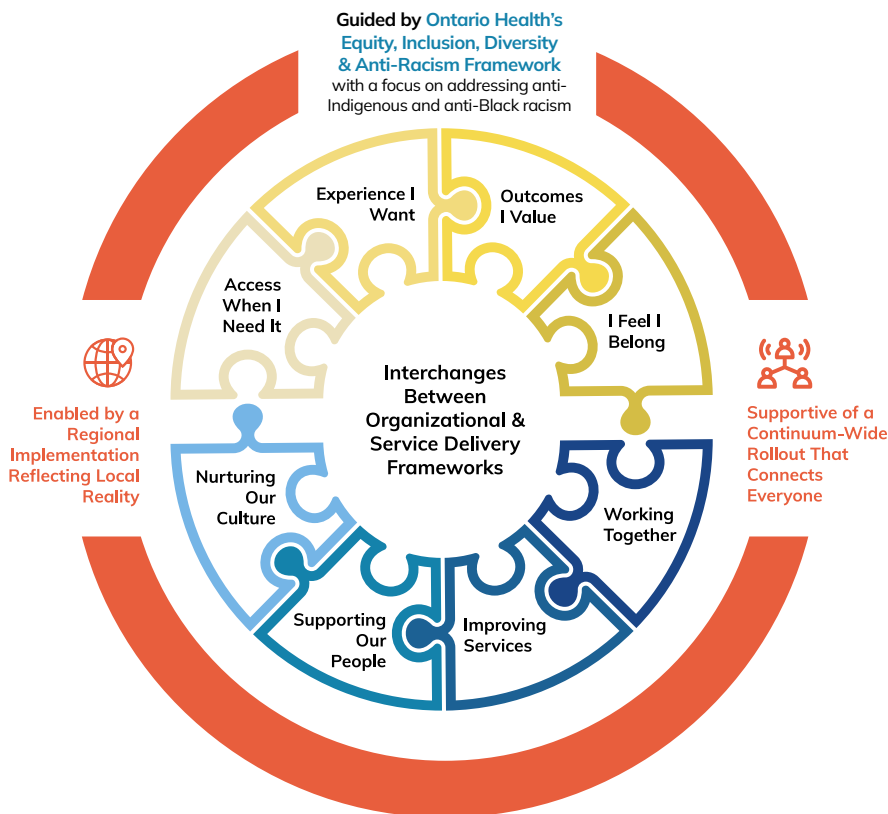
# SNAPSHOT

AMHO's Equity, Anti-Racism, and Anti-Oppression Framework

## THE FRAMEWORK AT A GLANCE

AMHO's Equity, Anti-Racism and Anti-Oppression Framework was launched in September 2021 to complement [Ontario Health's Equity, Inclusion, Diversity and Anti-Racism Framework](#).

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**Foundational principles**  
 The framework affirms that equity, diversity, inclusion, anti-racism, and anti-oppression must not only be foundational principles in the delivery of care and services for all Ontarians, but they must also be grounded in how organizations that deliver these services function and operate.
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**Success**  
 The framework describes what success looks like for people receiving service, for health service provider organizations and for the mental health and addiction system.



The **Service Focus** guides how member organizations deliver equitable, anti-racist and anti-oppressive services and care for all Ontarians that delivers true "person-centred" care



The **Organization Focus** guides how AMHO and its member organizations embed equity, anti-racism and anti-oppression into the business operations



**AMHO System Leadership Focus** advocates for the entire sector by ensuring priorities are advanced collectively

## THE ISSUE

- Data about race and other health equity indicators are not collected systematically across Ontario. Data that is collected shows that populations that face systemic barriers have poorer general health, mental health, and addiction outcomes due to racism, discrimination, and other systems of oppression, both through the social determinants of health and as systemic racism plays out through health care delivery<sup>1,2,3,4,5</sup>
- COVID-19 has highlighted longstanding disparities in the health system and the impact has been felt most strongly by racialized people<sup>6</sup>
- AMHO wants to support members and system partners in delivering equitable, more accessible, and culturally safe services for all people, focusing first on populations who have experienced the worst outcomes.

## THE PROCESS

**Strategic and Integrated:** Consultants Camille Orridge and Nash Syed led the framework development, the same consultants who developed Ontario Health's Framework, to ensure alignment with the system level approach.

**Practical and Informed:** The framework development was guided by AMHO's Board of Directors, and a steering committee composed of leaders from across AMHO's membership.

**Inclusive and Collaborative:** The Framework development was rooted in extensive input from consultations and engagements including engagement of population-specific groups (Peer Support workers and users, 2SLGBTQ+ communities, Francophone communities, Youth, Racialized communities, and Women), selected stakeholders and leaders, and AMHO members.

## THE NUMBERS

36

Individuals consulted  
(representing 32  
organizations)

7

population-specific  
focus groups

7

months in  
development

## SUPPORTING IMPLEMENTATION – THE AMHO TOOLKIT

The AMHO tool kit will support members and system partners to implement the framework and to help bring the framework to Ontario Health Teams (OHTs) and to support broader system transformation. The toolkit will include existing tools and resources developed by others (shared with permission) that have been vetted and recommended by experienced leaders as well as new tools created with and for AMHO members. By using a common framework and moving forward together as a system, providers can support each other to create lasting change in our organizations, in our system and ultimately better outcomes for the people and populations we serve.

**The first tool will be launched in Winter 2021 to support regional implementation of the framework.**

## GET STARTED

1

**Read the framework report in full** and encourage others to do the same.

2

**Bring together the people at your organizations and your system partners** who need to be part of this work including, organizational leadership with the power to commit resources and change processes, and diverse representation from the communities most impacted by systemic barriers including racism and discrimination.

3

**Start to build a plan of action** by using the AMHO Toolkit. The toolkit will help you:

- Understand your starting point
- Determine where you want to be and by when
- Identify next steps together

<sup>1</sup> Public Health Agency of Canada, Shaw, A. & Abdillahi, I. (2020) Social determinants and inequities in health for Black Canadians: A Snapshot. <https://www.canada.ca/content/dam/phac-aspc/documents/services/health-promotion/population-health/what-determines-health/vsocial-determinants-inequities-black-canadians-snapshot/health-inequities-black-canadians.pdf>

<sup>2</sup> Ottawa Public Health. (2020) Mental Health Of Ottawa's Black Community Research Study. [https://www.ottawapublichealth.ca/en/reports-research-and-statistics/resources/Documents/MHOBC\\_Technical-Report\\_English.pdf](https://www.ottawapublichealth.ca/en/reports-research-and-statistics/resources/Documents/MHOBC_Technical-Report_English.pdf)

<sup>3</sup> Grace, S.L., Tan, Y., Cribbie, R.A. et al. The mental health status of ethnocultural minorities in Ontario and their mental health care. BMC Psychiatry 16, 47 (2016). <https://doi.org/10.1186/s12888-016-0759-z>

<sup>4</sup> Allan, B. & Smylie, J. (2015). First Peoples, second class treatment: The role of racism in the health and well-being of Indigenous peoples in Canada. Toronto, ON: the Wellesley Institute. [https://indigenousto.ca/wp-content/uploads/2018/10/Research\\_Race\\_1b.pdf](https://indigenousto.ca/wp-content/uploads/2018/10/Research_Race_1b.pdf)

<sup>5</sup> Nestel, S. (2012). Colour Coded Health Care: The Impact of Race and Racism on Canadians' Health. Wellesley Institute. <https://www.wellesleyinstitute.com/health/colour-coded-health-care-the-impact-of-race-and-racism-on-canadians-health/>

<sup>6</sup> McKenzie, K., Dube, S., Peterson, S., (2021) Tracking Covid 10 through Race Based Data. Wellesley Institute and Ontario Health <https://www.ontariohealth.ca/sites/ontariohealth/files/2021-08/Tracking%20COVID%2019%20Through%20Race%20Based%20Data-EN.pdf>