



Equity, Inclusion, Diversity, and Anti-Racism in the Ontario Health System

Report on Engagement with Black Team Members and
Leaders at Ontario Health

November 11, 2020

Introduction

On June 19, 2020, Ontario Health hosted virtual discussions with Black team members to begin conversations on the topic of anti-Black racism. Over 150 team members participated in two one-hour sessions led by Anna Greenberg, Interim Executive Lead, Clinical Institutes and Quality Programs, and Corey Bernard, Co-Lead for Equity, Inclusion, Diversity and Anti-Racism at Ontario Health. The sessions' goals were to:

- Identify key issues and priorities addressing anti-Black racism;
- Inform changes and provide recommendations for improvements at Ontario Health;
- Create a safe space for Black people to communicate their thoughts, feelings and experiences of racism, and;
- Establish a sense of community and belonging within the organization.

The following three questions guided the discussions with Black team members:

1. What would it look and feel like to meaningfully address anti-Black racism at Ontario Health?
2. What is one concrete thing that your leadership and colleagues could do to work towards eliminating anti-Black racism within your workplace environment?
3. What resources or programs need to be in place to better support you and other Black identified colleagues at Ontario Health, both professionally and from a health and wellness perspective?

Areas for Action

During the discussions, Black team members made the following recommendations for immediate action to address anti-Black racism at Ontario Health:

Acknowledging and naming the problem

- Acknowledge and address the anti-Black racism experienced by frontline staff from patients and clients

Training and ongoing learning

- Education and training to staff and leadership on how to identify and address anti-Black racism
- Leadership and colleagues learn to understand the micro-aggressions of racism, unconscious bias, unintended harm, and systemic issues that Black people face daily and at work

Commitment to taking action

- Allocate resources to address anti-Black racism (both internally and in system facing work)
- Continue conversations and take action to address anti-Black racism (both within our organization and across the health care system with partners and providers)
- Collect and report race-based data (use data and evidence to inform policies and practices)

- Develop an action plan to address anti-Black racism and track improvement (plan should be publicly accessible and kept up-to-date)
- Increase representation of Black people at all levels of the organization, specifically in leadership roles

Supports for Black colleagues:

- Review current and develop new human resources policies and practices to better support Black staff
- Encourage and support the creation of Black-only groups or forums to express their concerns and feel safe while doing so

The findings from the June 19 virtual discussions, and two subsequent virtual discussions (held on August 5 and October 2) will be used to inform Ontario Health's approach to addressing anti-Black racism as part of our organization-wide commitment to equity, diversity, inclusion, and anti-racism.