



Mississauga Health

Partnering for your health

Partner Meeting

April 13, 2021

Agenda for today

1. Welcome and Introduction of Director
2. COVID-19: Situation Report and Action Plan
3. Focus on Health Equity: Anti-Black Racism Initiative
4. Year-End Report

Welcome, Carole Leacock!

Introducing Carole Leacock, the new Director, Mississauga Ontario Health Team.

Carole brings considerable expertise to this role, which was built over a career dedicated to the public sector and advancing the health and well-being of communities.

Prior to this, Carole spent 16 years in a variety of leadership positions at World Vision Canada, where she most recently served as Director of Program Strategy and Evidence.



COVID-19 Situation Report and Action Plan

Michelle DiEmanuele

- Chair, Collaboration Council, Mississauga Ontario Health Team

Focus on Health Equity: Collaborative Initiative to Address Anti-Black Racism

- Keddone Dias, Executive Director, LAMP CHC
- Dipti Purbhoo, Executive Director, The Dorothy Ley Hospice

Embedding health equity in all we do

“Failure to get the right voices often leads to strategies or tactics that never achieve the desired goals and may lead to... programs and services that result in greater disparities/barriers for many segments of our population.”

- Ontario Health Equity, Inclusion, Diversity and Anti-Racism Framework

OHTs represent a systemic change focused on the health of a whole population.

To achieve equitable service design, equity must be embedded at all levels: though vision, culture, processes and structures.



What is Anti-Black Racism?

Anti-Black racism can be defined as: policies and practices rooted in Canadian institutions such as, education, health care, and justice that mirror and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination towards people of Black-African descent.

- *Black Health Alliance*

In short, it is the way in which racism against Black people is embedded in the foundation of our systems and institutions.

Why Anti-Black Racism?

Instances of anti-Black racism are not limited to the United States, nor is it limited to incidences of police brutality.

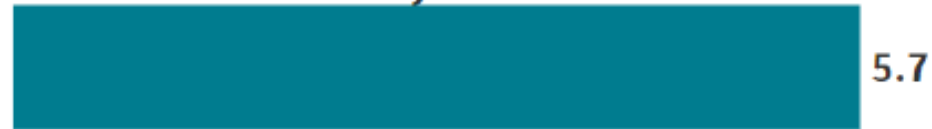
There are many forms of oppression that individuals face based on all aspects of their identity. Across the board, Black (and Indigenous) communities are disproportionately impacted by oppression in their daily lives.

Addressing anti-Black racism is not about prioritizing one marginalized group over another. Rather it is about recognizing how one group is uniquely impacted by institutional racism.

Unemployment rate

Black Canadians are far more likely than non-racialized Canadians and other visible minorities to be unemployed.

Other visible minority



Not a visible minority



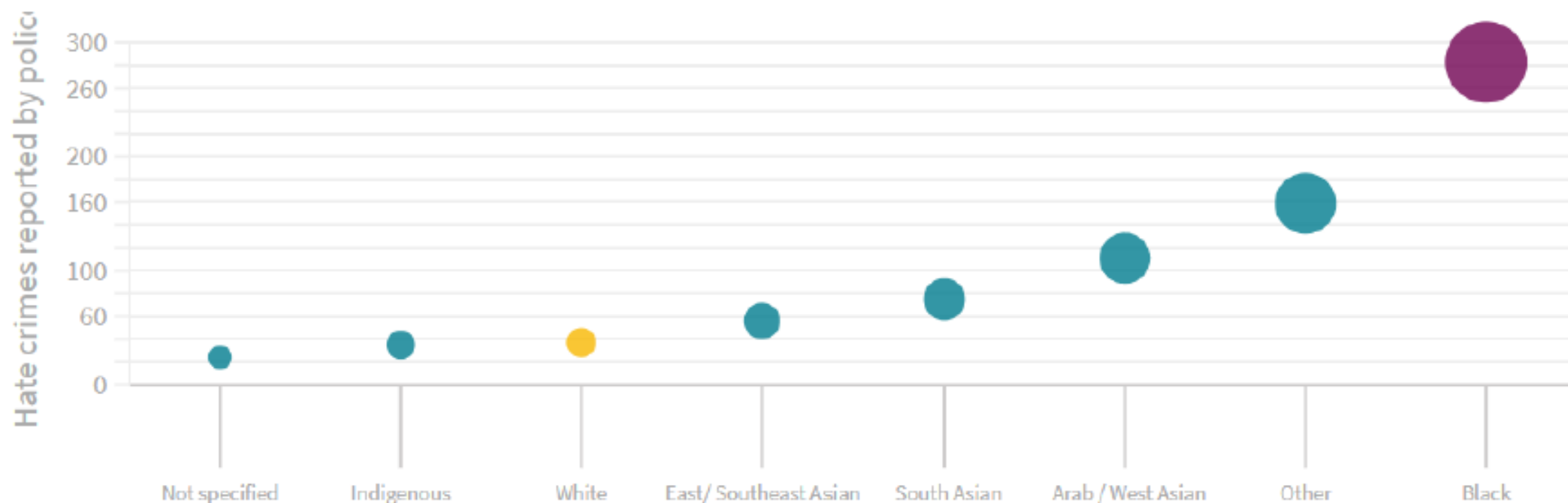
Black Population



Stats from: Statistics Canada. Graph from: CTV News

Hate crimes by motivation based on race or ethnicity

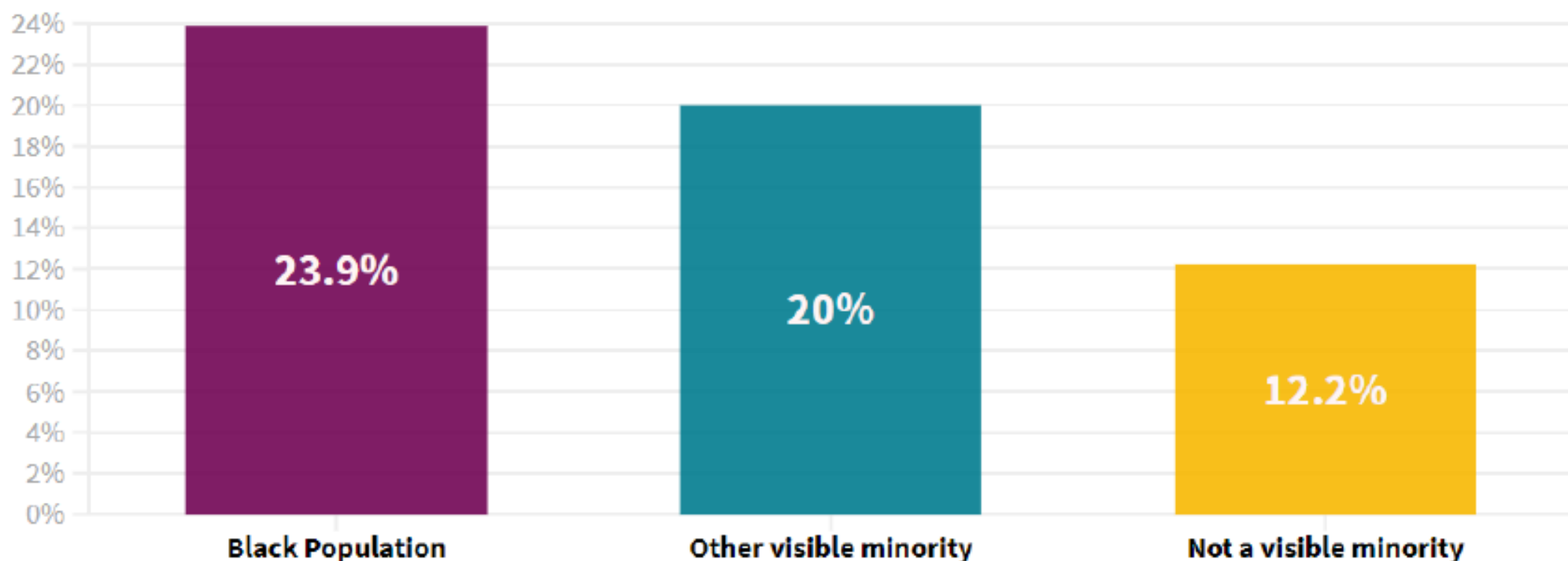
In 2018, Black Canadians were more likely than any other racial group in Canada to be the victims of a hate crime, according to data reported by police.



Source: [Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Incident-based Uniform Crime Reporting Survey.](#)

Proportion of population with low-income status

Black Canadians are nearly twice as likely as non-racialized Canadians to be considered low-income.



Source: [Statistics Canada, 2016 Census of Population](#) • Based on Income data for 2015

Expectations for higher education

Although 94 per cent of Black youth aged 15 to 25 said that they would like to get a bachelor's degree or higher, only 60 per cent thought that they could, according to data from 2016

■ Black population ■ Rest of the population

Think they will obtain a university degree



Would like to obtain a university degree



Source: Statistics Canada, General Social Survey (Canadians at work and home), 2016. • Data for youth aged 15 to 25

The call to action

Racism is a determinant of health. It's a reality that needs to be addressed in order for Black people to achieve optimal health.

Health impacts beyond physical health. For many individuals in Black communities, not receiving or being able to access appropriate care can lead to substantial losses in many aspects of life including employment, housing, family, and more.

History and context shape experiences. Anti-Black racism has immediate and longlasting negative impacts on the way Black communities access services, receive care, and engage with the health system and providers.

From: Black Experiences in Healthcare Symposium

public support for
black lives matter
has decreased most
among white people.



and here's the research that confirms it

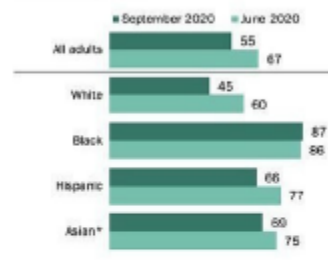
plus, you can see it in the search trends

According to Pew Research Center, support for Black Lives Matter among White People has dropped by 15% since June 2020. This is the largest drop among all races.

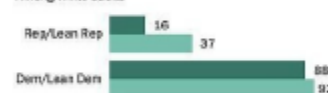
Among white adults, Democrat support for BLM decreased by 4%, while Republican support decreased by 21%.

Support for Black Lives Matter movement down since June

% saying they strongly or somewhat support the Black Lives Matter movement

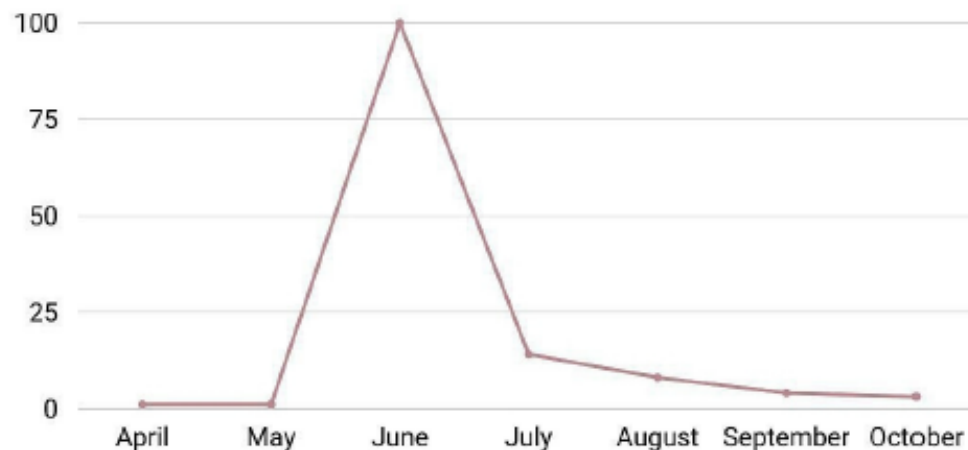


Among White adults



*Asian adults were interviewed in English only.
Note: White, Black and Asian adults include those who report being only one race and are not Hispanic. Hispanics are of any race.
Source: Surveys of U.S. adults conducted June 4-10, 2020, and Sept. 8-15, 2020.

PEW RESEARCH CENTER



This chart shows Google Search Popularity for the phrase "Black Lives Matter" from April to October. As you can see, Google Searches have returned to levels before the George Floyd protests in June.



Emergence of Major Event

Initial shock and outrage, mobilization, protests, social media activism.

Decline

Groups may experience: Repression, co-optation, success, or failure. Support for the movement diminishes over time.

Four-Stage Cycle of Social Movements

Adapted from Blumer, Mauss & Tilly

Coalescence

Coordinated and collective communal actions to promote the social justice cause.

Bureaucratization

National/international level of political and/or legal avenues are used to advocate for systemic change.



LAMP'S COMMITMENT TO DISRUPTING THE CYCLE

On the backdrop of the COVID-19 pandemic and its disproportionate impact on the health of black communities, we have also been dealing with the trauma caused by the impact of anti-Black racism. Our communities, staff, and clients have felt the pain, sadness, and anger from witnessing yet another example of anti-Black racism and violence with the killing of George Floyd, and closer to home, with the tragic death of Regis Korchinski-Paquet.

These two names are recent additions to a list of those lost to the violence of anti-Black racism. While these extremely violent instances have caught our attention, we are also keenly aware that anti-Black and anti-Indigenous racism exists in our large institutions and in our local communities. Systemic racism within our justice, education, employment, and health care systems negatively impacts Black and Indigenous lives every day.

As we navigate the pain and hurt of the lives lost and those being injured, as an organization we have asked ourselves this question: How do we disrupt the cycle of anti-Black and anti-Indigenous racism, and turn this moment into a movement toward health equity and justice for these communities?

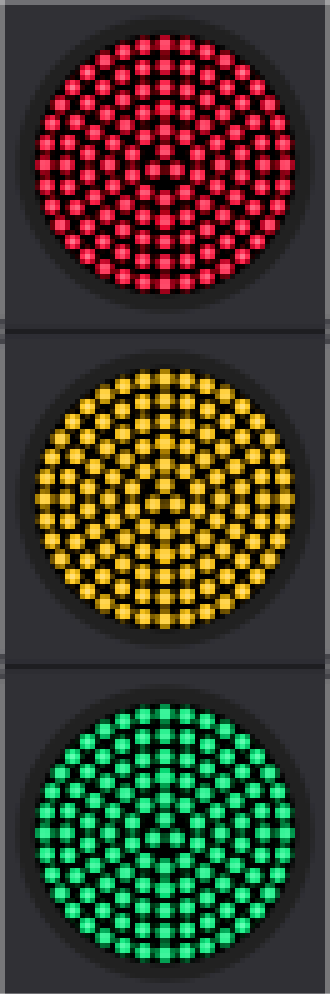
It has been several months and we have taken much needed time to sincerely consider, discuss, and establish a clear commitment at all levels of our organization, to what disrupting the cycle looks like for LAMP. We look forward to sharing the impact of our efforts with you as this movement takes hold and steers us toward equity, justice and a healthier community.

LAMP'S COMMITMENT TO DISRUPTING THE CYCLE OF ANTI-BLACK AND ANTI-INDIGENOUS RACISM LOOKS LIKE:

- 1 Examining our internal systems for opportunities to address anti-Black and anti-Indigenous racism at all levels of the organization, and taking action on these opportunities.
- 2 Collaborating with partners to provide educational opportunities for staff, community members, and other organizations to learn about anti-Black and anti-Indigenous racism in our institutions (health, justice, employment, and education systems), and its impact on the health and well-being of our communities.
- 3 Advocating for policies, resources, and actions that disrupt the cycle of anti-Black and anti-Indigenous racism in support of equity, justice and the pursuit of improved health outcomes for Black and Indigenous communities.
- 4 Ensuring our work to disrupt anti-Black and anti-Indigenous racism will be an ongoing commitment for which we will be accountable to the communities we serve.

On behalf of the LAMP Board of Directors and Staff Team

Our experience with self-assessment



Green Light – We are fully meeting this expectation

- Providing culturally appropriate food
- Working outside our mandate to provide emergency services/programs
- Team is reflective of racial diversity of community (data collection to come!)

Yellow Light – Our organization has started conversations/taken first steps

- Thinking more strategically about this; some teams leading advocacy
- Some departments offering services specifically for the Black community
- Starting anti-Black racism work, including creating spaces by and for Black staff

Red Light – Our organization has not gone there

- Needs of Black residents not consistently considered in planning/implementation
- Race-based data collected but not being used in planning (and not collected on staff)
- Extra labour to engage in/lead this work not consistently considered among leaders
- Lack of organizational understanding/awareness of history of anti-Black racism in Canada
- No explicit anti-Black racism policy; assessment of the impact of policies on Black staff
- No benchmarks for leadership development/staff retention

OHT Joint Anti-Black Racism Initiative: A roadmap

Recognizing this work will be a journey—one we each undertake both individually and collectively over time—we know we need to start somewhere. We are proposing the high-level road map below to guide us over this coming year. To promote greater regional alignment and maximize the opportunities with this work, we will be undertaking this initiative collaboratively with the West Toronto OHT.

We welcome partner thoughts and input on what will be achievable for us as a team!



Feedback

We welcome your thoughts and reflections on this approach, as well as your questions! For your reflection:

- What will meaningful progress look like on this?
- What would your organization need to make progress on this?
- What challenges do you foresee?

Next Steps

A smaller group of organizations will be initiating a self-assessment as a “pilot” over the summer months. Their learnings will be used to inform the approach and supports for future phases.

Year-End Report and Wrap Up

Mira Backo-Shannon

- Executive Lead, Mississauga Ontario Health Team

Highlighting our accomplishments to date



- ✓ Cough & Flu Clinic: a partnership between physicians in the community and a model for future
- ✓ Collaboration with physicians on the Palliative Resource Team and acute care
- ✓ Support for partners on PPE supply and accessing timely Covid-19 information
- ✓ Health Equity Community of Practice table to build our strategy and approach together
- ✓ Ongoing information sharing and webinars to build collaboration, even through Covid-19

Year-end report to the Ministry

On April 30th, the Mississauga OHT will deliver a report to the Ministry on its first year where we've been asked to spotlight major accomplishments and share an update on high-level plans for next year.

We want your feedback!

**What are the top OHT successes in 2020/21?
What are our biggest opportunities and risks in this next year?**

Share your thoughts in the chat, or we will be circulating a [survey](#) after this meeting to hear from you.

High-priority community strategy initiative

COVID-19 SUPPORT

Contact us for information and support



info@dixiebloor.ca
83-ENDCOV19 or
833-632-6819
Area served: East Mississauga



info@induscs.ca
905-275-2369
Area served: Northwest
Mississauga



support@pchs4u.com
416-605-6134
416-579-5942
Area served: Brampton

For support in Hindi, Urdu, Tamil, Bengali, and Punjabi, visit www.apnahealth.org



covid19support@cmhapeel.ca
905-791-7233
Area served: Southwest
Mississauga



supportline@rootscs.org
647-812-8545
Communities served:
Black, African, & Caribbean



support@wellfort.ca
905-451-4920
Areas served:
Bramalea & Malton

Six lead agencies in Peel supporting residents impacted by COVID-19 through a provincially-funded initiative.

Thank you for participating in today's meeting!

Please remember to complete the **survey** to be sent out after this meeting.

