

# BREAK

5 minutes



# Small Group Discussion (25 minutes)

- Please select a facilitator in each group
  - Alliance staff in each group will take notes
- ✓ Has the Board had conversations or taken actions to become a culturally safe organization for Indigenous people? If so, what did you do? How has your experience been? If not, what are the challenges in doing this work?
- ✓ What are the next steps that you might explore with your Board?
- ✓ How can the Alliance support you in advancing this important work? What resources would help you move forward?



# REPORT BACK

*15 minutes*

*Highlights from a few groups*





# **Governing for Health Equity training**

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*Cliff Ledwos, Chair of the Member Engagement  
Committee, Alliance Board*

“We will build a strong community governance system that is reflective of the people and communities we serve and will continuously improve our Boards’ capacity to advance health equity at organizational and system levels.”

# Health Equity Charter

Health equity  
Bold, strategic, relentless  
Anti-racism  
Determinants of health  
Partnership  
ACCESS  
Allship  
Health  
INCLUSION  
Digital equity  
Indigenous Health in Indigenous Hands

Wellbeing  
Humility  
Social justice  
Human rights  
ACTION  
Intersectionality  
Health care  
Systemic inequities  
Anti-oppression  
COMMUNITY  
Transformative Change  
Accountability  
Solidarity

## WHAT IS THE HEALTH EQUITY CHARTER?

It is a commitment to action by the Alliance for Healthier Communities and Alliance member organizations to recognize and confront barriers to equitable health. We commit to be bold, strategic and relentless in challenging these barriers and addressing the needs of the people and communities we serve to achieve our vision of the best possible health and wellbeing for everyone living in Ontario.

Continued on next page



Alliance for Healthier Communities  
Alliance pour des communautés en santé

# Governing for Health Equity

*Training for Boards of  
Community-Centred Health  
and Social Services  
Organizations*



# Governing for Health Equity

## Training background

- Builds on the Inclusive Leadership in Governance training.
- In 2021, the Alliance updated the resources and content of these modules to support boards of health and social service organizations to be Health Equity leaders at individual, organizational and system levels.
- Geared to Alliance members.



# Governing for Health Equity

## Framework for Boards of Community-Centred Health and Social Services Organizations

To advance health equity in their organizations and broader community, boards of community-centred health and social services organizations need to adopt the following practices:

### Understand diversity, equity, inclusion and anti-racism/anti-oppression (DEI & AR/AO):

- Recognize the impacts that systems of power have on health and determinants of health outcomes, including inequities in access and experience of health and quality of life.
- Commit to developing and strengthening Board's understanding of diversity, equity, inclusion and anti-racism/anti-oppression.
- Learn how to embed and operationalize diversity, equity, inclusion and anti-racism/anti-oppression in the board's work.

### Reflect on your organization's community-centred practices:

- Involve communities in decision-making grounded in good practices and procedures.
- Build membership from the communities the organization serves.
- Conduct ongoing community needs assessments to learn about trends and continuously apply this knowledge.
- Prioritize equitable community engagement as a leadership practice.

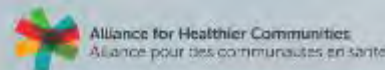
### Engage in behaviors and practices grounded in cultural humility:

- Commit to lifelong learning and critical self-reflection.
- Recognize and address power imbalances.
- Commit to organizational accountability.



### Commit to a health equity approach:

Work to dismantle barriers, eliminate health inequities and improve access to health care, especially for those who have historically faced and continue to face discrimination and disadvantage.



Alliance for Healthier Communities  
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[www.allianceON.org/Governing-for-Health-Equity](http://www.allianceON.org/Governing-for-Health-Equity)

Health equity issues are shared by the Alliance for Healthier Communities and Alliance members: <http://www.allianceon.org/health-equity/>

# La gouvernance pour l'équité en santé

## Cadre pour les Conseils d'Administration (CA) des organisations de soins de santé et de services sociaux communautaires

Afin de faire avancer l'équité en santé dans leur organisation et dans l'ensemble de la communauté, les CA d'organisations de soins de santé et de services sociaux communautaires doivent adopter les pratiques suivantes :

### Comprendre des concepts de diversité, d'équité, d'inclusion et de lutte contre le racisme et l'oppression (DEI et AR/AO) : (DEI & AR/AO):

- Reconnaître les répercussions des systèmes de pouvoir sur la santé et les déterminants de la santé, y compris les inégalités d'accès et d'expérience à des soins et des services, la santé et la qualité de vie.
- S'engager à développer et renforcer la compréhension du CA sur les concepts de diversité/d'équité, d'inclusion et de lutte contre le racisme et l'oppression.
- Apprendre les façons d'intégrer la diversité, l'équité, l'inclusion et la lutte contre le racisme et l'oppression dans le travail du CA.

### Réfléchir sur des pratiques de votre organisation axées sur la communauté :

- Favoriser la participation des communautés dans la prise décisionnelle fondée sur de bonnes pratiques et procédures.
- Augmenter l'adhésion issue des communautés servies par l'organisation.
- Évaluer régulièrement les besoins de la communauté pour apprendre les tendances et mettre en application ces connaissances en continu.
- Prioriser un engagement équitable de la communauté comme une pratique du leadership.

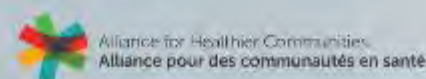
### S'engager à de pratiques et de comportements fondés sur l'humilité culturelle :

- S'engager envers l'apprentissage et la réflexion critique à perpétuité.
- Cerner les déséquilibres de pouvoir et s'y adresser.
- Commit to organizational accountability.



### S'engager à une approche centrée sur l'équité en santé :

S'efforcer d'éliminer les obstacles et les inégalités en santé et d'améliorer l'accès aux soins de santé, surtout pour les personnes qui ont été et encore aujourd'hui sont victimes de discrimination et défavorisées.



Alliance for Healthier Communities  
Alliance pour des communautés en santé

<https://www.allianceon.org/fr/La-gouvernance-pour-lequite-en-sante>

Health equity issues are shared by the Alliance for Healthier Communities and Alliance members: <http://www.allianceon.org/fr/chaq-pour-lequite-en-sante/>



# Governing for Health Equity Training

- The training includes five (5) modules:
  - Module 1 Part I: Growing a Culture of Equity Leadership
  - Module 1 Part II: Growing a Culture of Equity Leadership
  - Module 2: Focus on Equity Governance Roles
  - Module 3: Focus on Community-centred Governance
  - Module 4: Focus on Board Membership and Authentic Engagement
- Governing for Health Equity Tool Book includes additional resources, Board reflection exercises, sample policies and templates



# Acknowledgements

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- Heidi Schaefer from Advancing Change Together (ACT) Consulting
- Volunteer reviewers:
  - Ivy Beaton, Board member of CSC Chigamik CHC and member of the 2SLGBTBQ+ Advisory Committee of the Alliance Board
  - Angie Heydon, Board member of Unison Health and Community Services
  - Jill Erridge, Board member of Community Health Centres of Northumberland
  - Arman Hamidian, Board member of Access Alliance Multicultural Health and Community Services
  - Meghan Perrin, Alliance for Healthier Communities staff

# Cost and registration information

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- The cost is \$750 per Board with unlimited access for three (3) years.
- To learn more and register, please email Oleksandra Budna at [oleksandra.budna@allianceon.org](mailto:oleksandra.budna@allianceon.org)

Questions? Comments?



# Strategic Planning Process

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*Mariette Sutherland, Co-Chair of Strategic Planning Committee*

# Alliance Strategic Planning Process Update

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- The goal is to launch our new 5-year plan at the 2022 Annual General Meeting next June.
- Engaged close to 200 member agency leaders, board members and key informants from the health sector.
- Currently reviewing all the data, an environmental scan and internal assessment to establish our priorities and guide the development of the strategic plan and directions.

# Next Steps

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- The Alliance board will be seeking feedback into priorities and a draft strategic plan in **Winter 2022** through a variety of methods, including World Café style sessions.
- We will communicate with Board Chairs and Liaisons directly so please ensure your contacts are up to date by e-mailing [\*gabriela.panciu@allianceon.org\*](mailto:gabriela.panciu@allianceon.org)

# Resolutions Process

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*Mike Bulthuis, Chair of Resolutions Committee,  
Alliance Board*



# Purpose of Resolutions

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- One of the ways Alliance members can help shape strategic priorities of the Alliance for Healthier Communities (along with participating in the strategic planning process and joining committees)
- Opportunity to have input in setting policy guidelines for the Alliance and to provide direction to the Board of Directors
- Allow the Alliance and members to call for collective action on important issues.

# New Resolutions Process

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- The Alliance Board reviewed all existing resolutions with input from Strategy Group and Alliance Leadership Team.
- Prioritized the work on the resolutions using the Lead/Support/Amplify matrix.
- On all resolutions that impact one of the priority groups, regardless of whether we lead, support or amplify, we will follow the lead of moral owner groups and use our resources to support their work and, where necessary, advance the issue among Alliance membership.
- Proposed to sunset several resolutions and will be in touch with members who put them forward.

# Resolutions Process: Next Steps

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- Call for resolutions will be issued in December. Will include a list of all current resolutions along with a progress report and recommended steps for the next year using the Lead/Support/Amplify matrix.
- When considering a resolution, please ensure it aligns with the strategic plan of the Alliance.
- Review all existing resolutions. If there's a resolution on the same issue, consider updating it rather than submitting a new one.
- Ensure a collaborative/consultative process is undertaken when considering resolutions that impact one of the priority groups.
- For questions, contact Corinne Christie at [Corinne.Christie@allianceon.org](mailto:Corinne.Christie@allianceon.org)

Questions? Comments?



# Alliance updates

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- **Health Equity Charter endorsements:**
  - Please send a motion from a Board meeting to endorse the Health Equity Charter to Gabriela Panciu at [gabriela.panciu@allianceon.org](mailto:gabriela.panciu@allianceon.org)
  - Health Equity Charter 101 webinar: [English](#)/[French](#)
- **Free seat for San'yas Indigenous Cultural Safety Training** (one per Board) – 15 seats still available
  - Please send name and email of Board member to Oleksandra Budna at [Oleksandra.budna@allianceon.org](mailto:Oleksandra.budna@allianceon.org) by **Tuesday, October 12**

# Upcoming Events

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- Board Liaison Orientation Webinar –  
October 19, 5:30-6:30 p.m.  
[https://ca01web.zoom.us/meeting/register/u5Iude6upzkrE9O5MW2tDbpDuXrQUh\\_yWuN6](https://ca01web.zoom.us/meeting/register/u5Iude6upzkrE9O5MW2tDbpDuXrQUh_yWuN6)
- Changes in the Health System –  
November 17, 5:30- 6:30p.m.



The background features a repeating pattern of wavy lines. The top and bottom edges are solid orange and red respectively. The middle section is filled with wavy lines in green, teal, and red, interspersed with segments of a colorful geometric pattern consisting of small triangles in orange, green, red, and dark grey.

**Questions?  
Comments?**



**Merci!**  
**Miigwetch!**  
**Thank you!**

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**Send questions to**  
**[oleksandra.budna@allianceon.org](mailto:oleksandra.budna@allianceon.org)**