

# Learning Essentials for Advancing Health Equity

## Module One, Part Two: *Health Equity Framework*



# BUILDING CAPACITY FOR EQUITY-INFORMED PLANNING AND EVALUATION



**Health Equity Project Leader**  
*Access Alliance Multicultural Health and  
Community Services*



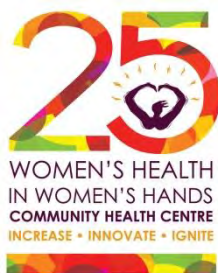
**Health Equity Project Capacity Building  
Partner**



*Association of Ontario Health Centres*



**Health Equity Project Champions**  
*Chigamik, Planned Parenthood; North  
Lambton; Rideau; Somerset West;  
Témiskaming; and Women's Health in  
Women's Hands Community Health Centres*



**Funder: Ministry of Citizenship and Immigration**



Today's learning objectives are to :



- Explore the Health Equity Framework to understand five dimensions of achieving organizational health equity
- Visualize what achieving organizational health equity looks like, via examples in the sector

# What is a Health Equity Framework?

“A framework... [allows] health care organizations to improve health equity in the communities they serve.”

Source: Achieving *Health Equity: A Guide for Health Care Organizations*, produced by the Institute for Healthcare Improvement, Cambridge, Massachusetts, 2016.

# Health Equity Framework

Make health equity a strategic priority



Develop structures and practices to support health equity work



Take specific actions to address the multiple determinants of health on which organizations can have a direct impact



Decrease all forms of organizational discrimination & oppression



Develop partnerships with others to improve health and equity at societal/population levels



# Make Health Equity a Strategic Priority



## Strategic Plan 2016-2020

### Vision

Healthy  
People,  
Strong  
Communities

### Mission

Working with our communities, we provide primary health care, health promotion, and community development, with a focus on people who face challenges to accessing care.

### Values

Person-Centred Care

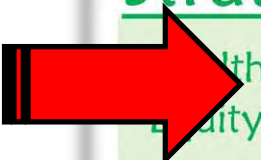
Collaboration

Respect

Accountability

Excellence

### Strategic Directions



Health  
Equity

Advance our culture of inclusion and diversity in the health centre and with our communities

Healthy  
Communities

Focus resources to advance client and community wellness

Collaboration  
& Innovation

Advance quality services by working together





# our mission, vision and values

planned parenthood toronto / about us / our mission, vision and values



## Equity Vision

### **Equity Statement**

Planned Parenthood Toronto is committed to being an agency that values and reflects the diverse communities of Toronto.

We recognize that:

**Equity is different from equality.**

**Equity is access to inclusive, high quality, programming and services that respect your choices.**

**Equity is ensuring that community input informs what we do and guides us to take action for social change that benefits you.**

# CHAMPIONING TRANSFORMATIVE CHANGE

## In keeping with OUR VALUES

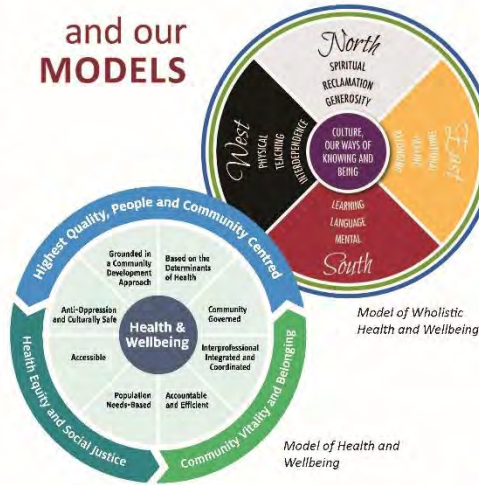
**Equity:**  
We champion an equitable, inclusive and respectful primary health care system.

**Leadership:**  
We challenge the status quo with integrity and transparency and are catalysts for system innovation.

**Collaboration:**  
We embrace community-driven cooperation and partner to influence change.

**Knowledge:**  
We act and learn from a community-informed and evidence-based approach.

## and our MODELS



## to support OUR MISSION

We champion transformative change to improve the health and wellbeing of people and communities facing barriers to health.

## and achieve OUR VISION.

The best possible health and wellbeing for everyone in Ontario.

# In keeping with OUR VALUES

## Equity:

We champion an equitable, inclusive and respectful primary health care system.

1  
Champion health equity and population needs-based planning, and challenge systemic inequities to achieve improved health outcomes.



# Develop Structures & Practices to Support Health Equity Work



## Women's Health in Women's Hands

Policies and practices are guided by a strategic social justice framework

Goal is to disrupt, overturn and reconstruct oppressive values, definitions, policies, institutions and relationships.




# Seeing the world through WHIWH's social justice framework

Reduce power inequities in client-CHC relationship

A light blue downward-pointing arrow with a white outline, indicating a flow from the first step to the second.

Maximize client resources/access to resources

A light blue downward-pointing arrow with a white outline, indicating a flow from the second step to the third.

Unmask primary structures of oppression

# Develop Structures & Practices to Support Health Equity Work



## Chigamik Community Health Centre

- Hire bilingual staff for intake
- Train in cultural safety

Collect as close as can to 100% of mandatory indicators

Define the inequity or disadvantage for improvement

# *Reflection: Formal Structures, Policies and Practices for HE*



As a team, reflect on the structures and practices you are using. What is working well? What can your CHC improve?

- HE Policies and Guidelines
- Health Equity Committees
- Decision-making tools (HE Impact Assessment)
- Population Needs-Based Planning Guidelines

# Take specific actions to address multiple determinants of health on which organizations can have a direct impact



## Deepening The Understanding Of the People We Serve



## Through The Lens of the Canadian Index of Wellbeing

**HealthLink**  
North Simcoe Community

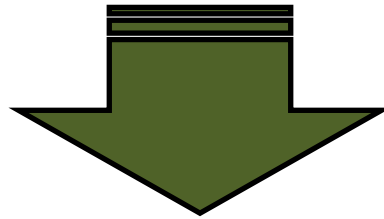
Preliminary Report: August 30, 2016



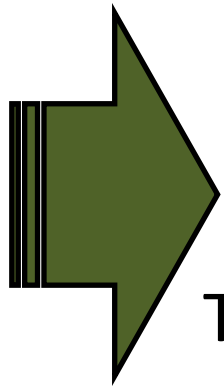
Take specific actions to address multiple determinants of health on which organizations can have a direct impact



Access Alliance measures the % of clients being offered services in their language of choice



and hires interpreters and peer support based on this evidence.



They recently they hired interpreters who speak Czeck/Slovak, Hindi/Gujurati, Arabic/French, Tamil, and Hungarian, based on these statistics.

Take specific actions to address multiple determinants of health on which organizations can have a direct impact



**FOOD SECURITY**  
**WE CAN DO BETTER!**



COALITION OF COMMUNITY HEALTH  
AND RESOURCE CENTRES OF OTTAWA  
*Together we make a difference.*

COALITION DES CENTRES DE RESSOURCES  
ET DE SANTÉ COMMUNAUTAIRES D'OTTAWA  
*Ensemble, nous faisons la différence.*



“People who are food insecure are twice as likely to access healthcare services.”

- Kaitrin Doll  
Coordinator, Anti-Poverty Project

Market Mobile Ottawa



Decrease all forms of organizational discrimination & oppression

**Planned Parenthood:** Anti-racism, anti-oppression training for staff in the last year; now required for all new staff.

**Somerset West CHC:** Diversity audit of the agency; examining internal hiring practices and other HR practices and policies



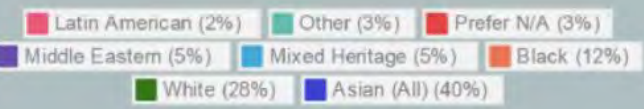
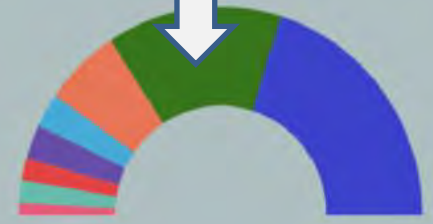


Access Alliance did an equity survey with employees, which determined staff composition, languages etc.

## RACE/ETHNICITY

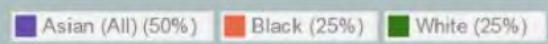
All Respondents

**White staff**



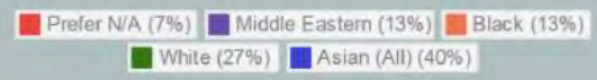
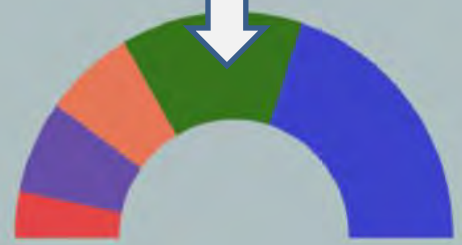
Management

**White staff**



Admin/Support

**White staff**





Decrease all forms of organizational discrimination & oppression



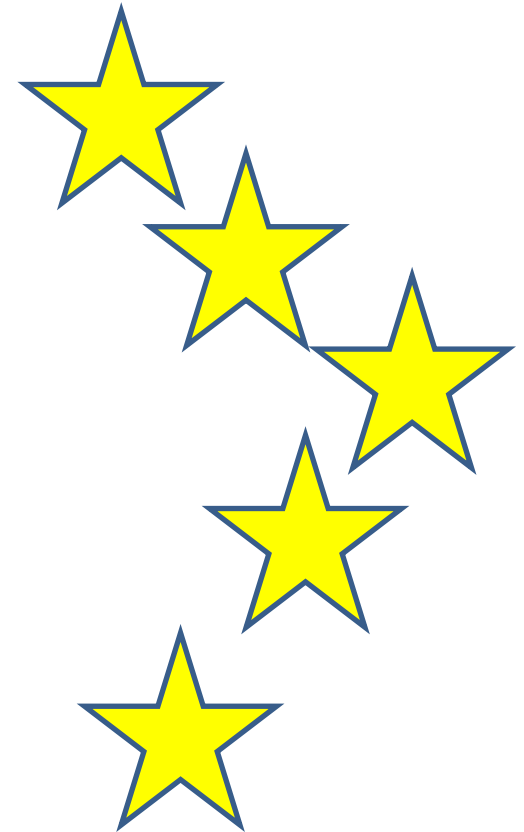
**Centre de santé  
communautaire  
du Témiskaming**

Develop partnerships with others to improve health and equity at societal/ population levels



### Stars in this constellation

- 1) This project's champions
- 2) Our project!
- 3) People in Need of Teams Initiative
- 4) Making Voices Count initiative
- 5) CHCs & Promoting Good Jobs Initiative
- 6) Partnership for Inclusive Leadership



# 1) Our project's champions

Examples from 4 of our project's champions



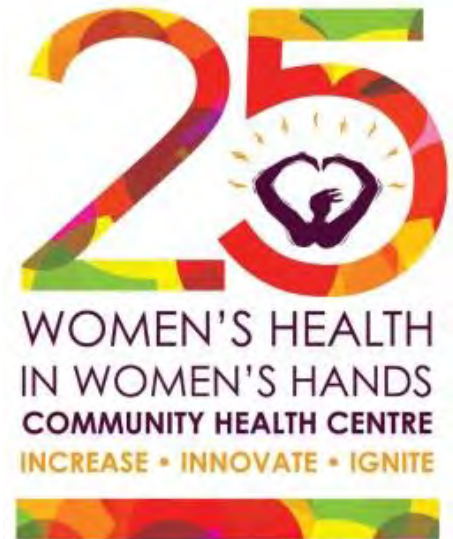
SOMERSET WEST  
**COMMUNITY  
HEALTH  
CENTRE**



CENTRE DE  
**SANTÉ**  
COMMUNAUTAIRE  
SOMERSET OUEST



**planned  
parenthood**  
toronto



# 2. Our Partnership!



Association of Ontario Health Centres  
Community-governed primary health care

Association des centres de santé de l'Ontario  
Soins de santé primaires gérés par la communauté

## Health Equity Project Leader

Access Alliance Multicultural Health and Community Services



planned  
parenthood  
toronto



Rideau Community  
Health Services

## Health Equity Project Capacity Building Partner

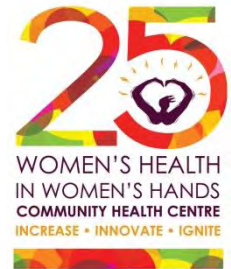
AOHC



Centre de santé  
communautaire  
du Témiskaming

## Health Equity Project Champions

Chigamik, Planned Parenthood; North Lambton; Rideau; Somerset West; Témiskaming; and Women's Health in Women's Hands Community Health Centres



North Lambton  
Community Health Centre

## Health Equity Project Cross-Sector Partners

OCASI and Centre Francophone de Toronto



Centre  
francophone  
Vivre mieux

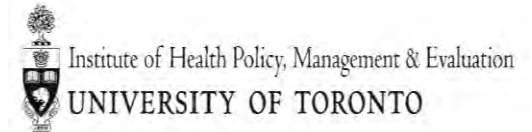


Centre de santé communautaire  
CHIGAMIK  
Community Health Centre

La place du peuple – The Peoples' Place



# 3. People in Need of Teams initiative



South-East Ottawa  
Community  
Health Centre  
Centre de santé  
communautaire  
du sud-est d'Ottawa

Every One Matters.  
Chaque personne compte.



Sandy Hill  
Community Health Centre  
Centre de santé  
communautaire Côte-de-Sable



London  
InterCommunity  
Health Centre



South East Grey  
Community Health Centre



Access Alliance  
Multicultural Health and Community Services



Ontario College of Family Physicians  
Education | Leadership | Research | Advocacy  
A Chapter of the College of Family Physicians of Canada

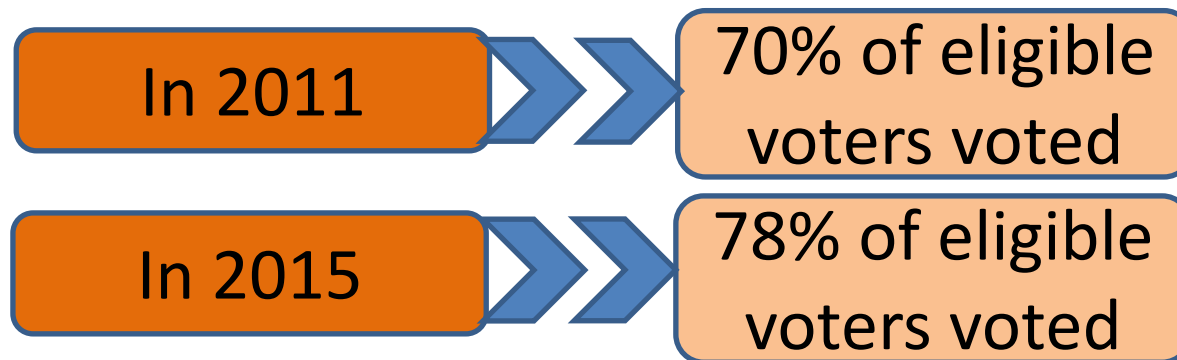


Association of Ontario Health Centres  
Community-governed primary health care  
Association des centres de santé de l'Ontario  
Soins de santé primaires gérés par la communauté

afhto association of family  
health teams of ontario

## 4. Making Voices Count initiative

In the federal riding of Ottawa-Centre, three Community Health Centres worked with residents to increase voter turnout in the Nov. 2015 election.



In 2015, Ottawa Centre had the highest voter turnout in the entire country.

# 5. CHCs & Promoting Good Jobs Initiative





# 6. Inclusive Leadership Project



*Healthy people, thriving communities  
Des gens en santé, des communautés florissantes*



Funded by:  Ontario

# *Final reflection*

- Does the HE Framework make sense to you?
- What questions/challenges do you have?
- How might you adapt it and why?

## Health Equity Framework



# Resources

## 1. Health Equity Impact Assessment Training Tools

<http://en.healthnexus.ca/topics-tools/health-equity-topics/heia>

## 2. Health Equity Project Information on AOHC website, including a link to Baseline Assessment Survey

<https://www.aohc.org/Health-Equity-Indicators-Project>



**EQUALITY**



**EQUITY**