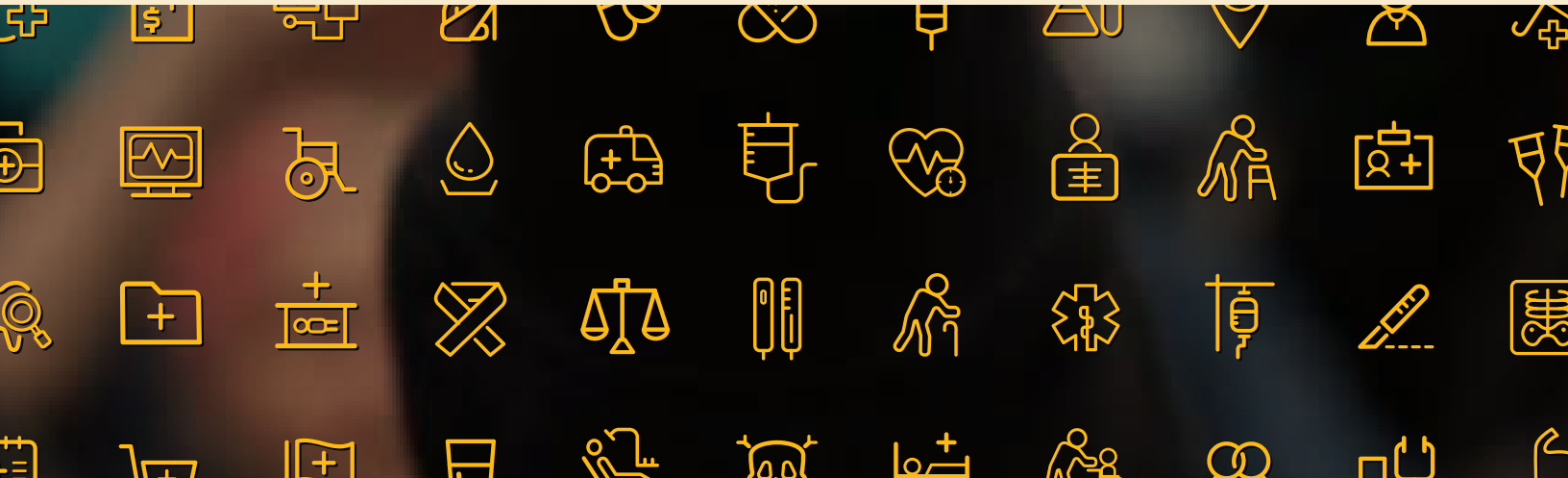




# BLACK HEALTH STRATEGY



The Black Health Committee is a committee of the Alliance for Healthier Communities







---

Letter from the Alliance Board

The Board of Directors of the Alliance for Healthier Communities recognizes and endorses the work of the Black Health Committee in developing and supporting the implementation of the Black Health Strategy.

As part of our Health Equity Charter commitments, we recognize that historical and current systems of oppression, including slavery, police violence and anti-Black racism, impact the present-day experiences of Black people in Ontario. We know that Anti-Black racism has shaped and continues to shape public policy, decision-making, and services, resulting in disproportionately poorer health outcomes for Black communities.

The Alliance Board of Directors wholeheartedly supports the Black Health Committee's Black Health Strategy to address anti-Black racism to improve the health and wellbeing of Black people in Ontario. The strategy is essential to affirming their rights to attaining and maintaining healthy lives and having access to health services without fear of racial discrimination.

We fully endorse and support the strategy's goal to improve health outcomes for Black communities across Ontario.

With the overlapping crises of the pandemic, anti-Black racism, colonization and its continuous impacts, our collective work to advance health equity is more important than ever.

Sincerely,

Liben Gebremikael  
Chair of the Board of Directors  
Alliance for Healthier Communities

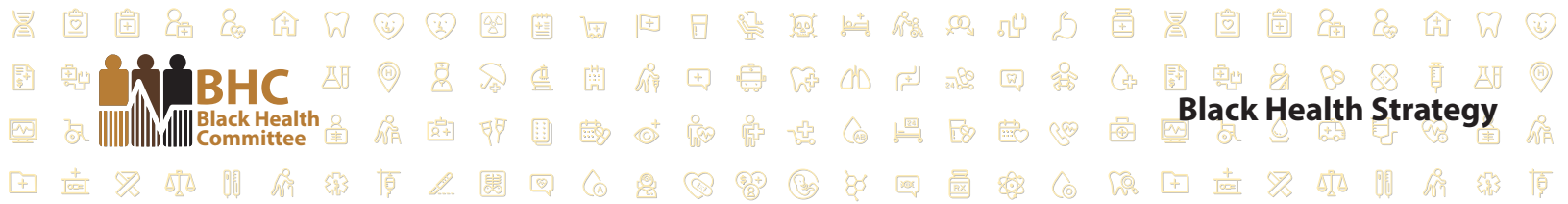


# Black Health Strategy

## Table of Contents

Preface	1
This Health Strategy at a Glance	2
Context	4
The Black Health Committee	5
How will we do it?	6
Priorities and Guiding Principles	8
Result Areas	12
• Result Area One: Improved Policy and Advocacy on Black Health Issues	12
• Result Area Two: Public Education to Advance Black Health	13
• Result Area Three: Sustainability and Community Partnerships	14
Conclusion	17





# Preface

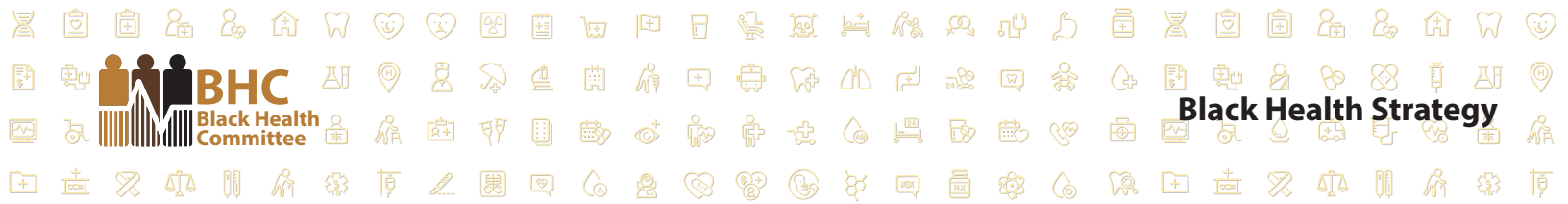
In 2018, a group of Black health leaders in Ontario formed the Black Health Committee (BHC) to use their positions as leaders of community health organizations to improve health outcomes for all Black people and communities in Ontario. This Strategy provides a long-term, evidence-informed policy framework as part of the overarching vision to improve Black health.

This Strategy builds on previous work undertaken to address social determinants of health for Black people and communities in Ontario, including improving health services. It adopts an assets-based and anti-Black racist approach to inform the delivery of health services by community health centres and other community health organizations across Ontario. It emphasizes that addressing anti-Black racism is central to improving the health of Black people in Ontario and essential to affirming our right to attaining and maintaining healthy lives and having access to health services without fear of racial discrimination. Further, this Strategy entails targets and processes that are the cornerstone of the BHC's targeted approach to community health centres and other members of the Alliance for Healthier Communities to ensure Black people accessing care at these centres enjoy the same standard of health as other people living in Ontario. The three-year timeframe of this strategy comes at a critical time in ongoing efforts to address health disparities for Black people living in Ontario. Our collective efforts must be targeted to ensure the best outcomes can be realized.

To help achieve this, the Black Health Committee undertakes to:

- Coalesce actors working across governments and sectors to address health disparities through the delivery of quality care to Black people in Ontario.
- Advocate for investments to make Ontario's health systems accessible, culturally safe, and appropriate, effective, and responsive for all Black people in Ontario.
- Promote the attainment of good health and well-being for Black communities in Ontario across our life course by addressing the intersecting issues of anti-Black racism and other social determinants of health.

The BHC acknowledges that sustained improvement to Black Ontarians' health and well-being requires systems-level action across our health system. As Black leaders of community health organizations embedded within the Alliance for Healthier Communities, working in this rapidly evolving context, we will understand the importance of remaining adaptive in our approach, ambitious in setting targets for work and accountable to the people we serve. With this strategy, we will leverage the unique strengths of our partnership to hold community health centres within the Alliance for Healthier Communities across Ontario accountable for delivering better and more robust health programs for Black communities. Similarly, we will work with actors across Ontario's health system such as the Ministry of Health, Ontario Health Teams, hospitals, and allied health associations to plan, lead and develop programs that deliver on our goal to improve health outcomes for Black communities across Ontario.



The implementation of this health strategy will ensure that progress towards health equality can be monitored over time. To this end, implementation plans will be subsequently developed, set progress targets aligned to established best practices, and be designed to respond to new and emerging needs. This Strategy will be evaluated in the mid-term to ensure that it is implemented efficiently and urgently with demonstrated impact.

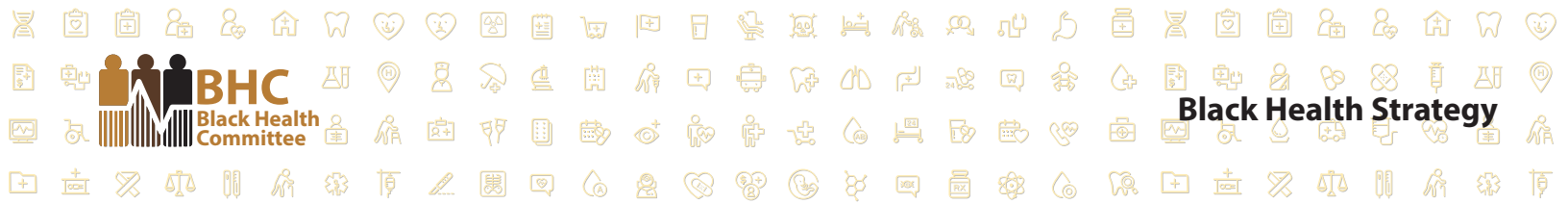
Finally, drawing from the experiences of the previous health crises such as the HIV and AIDS epidemic, many of the issues that the COVID-19 pandemic has highlighted are not new and reflect longstanding pains for Black communities across Ontario. The BHC hopes this Strategy and attention given to Black Health will be the turning point in the history of improving Black health and well-being in Ontario.

# Health Strategy at a Glance

Building on the present context of a global pandemic and the increased attention to anti-Black racism stemming from the Black Lives Matter movement, this Strategy recognizes critical shifts needed to advance Black health. The primary objective of this Strategy is to address and reduce structural inequalities that contribute to ill-health among Black people in Ontario, and improve the delivery of care they receive at the community health centre and members of the Alliance for Healthier Communities. This Strategy is built on decades of experience and evidence developing health programs for Black people in Ontario. The strategy centres on the needs of all parts of the Black community. It aims to unite the members of the Alliance, its stakeholders and partners to take prioritized and tailored actions to accelerate progress towards a vision of Black health that reflects the diversity of our community and its members. To make this achievable, the Strategy calls on members of the Alliance primarily, as well as federal, provincial and municipal governments, health agencies, hospitals, and allied health associations, and communities to work together towards a common goal of racial justice as a measure of good health for Black communities, by addressing structural inequalities that prevent the attainment of racial justice. To this end, the BHC welcomes and hopes to prioritize urgent implementation and the scale-up of evidence-based interventions, policies, strategies, and approaches that will turn incremental gains into transformative results.

Lastly, the Strategy presented here is intended to be implemented gradually and comprehensively with equal importance given addressing the social determinants of health. The Strategy will be used to create and sustain enabling environments for more effective health policies and stewardship, support the amplification of community-led responses to pressing issues central to good health, and ultimately to strengthen and make more resilient systems for health to meet the health needs of all Black people and communities in Ontario.





# Context

Across Ontario, oppression of and disadvantage against Black communities is evidenced by ongoing racial disparities in health outcomes<sup>1</sup>. Across all measurable indicators, Black populations present a worrisome picture of health, often recording disparate health outcomes such as higher rates of chronic diseases. Black communities are also least likely to have access to health services and report higher rates of poor mental health than other groups. The status quo causes are widely known; Canada is a post-colonial country supported by structures built on a history of social and structural oppression<sup>2</sup>. The case for a concerted effort to improve Black health has always been clear, despite the lack of political will to address it fully.

Recent increased attention to anti-Black racism and the rise of the Black Lives Matter movement has coalesced support to address the enduring legacy and impact of social and structural inequities on Black communities in Canada<sup>3</sup>. The pandemic arrived when many chronic challenges that generations of Black Canadians have lived with were being emphasized<sup>4</sup>. Through the lens of COVID-19, many people finally understood how Black communities and their collective health have been in a state of crisis. In specific and undeniable ways, the response to COVID-19 brings to attention some of the chronic weaknesses of Ontario's health and care systems and the real challenges it faces to meet the health and needs of its Black patients and users. The COVID-19 pandemic lays bare the impact of failures in leadership to acknowledge and address the effects of anti-Black racism. Anti-Black racism and a lack of action to address it intersects with an absence of transparency, poor integration between health and social care, disempowered health service providers, and the lack of race-based health data to inform population health planning; all of which are root causes of poorer health outcomes for Black people. All of this shows that Ontario's health system requires radical shifts to meet the needs of Black people and communities.

Conversely, aspects of the COVID-19 response that have been led by health system partners such as community health centres deserve recognition and attention from planners and decision-makers. Community-led pandemic efforts highlight the role that these community-based agencies play in meeting population-specific health needs. Against this backdrop and considering longstanding disparities and inequities exposed by the COVID-19 pandemic, the Black Health Committee commissioned this health strategy to direct its actions to improve Black health in Ontario.

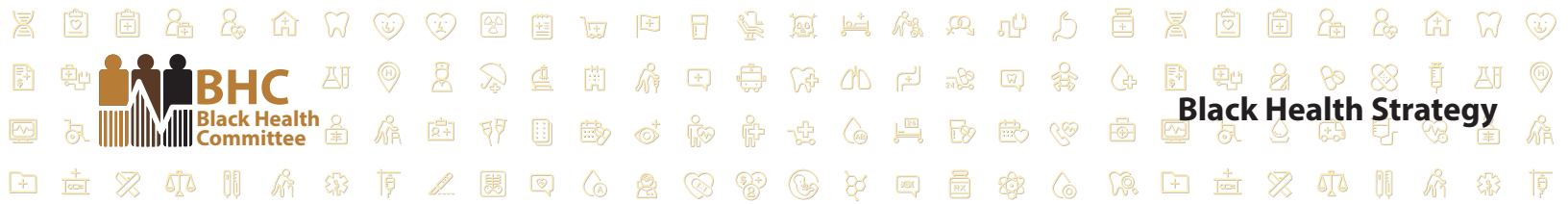
<sup>1</sup> P. H. A. of Canada, "Government of Canada," Canada.ca, 08-Sep-2020. [Online]. Available: <https://www.canada.ca/en/public-health/services/health-promotion/population-health/what-determines-health/social-determinants-inequities-black-canadians-snapshot.html>. [Accessed: 20-Nov-2020]

<sup>2</sup> J. Jean-Pierre and C. E. James, "Beyond Pain and Outrage: Understanding and Addressing Anti-Black Racism in Canada," Wiley Online Library, 05-Nov-2020. [Online]. Available: <https://onlinelibrary.wiley.com/doi/abs/10.1111/cars.12307>. [Accessed: 15-Nov-2020]

<sup>3</sup> Demands," BLM – Canada. [Online]. Available: <https://blacklivesmatter.ca/demands/>. [Accessed: 15-Nov-2020]

<sup>4</sup> Public Health Agency of Canada. Key Health Inequalities in Canada: A National Portrait. August 2018. Available from: <http://publications.gc.ca/site/eng/9.855576/publication.html> [Accessed 15-Nov-2020]



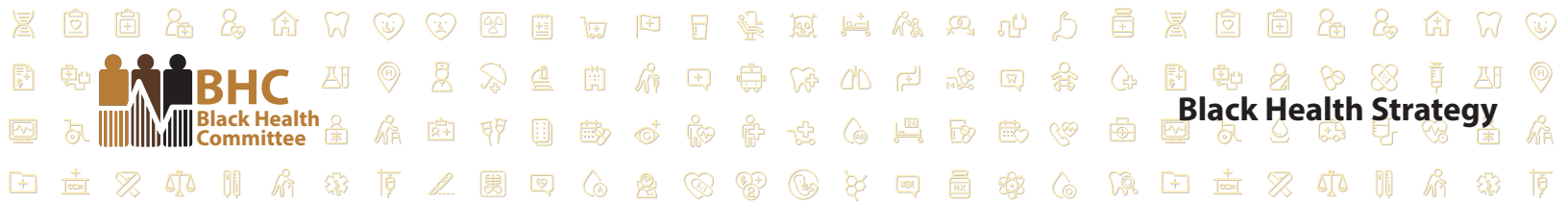


This Strategy presents three focus areas, five priority targets, and several short- and long-term recommendations implemented over a four-year timeline. This Strategy intends to augment and reinforce the Black Health Committee’s efforts to advance a robust Black Health agenda among the members of the Alliance for Healthier Communities to realize good health outcomes and advance the case for improving the health of Black people throughout Ontario. With much care and detail, this Strategy presents a roadmap that seeks to bring together varying health system actors working on Black Health to realize several key outcomes to improve the health and social conditions for Black communities in Ontario across several domains. It is informed by the clinical and community health experiences of the agencies that make up the Black Health Committee which includes the models of care that inform the delivery of care and health services to Black communities. Therefore, this Strategy aims to be instructive by laying out targets that can be implemented gradually, carefully and building on evidence-informed best practices.

# The Black Health Committee

The Black Health Committee is a permanent committee of the Alliance for Healthier Communities. It is comprised of Black health leaders of community health centres and members of the Alliance for Healthier Communities. Collectively, our work and the success that it has is built on the partnership structures that underpin it. Addressing anti-Black racism and how it blights the health and wellbeing of the communities we serve is at the heart of this Strategy. Our ambition is to support the development of people-centred health programs, holistically considering the historical context that frames Ontario’s Black communities’ individual and community health needs. In doing this work, we seek to reorient health programs and health policy-making process to make significant investments in strengthening people-centred care and integrated health system that engages social and political actors at all levels to consider adequately, engage and demonstrate leadership to address anti-Black racism in our societies and its contribution to ill-health.

The Black Health Committee is chaired by Francis Garwe, CEO, Carea Community Health Centre and its members are Angela Robertson, Executive Director - Parkdale Queen West Community Health Centre; Cheryl Prescod, Executive Director - Black Creek Community Health Centre; Florence Ngenzebuhoro, Executive Director - Centre Francophone du Grand Toronto; Keddone Dias, Executive Director - LAMP Community Health Centres; Liben Gebremikael, Executive Director - TAIBU Community Health Centre; Lori-Ann Green Walker, Executive Director - Women’s Health In Women’s Hands Community Health Centre; Paulos Gebreyesus, Executive Director - Regent Park Community Health Centre; Safia Ahmed, Executive Director - Rexdale Community Health Centre; Simone Atungo, Chief Executive Officer - Vibrant Healthcare Alliance and Nhlaloenhle Ndawana, Executive Director - Hamilton Urban Core Community Health Centre.



The Black Health Committee exists to advance a comprehensive Black Health strategy grounded in health equity. Through its work, the committee aims to increase access to appropriate healthcare for Black communities.

The objectives of the Black Health Committee are:

- To advance the development of a comprehensive Black Health strategy
- To increase access to appropriate healthcare for Black communities across Ontario
- To support the development of interventions within the community health sector to address anti-Black racism and its systemic and structural drivers
- To facilitate increased access to health and social care services and resources for those wanting to expand access to Black communities
- To engage policymakers and government officials in the development of system responses to inequalities experienced by Black communities

## How will we do it?

### Targeted Actions

We are agile, targeted, and proactive in deploying expertise to Alliance for Healthier Communities member agencies to better meet the health care needs of Black people and the communities that they serve. This Strategy is a bold new approach to use anti-Black racism as a lens to close the gaps that are preventing progress towards addressing the needs of Black people and communities.

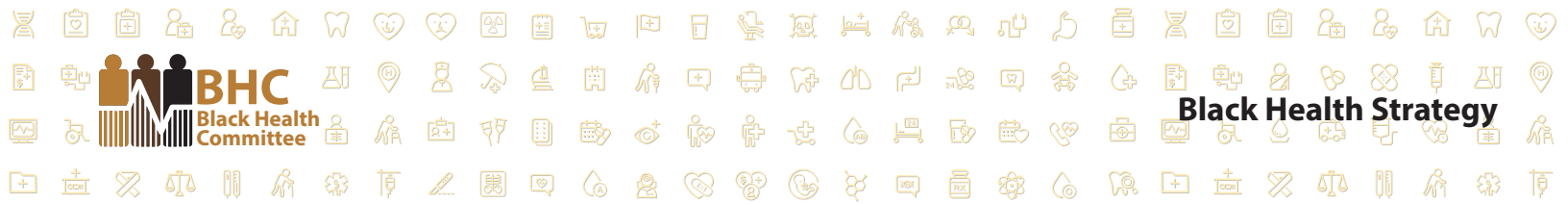
### Impact and urgency

To meet the challenges of crisis and deepening inequality, we aim to drive transformational change to improve Black health, well-being, and quality of life. Black communities are resilient in the face of historical inequities that pervade our experience with the health system. The COVID-19 pandemic has exposed the fissures in our experience striving to attain good health, and it is a matter of our collective survival that these issues are urgently addressed.

### Raised ambitions

Our Strategy targets three overarching priorities where it can achieve maximum impact at community and systems levels. This Strategy outlines a new, bold call to action for everyone involved seeking to improve Black health. As Black health leaders, we aim to be instructive and courageous in our stewardship of this Strategy. We intend to use this Strategy as the catalyst to formalize further and deepen the institutional basis for our strategic cooperation among the Alliance for Healthier Communities members and their stakeholders.



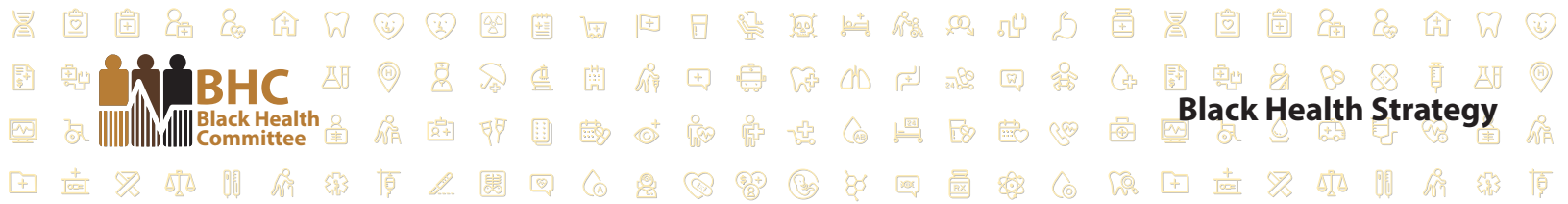


# Priorities and Guiding Principles

The BHC intends to develop and promote a robust, racially-informed health strategy that is evidence-based, intersectional and accelerates action across governments and sectors. To implement the strategies and targets, below are the overarching guiding principles for this Strategy:

## **Principle 1: Afrocentric, communities-driven, and holistic approach to Black health, health equity and structural determinants of health.**

An Afrocentric human rights approach recognizes that equitable access to opportunities for health, well-being and addressing the social determinants is an issue of racial fairness, justice, and the elimination of anti-Black racism. The right to health, access to health services, and the recognition of racist structures underpinning medicine and health services provision form the cornerstones of any approach to advance Black health. A rights-based approach incorporates corrective elements to address anti-Black racism and fully actualize a health system that provides equal opportunities for health by ensuring availability, accessibility, cultural acceptability, and quality health services for Black communities. The BHC believes this approach should frame public health policy development, develop goals and targets for health improvement, and deliver health services. An Afrocentric approach to health improvement centres the needs of the Black patient/person in the structures, agencies, and decision-making tables where their health and social care needs are considered. In this way, an Afro-centric approach helps to highlight additional risks and opportunities for Black health and well-being before any final decisions are made. To this end, an Afrocentric system is ultimately human rights and dignity affirming and not only about providing health services. This systemic approach focuses on quality improvements through better-informed policy, practice, and service delivery decisions to improve Black health and enable Black communities to participate in all healthcare decision-making levels. The recognition of Afrocentricity and the social determinants of health are pivotal corrective steps in changing the healthcare architecture upon which better policies and strategies can be built to sustain Black health.

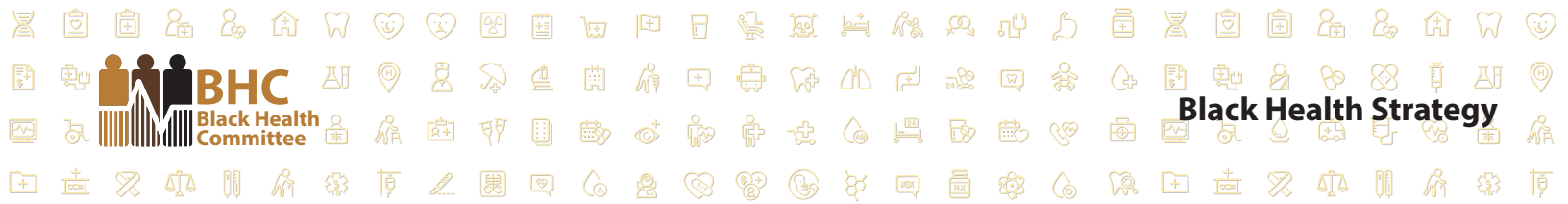


## **Principle 2: Intervene in COVID-19 response and post COVID-19 health system planning processes with evidence-informed analysis and advocacy that champions Black health in community health centres and associated members of the Alliance for Healthier Communities.**

Adjusting and responding to the impacts of the COVID-19 pandemic is challenging. In every context where there is data demonstrating its effects, COVID-19 has disproportionately affected Black communities with higher infection and mortality rates. For Black communities, COVID-19 presents a through-line on the impact of anti-Black racism, socioeconomic deprivation, and a fragmented health system that emphasizes and supports health inequities and disparate health outcomes. Given the present moment, the BHC recognizes that community health centres and the associated member agencies of the Alliance for Healthier Communities can play a part in the health system planning processes to build a more resilient and racially responsive post-COVID-19 health system. Speaking with a unified voice has the power to substantially affect pandemic health outcomes for Black communities and advance more effective responses. A key ambition of this Strategy is to direct future action and positively impact the implementation arrangements currently underway across the province and at the municipal levels. For the BHC, this principle is essential to demonstrate the work being done at the community level and strategically align the community health centre's actions towards a common goal. By developing this Strategy, the BHC is committed to high-quality monitoring and evaluation of existing COVID-19 programs and policies to lead to public accountability of community health organizations and their efforts to close the gap in meeting the pandemic-specific health care needs of Black communities. With a focus on COVID-19 as a principle of this Strategy, we seek to leverage our experience as leaders of community health centres developing communities-driven models of care that are effective and informed by the collective experiences of the BHC's membership. Further, the committee recognizes that there are present COVID-19 programs that seek to address the impact of this pandemic on Black health. In support of them, this Strategy will seek to inform the development of high-quality measurement systems aligned to health reporting systems and foster target setting with partners such as Ontario Health Teams.

## **Principle 3: Intervene on both proximal (downstream) and distal (upstream) social determinants of health and health inequities by addressing temporal context issues such as housing, education, income, and socio-cultural areas such as anti-Black racism, power, and privilege, which result in socially unjust health systems**

Social determinants of health (SDOH) refer to non-medical factors influencing health, including health-related knowledge, attitudes, beliefs, or behaviours. Recent academic evidence expands this definition to include "upstream" and proximal factors such as anti-Black racism as a form of social disadvantage, environmental risk factors, and social inequities as factors that play

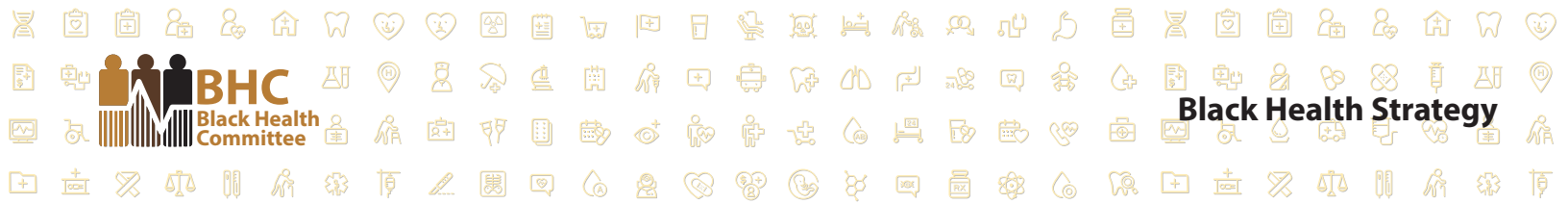


a fundamental causal role in health outcomes for Black populations. The BHC recognizes that many approaches to improving health outcomes focus on individual-level behavioural determinants of health and inadvertently miss opportunities to impact health inequities, with a lack of accompanying actions that target cross-cutting socioeconomic status, political, cultural issues environmental factors. Recognizing the importance of centring anti-Black racism in any attempt to advance Black health, the BHC strategy’s third principle envisions health and its determinants as all-encompassing, which must be considered to promote a comprehensive, holistic approach to making health improvements. With this Strategy, the BHC intends to trace the through-line socioeconomic disparities and how they are sustained across one’s course of life and generations of Black people living in Ontario. Further, this Strategy acknowledges the critical role of coordination with non-health sectors as essential to providing necessary support to address social determinants of health systems and community resilience, which are crucial to restoring and maintaining good health.

**Principle 4: Promote the adoption and utilization of race-based data to get the complete picture of Black health.**

Improving Black health and health equity requires current, systematic, and robust evidence to inform policy actors, healthcare providers, institutions, and community health organizations about the types of policies, programs, and interventions needed to improve Black populations’ health outcomes. The Strategy acknowledges that the intersection between the SDOH and disparities by race/ethnicity is rooted in structural anti-Black racism, which results in social and cultural conditions that contribute to Black ill-health.





# Result Areas

The result areas of this Strategy are based on a strengths-based approach to ensure policies and programs that improve health, social and emotional well-being, wellbeing promoting resilience and positive health behaviours. The result areas emphasize the centrality of addressing anti-Black racism as key to the full actualization of optimal health of Black people in Ontario and their inalienable rights to a safe, healthy, and empowered life. The Strategy also aligns with other plans and strategies to improve Black populations' health outcomes across Ontario.

## Result Area 1: Improved Policy and Advocacy on Black Health Issues

The BHC will advocate for effective strategies that address anti-Black racism, environmental, economic, and social inequalities pivotal to achieving health equality for Black people in Ontario. The BHC will influence and advance comprehensive action on critical social determinants such as health, housing, education, employment, the alignment of program goals across government sectors, and the development of collaborative cross-sectoral programs at the community level.

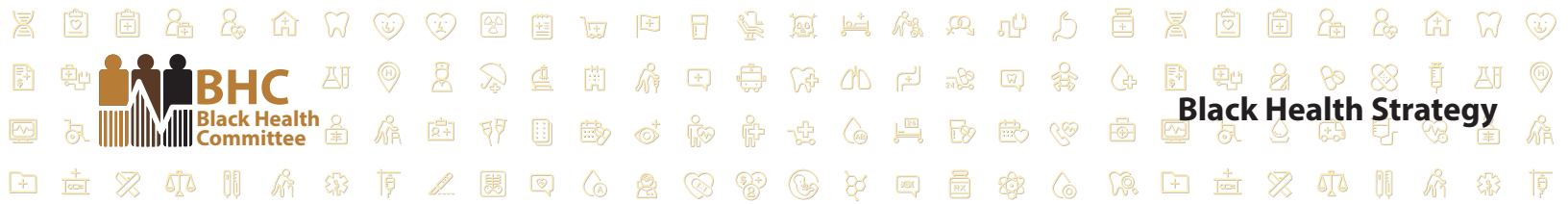
### Priorities and Enablers

- Systemic focus: Removing systemic barriers and root causes of racial inequities in health outcomes.
- Impact-driven approach: Recognizing the diversity of Ontario's Black population (language, immigration, income, gender, sexual orientation, religion, and ethnic background), the BHC emphasizes the need for system-based strategies that impact beyond health.
- Advancing transparent, evidence-based approaches: Advocating for race-based data collection and usage as evidence to shape health care policy and funding agendas and to develop measurable goals and outcomes that can be tracked and publicly reported.

### Strategies

- Identify change levers in policy design that will significantly impact a health condition or issue that disproportionately impacts Black populations. This may include best practice population health activities proven to impact health disparities affecting Black people positively.
- Support the adoption of innovative approaches by members of the Alliance for Healthier Communities that create opportunities for effective collaboration between health planning entities such as the Ontario Health Teams and community agencies serving Black populations to better address race as a determinant of health and reflect local priorities and needs of Black communities.
- Support policy initiatives that effectively address anti-Black racism, reduce systemic barriers to health services, reduce the risk of chronic disease, and empower Black communities to advocate for their health.





- Build connections with community-based organizations, community health centres, other community health organizations, health system and social service agencies, and healthcare systems to leverage existing policies and those currently in development to establish common policy positions on critical Black health issues.
- Support the strengthening of institutional and technical capacity to ensure all members of the Alliance for Healthier Communities are fully equipped to respond to Black people and communities' health and health-adjacent social needs.
- Leverage present and continuously adapt existing efforts to collect race-based health data to effectively respond to changing health needs or contexts, such as the COVID-19 pandemic, to monitor and design policies to improve Black health.

**Partners: Community Health Centres, Alliance for Healthier Communities and its associated health members, Ontario Health Teams, Health Agencies working on a collection of Race-Based data such as ICES, Black Health Alliance, Black Scientist Association, Black Physicians Association of Ontario**

## **Result Area 2: Public Education to Advance Black Health**

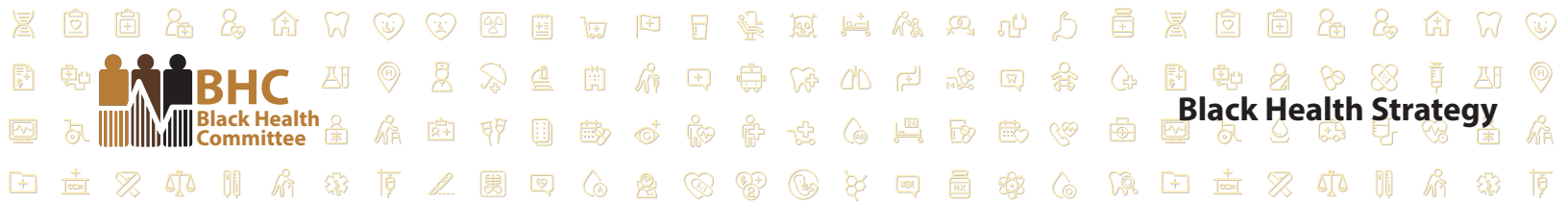
Racism is a critical social determinant of health. The health of Black people in Ontario is interwoven with Canada's history of colonization and anti-Black racism, which leads to poorer health outcomes. Anti-Black racism permeates the Ontario health system and impacts public health planning, the delivery of health services, diagnosis of chronic health conditions, and distribution of health resources. For our communities, anti-Black racism creates multiple pathways to ill-health. Experiences of discrimination often lead to well-founded fear and suspicion of health providers, psychological trauma, depression, and health risk behaviours such as smoking and alcohol and substance misuse. These experiences are grounded in the traumatic legacy of colonization, systemic discrimination, and social isolation due to race and racial trauma. The impact of these is profound and continues to blight the achievement of good health for Black people and communities.

### **Priorities and Enablers**

- Centring Blackness: Strategies should aim to centre and affirm Blackness and eliminate anti-Black racism as pivotal to advancing the health and well-being of Black communities.
- Distinctness and intersectionality of anti-Black racism: Acknowledging that discrimination is experienced differently by various racialized groups and within groups along intersectional lines, including gender identity, immigration, class, sexual orientation, and history of colonization.

### **Strategies**

- Promote the development of research systems and infrastructure that build evidence and support the translation into policy and practice.
- Significantly improve the cultural competency of health care providers working in CHCs.
- Identify, promote, and build on good practise initiatives to prevent and reduce anti-Black racism in health care settings.



- Support the building up of contemporary evidence-based on all aspects of Black health care, including appropriate cultural models of care that can be scaled and taken up by member agencies of the Alliance for Healthier Communities.
- Implement strategies to improve access to high-quality specialist and secondary services with priority on reducing disparities in access to appropriate diagnostic and treatment interventions and improving access to services, such as mental health care with demonstrated efficacy in improving health outcomes.
- Advocate for the adoption of coordinated and innovative culturally responsive models of care by Alliance member agencies.
- Promote the development of capacity-building initiatives for allied health care workers to deliver anti-racist and culturally appropriate forms that meet Black people’s and communities’ needs.
- Support the development of pathway programs to improve the participation of Black communities in allied health training programs (workforce development pipeline) to recruit, incentivize, train and place community members of different backgrounds (culture, language, life and lived experience, age, race) in behavioural health careers.
- Identify advocacy efforts to increase community-focused health outreach and support services that effectively address limitations and barriers for French-speaking, refugee, immigrant, 2LGBTQ+ and non-English or French-speaking Black communities.

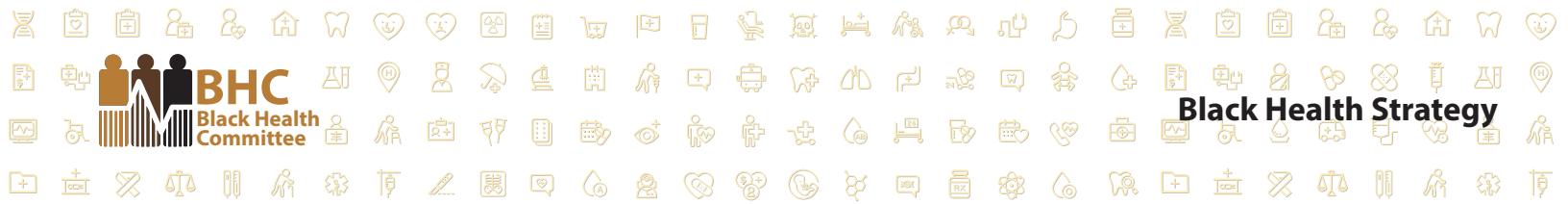
**Partners: CHCs, Research institutions, professional accreditation institutions, community-based organizations, Quality Improvement and Performance Management Agencies, health service agencies, primary care associations, and long-term care associations**

### **Result Area 3: Sustainability and Community Partnerships**

The BHC will work collaboratively with actors across Ontario’s health system architecture to leverage its core strengths and capacities to build a sustained response to Black health. A focus on sustainability will mean scaling up existing initiatives and supporting the implementation of transformative, community reflexive approaches to remove social and structural barriers that perpetuate anti-Black racism and contribute to poor health outcomes for Black people and communities in Ontario.

#### **Priorities and Enablers**

- **Partnerships:** The BHC recognizes that anti-Black racism is a galvanizing movement and will seek to partner with social and political groups that share a common goal of ending anti-Black racism and improving Black health outcomes.
- **Sustainability:** The BHC acknowledges that the work it has undertaken so far sets the foundation for long-term government engagement on anti-Black racism and Black population health issues. However, to fully address these issues, the BHC acknowledges that its institutional arrangements among its members should be strengthened to ensure continuity and accountability.
- **Long-term funding:** The BHC acknowledges that it will need to be fully resourced with administrative support with a dedicated staff person to be successful.

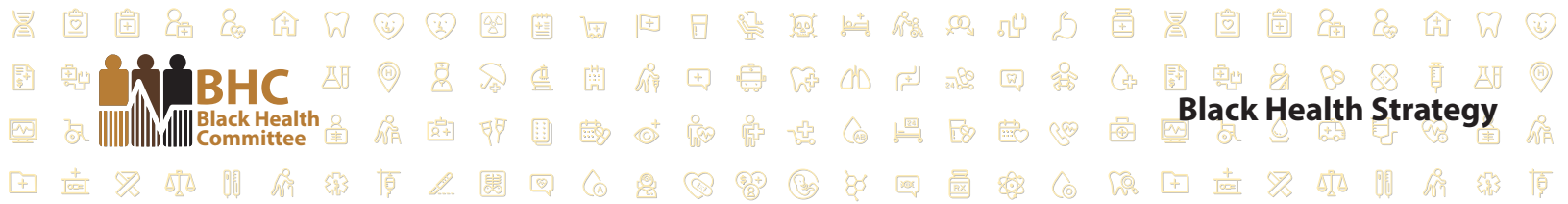


## Strategies

- Advocate for enhanced CHC and performance in areas of access to race-based data, coordination, integration, and responsiveness of health services to better meet the needs of Black communities in Ontario.
- Continue to prioritize the development of primary health care systems and grow the strategic focus on improving the quality of preventative care and the integration of social services such as housing and employment support.
- Promote the development of Black-focused health services research and the adoption of research findings in CHC's and member agencies of the Alliance.
- Advocate for continuous quality improvement programs in CHCs and associated members of the Alliance for Healthier Communities serving Black communities to support sharing lessons to improve patient services and outcomes and develop effective Black health programs.
- Coalesce CHC's and Alliance member agencies and other health system actors across Ontario's system to catalyze sustainable and impactful responses to Black health and improve integrated, people-centred quality services.
- Scale-up and reinforce community health systems by using quality, timely, transparent, disaggregated race-based data.
- Deepen partnerships between governments and non-public sector actors to enhance the sustainability of Black health issues.
- Support capacity building activities for executive leaders and board members that are members of the Alliance for Healthier communities to mainstream and coalesce support for Black health.
- Partner with health and social service organizations, educational institutions, professional organizations to design programs that improve the cultural competencies and understanding of anti-Black racism and its impacts on Black health.
- Support CHC led and other community health organization led responses to anti-Black racism and the integration of their perspectives in provincial and national discussions on Black communities' health and well-being.
- Explore further opportunities to develop and formalize the BHC's organizational structure to anchor its future intent and effort to advance Black health in Ontario.

**Partners: Leadership teams and board members of agencies that are members of Alliance for Healthier Communities, CBO's serving Black populations**





# Conclusion

With this strategy, Black Health Committee and the Alliance for Healthier Communities hope to accelerate progress towards our primary vision of improving health and well-being across Ontario. We hope that it is instructive and helps the Alliance's members to work together toward advancing Black health and better tailoring programs to the local context offer opportunities for strengthened impact. Making Black people and communities a priority requires working together to address their comprehensive healthcare requirements, including a combination of biomedical, behavioural psychological structural, and other approaches. It also necessitates responding to information needs and removing social, legal, and structural barriers that adversely affect their health. It comes at a time of a great need to address challenges brought on by the COVID-19 pandemic and deepen our commitment to building health system resilience. In delivering this Strategy, we will strive for the highest form of accountability to Black communities whose lives will be significantly impacted by this Strategy's success.



