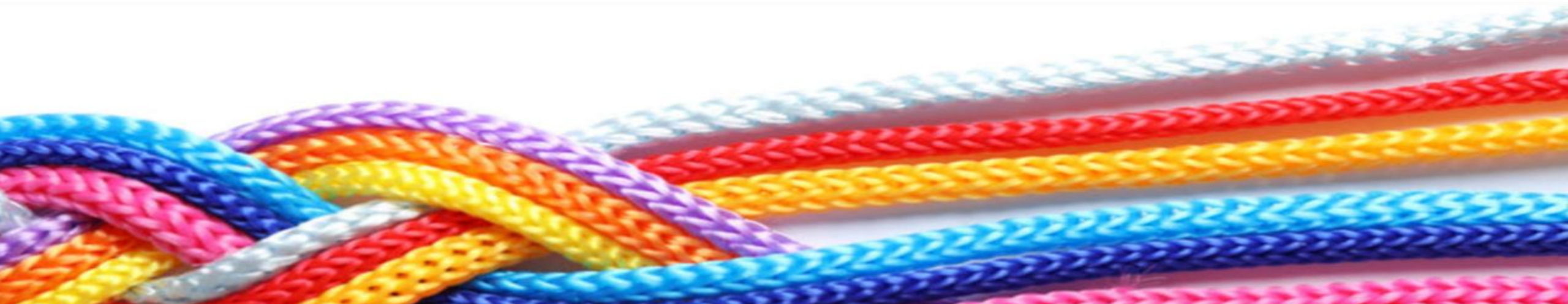


Inclusion, Diversity, Equity and Access (IDEA) Advisory Group

Presentation to PCMCH

November 8, 2021



Provincial Council for Maternal and Child Health

IDEA Mandate

- PCMCH has made it a priority to identify actions and objectives for advancing culturally safe and appropriate, accessible, and equitable healthcare services across the reproductive and child healthcare system in Ontario and within PCMCH's work.
- Health equity is achieved by removing unfair and avoidable barriers that compromise health and well being. Addressing the impacts of anti-Indigenous and anti-Black racism and other forms of systemic oppression on healthcare quality, access and outcomes is an important step towards health equity.
- To this end, we have convened an **Inclusion, Diversity, Equity and Access (IDEA) Advisory Group** to identify actions and priorities that will advance culturally safe and appropriate, accessible, and equitable health care services across the sexual, reproductive, perinatal, neonatal, child and youth health care system.
- The IDEA-AG will support PCMCH by developing a sector-wide IDEA strategy that will be accountable to the populations supported by the work and enable access to equity guidance for stakeholder organizations within the sector.

Inclusion, Diversity, Equity and Access (IDEA6) Advisory Group



Anna Banerji



Ellen Blais



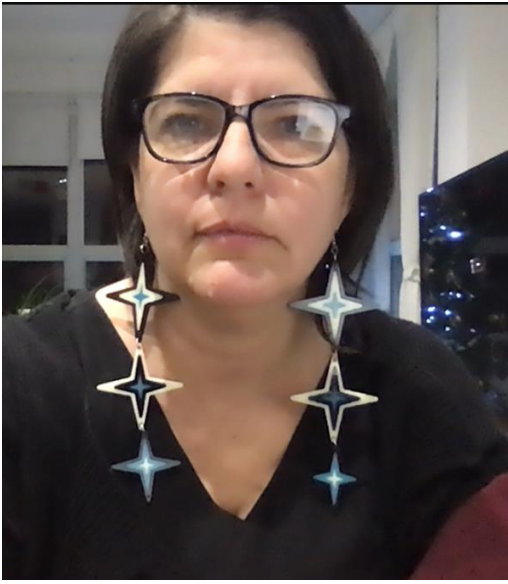
Elizabeth Brandeis



Wendy Katherine



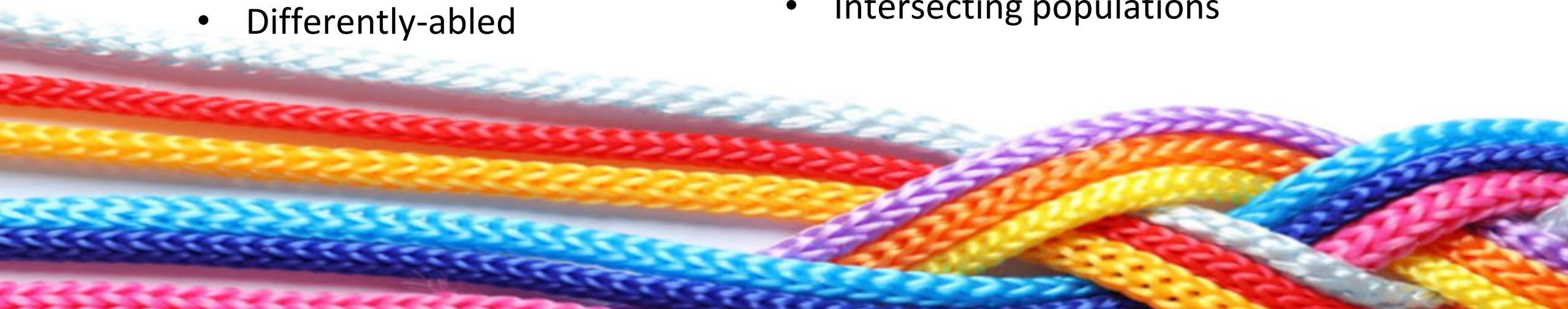
Cynthia Maxwell



Sara Wolfe

IDEA Scope: Reproductive-Child-Youth Populations

- Indigenous
- Black
- Racialized
- Francophone
- Newcomer
- LGBTQ2S+
- Differently-abled
- Urban, Rural, Remote, Northern
- Low SES/Deprivation
- Mental Health
- Using Alcohol/Substance
- Experiencing Violence
- Intersecting populations



Engagement

The IDEA6 Advisory Group reviewed research assumptions, policy options and draft recommendations with key informants representing populations, organizations and lived experiences. In March 2021, IDEA6:

- Reviewed published but unacted-upon Indigenous recommendations
- Facilitated focus groups representing key populations
- Engaged PCMCH and system decision-makers, key informants and equity policy experts
- Primed the system for ongoing engagement

IDEA Advisory Group – Report Outline

DRAFT TABLE OF CONTENTS

- 1) Background – Outcome Inequities
- 2) Scope of the Sector and Population Groups
- 3) Environmental Scan – Health Equity Impact Assessment
- 4) Consultation Methodology and Outcomes
- 5) Recommendations – Blueprint
- 6) Recommendations – Implementation Plan
- 7) Key Performance Indicators for Future Equity Work

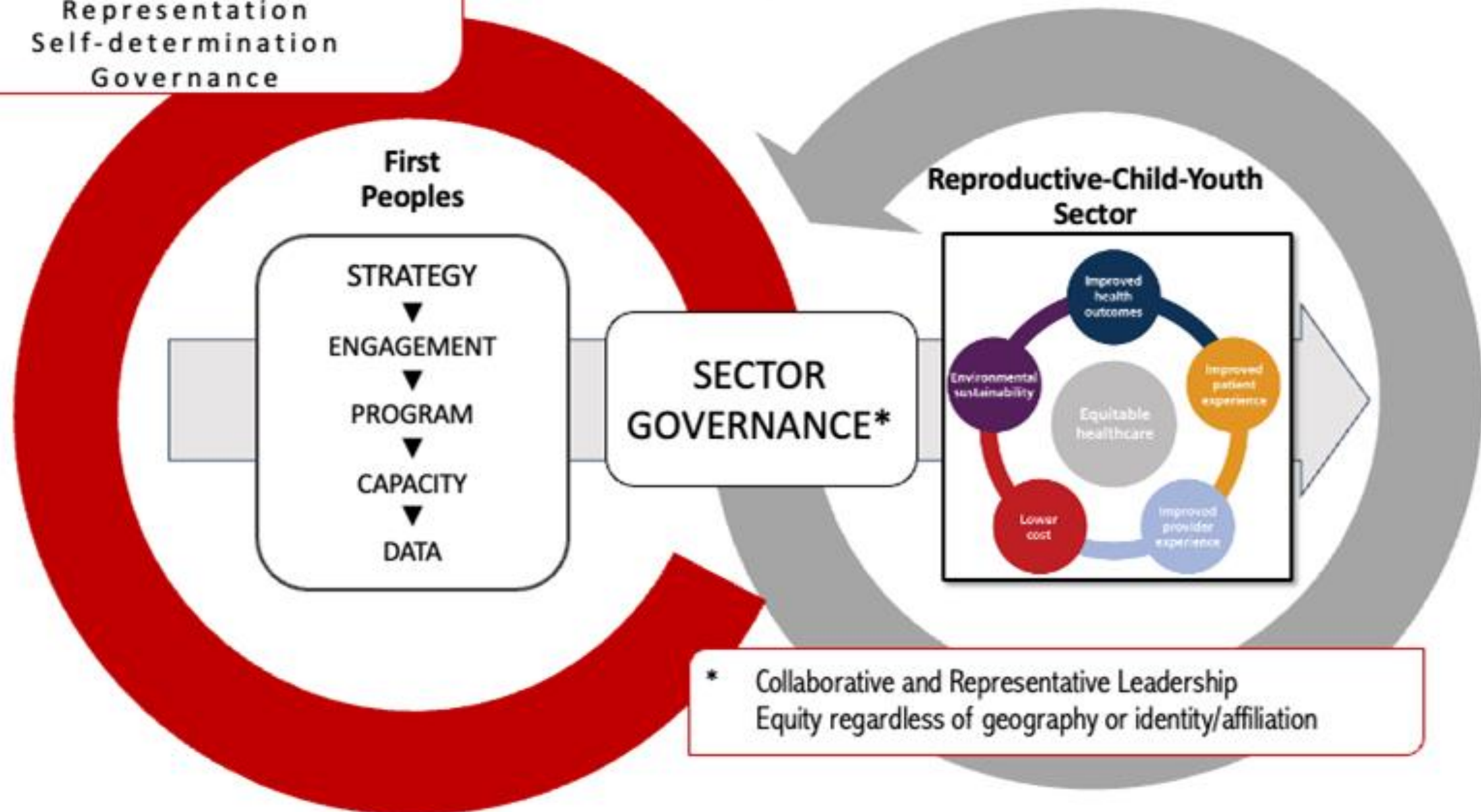
First Peoples First (FPF) Framework *notes

- Framework is grounded in relevant and recent existing human rights and anti-oppression frameworks
- Contextualizes available Indigenous consultations and reports with relevant, interconnected, professional/clinical and lived experiences of IDEA6 members
- Implementation will require a modernized approach to relationships with FNIM peoples by RCY sector to normalize and embed **accountability, representation, self-determination and governance** into operations. This is the substantial work needed to move towards health reconciliation in this sector.
- Framework is built on principles of **respect, reciprocity and mutually beneficial relationships**.
- Sector governance must be **co-defined and co-designed** with community-based leadership to meet population needs.
- **While inequities and histories of Indigenous populations are distinct, approaches within the First Peoples First framework can equally address the needs of other underserved equity-seeking groups.**

FIRST PEOPLES FIRST

Accountability
Representation
Self-determination
Governance

DISTINCT - CONSTITUTIONALLY PROTECTED
Outcomes - Experiences - Structures - Solutions



Summary of Recommendations

IDEA6 Report recommendations are grouped into four categories*

1. Representation, Education and Engagement
2. Accountability, Governance and Data
3. Equitable Access to Care
4. Continuity and Implementation of IDEA Work

* This slide deck shows most critical recommendations required for implementation within 1-2 years. Please see the executive summary and final report for the full set of priority and interconnected recommendations.

Representation and Engagement

- PCMCH to establish an Interim Indigenous Leadership Group to formalize an engagement strategy and plan.
 - Outline priority goals for early, meaningful and ongoing engagements with First Nations, Inuit, Métis communities in urban, rural and Northern regions.
 - Ensure a self-determined recruitment process for a minimum of two representatives at the RCY Sector table.
- PCMCH to create a representative leadership development plan to build leadership capacity for underrepresented populations.
- PCMCH and sector partners adopt gender-affirming language standards for branding and publications.

Education

- Make accredited cultural safety training a minimum standard in PCMCH and sector partners including:
- IDEA6 conduct an environmental scan to determine minimum standard and credentialed training programs and implementation plan for sector partners
- Promote and mobilize a provincial anti-discrimination training tailored to the needs of equity-seeking RCY populations, including Indigenous, Black and 2SLGBTQ+.
- Enhance provincially funded community-specific sexual and reproductive health resources for:
 - Indigenous, Black, Francophone, 2SLGBTQ+ (including Youth trans health)
 - Information on providers and system navigation in top 10 newcomer languages.
 - Differently-abled resource for system navigation and normalizing pregnancy

Accountability (Governance and Data)

- Establishment of a formal Indigenous leadership table with an Indigenous senior executive and team
- Establishment of a parallel equity table with community accountabilities for underserved/equity-seeking populations to inform provincial outcomes at all levels
- Data – collaboration to co-create frameworks for data sovereignty and governance with specific equity indicators for regions, populations and the province. This would supersede current individual data holdings like BORN Ontario, ICES, etc.
- Coordination of the actors and engagement with communities. Who is accountable?
- Public and Advisory Committee reporting

Access

- IDEA6 to work with PCMCH to conduct an environmental scan of providers, programs and organizations that serve equity seeking populations to determine a plan to remove access barriers.
- Create a representative HHR Workforce development plan to build HHR capacity for underrepresented populations.

IDEA Continuity and Implementation Plan

2021-22

2022-23

IDEA6 Recommendations

Representation:

1. Indigenous Representation Process (Interim Group is engaged, hires staff, recommends Permanent Group)
2. Establish Ongoing IDEA Secretariat and Equity Indicators

Education:

1. Affirm cultural safety standards for PCMCH and Providers
2. Create public and provider RCY curricula and resources:
 - Indigenous 2.0
 - Black and Racialized Populations
 - LGBT2SQ+ 2.0
 - Newcomers

Data and Accountability:

1. Establish Indigenous OCAP Process for PCMCH data collection, quality and accountability measures
2. Conduct urgent COVID-19 review of RCY population, providers
3. Begin provincial reporting on equity indicators to PCMCH committees

Access:

1. Provincial RCY HHR Plan
2. Plan for Northern Birth Back Home
3. Strategies responding to COVID-19 Report (Above)

