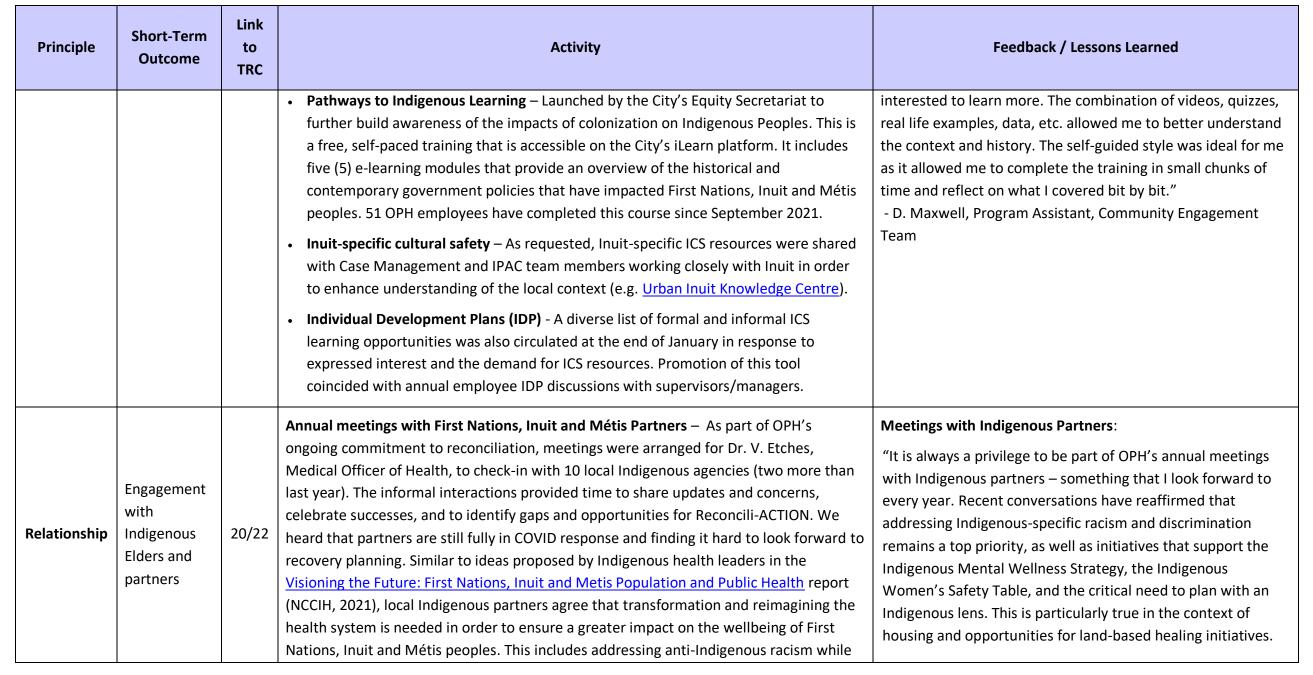
A SNAPSHOT OF RECONCILI-ACTION AT OPH: 2021-2022

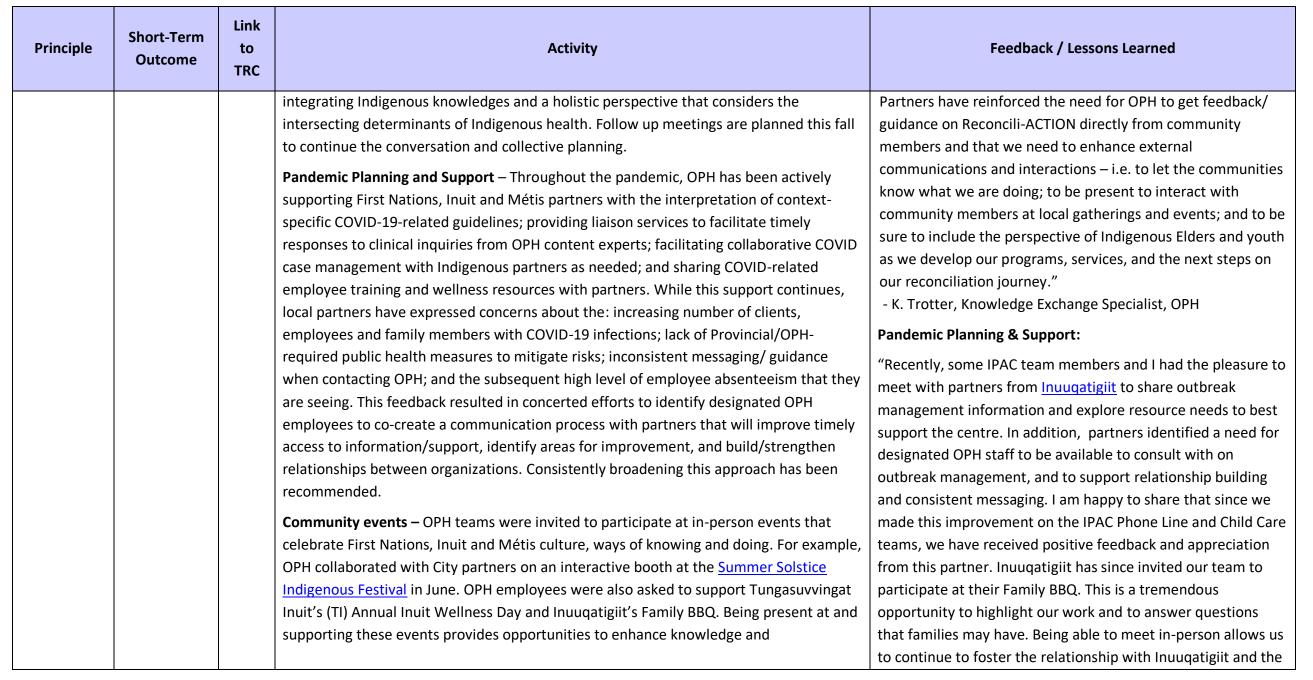
The following table includes examples of some of the Reconcili-ACTION activities that have occurred at OPH since September 2021. It is not intended to be an exhaustive list.

| Principle | Short-Term Outcome | Link to TRC | Activity | Feedback / Lessons Learned |
|-----------|---|-------------------|---|--|
| Respect | Increased awareness and understandin g of colonial history and systemic racism and its impact on First Nations, Inuit and Métis health | 18 | National Day for Truth and Reconciliation (NDTR) – In an effort to commemorate the inaugural NDTR and reaffirm OPH's commitment to Reconcili-ACTION, several OPH employees and Chair Egli collaborated to create this <u>video message</u>. Indigenous Cultural Safety (ICS) Training As an essential part of the reconciliation journey, OPH continues to promote ICS learning opportunities for employees. Examples include: Foundations of ICS - Created as part of the <i>Anishinaabe Mino'Ayaawin – People in Good Health</i> program, 119 OPH employees from across the department piloted the Indigenous Primary Health Care Council's newly launched ICS course between December 2021 and June 2022. Additional employees will complete the course this fall. Anti-Indigenous Racism Training Sessions - Created to support the implementation of the <i>OPH Anti-Racism, Anti-Oppression Workplace Policy</i>, these facilitated sessions were offered to OPH employees to compliment/enhance the more general training on key concepts in anti-racism. Content included: an overview of Canadian history and its treatment of Indigenous Peoples; the legacy and ongoing impacts of colonization (e.g. Indian Act; Residential Schools; intergenerational trauma); current Indigenous realities (e.g. Indigenous Peoples in the media; Pope's apology); and how to become a better ally/advocate for change. Four (4) sessions were offered between June-August 2022, with 208 OPH employees and leaders participating. | Indigenous Cultural Safety Training (ICST): Foundations of Indigenous Cultural Safety Post-training evaluation results suggested that 97 % of OPH employees agreed or strongly agreed that the course enhanced their knowledge and that the content was appropriate for a public health audience. Additional feedback suggests that some employees felt more mindful of unconscious bias, felt more confident identifying anti- Indigenous racism/microaggressions, and would be willing to speak up against anti-Indigenous racism. "As someone outside of a clinical setting and not working directly with Indigenous clients, I found great value in the IPHCC Foundations of Indigenous Cultural Safety course. While this training really opened my eyes to the injustices Indigenous peoples face in the healthcare system in Canada, it also included a lot of information that applies to many workplaces and social settings. A key takeaway from the training was the power that bystanders have to disrupt microaggressions and racism, and the impact they can have on both the victim and the aggressor. I can apply this to my life by choosing to speak up no matter how subtle the act of racism is. I also appreciated how the information was presented in a way that kept me |

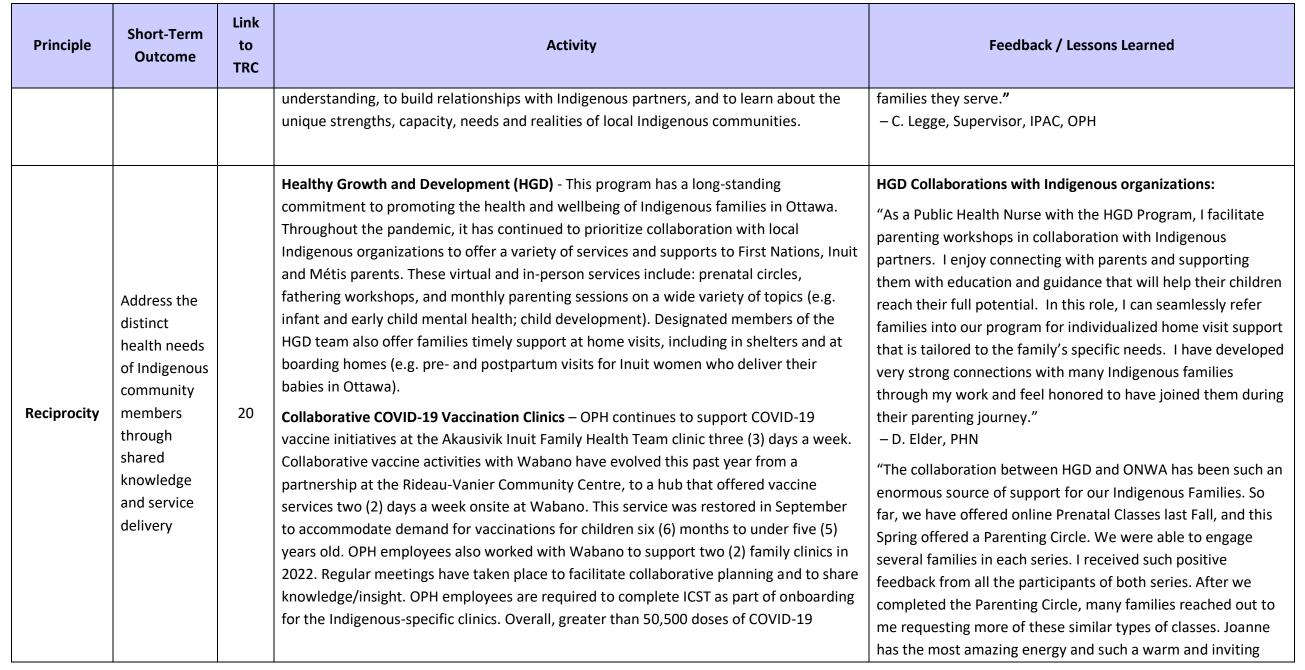




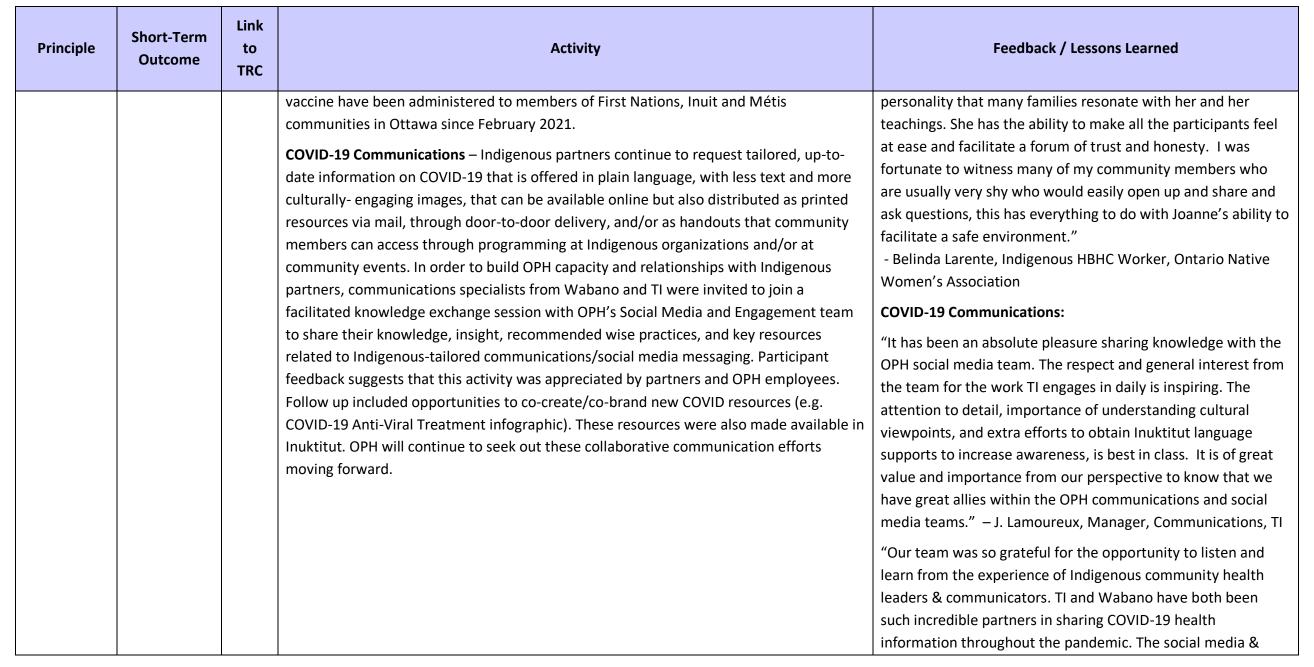
















S A SNAPSHOT OF RECONCILI-ACTION AT OPH: 2021-2022

| Principle | Short-Term Outcome | Link to TRC | Activity | Feedback / Lessons Learned |
|------------|--|-------------------|--|---|
| | | | | engagement team learned the importance of intention and inclusion when creating messages for Indigenous community members and we continue to use this lens in all of our content. Thank you TI and Wabano!" - A. Higginson, Project Officer, OPH |
| | | | | "I thoroughly enjoyed the knowledge sharing session with OPH's social media team. Everyone came to the table with sincerity, an eagerness to learn, and some well-thought out questions. The biggest piece of advice I could give is to first, educate yourself on the community you are trying to connect with. Find out where they come from – mentally, emotionally, culturally. From there, you can start to build a genuine and meaningful relationship with the community in order to foster trust. This is continuous, ongoing work – not a one-and-done campaign. OPH must continue to demonstrate that Indigenous health is a priority, and we would welcome more opportunities to collaborate to help them do this." - H. Lang, Communications Specialist, Wabano |
| Reflection | Culturally humble employees through a commitment | 23-iii | Talking circles – Mainstream knowledge exchange (KE) practices and evaluation methods can reinforce colonial ways. Consistent with the literature, local evidence, and in the spirit of reconciliation, OPH is trying to implement KE practices that draw on Indigenous ways of knowing and doing - i.e. methods that are participatory, experiential, relational and represent approaches that align with local cultural practices. Talking circles traditionally bring together many voices and perspectives. As a method that encourages | Talking circlesReimagine Reconcili-ACTIONWhile it would not be appropriate to share individual comments from this talking circle, it was clear from the discussion that we are at a pivotal point in our history when |



