

DOCUMENT 5

2023-2027 OPH Strategy: Proposed Actions to Advance Indigenous Health, Rights & Reconciliation (IHRR)

As identified in the [2023-2027 OPH Strategy](#), OPH remains committed to working in partnership with Urban Indigenous Peoples – including First Nations, Inuit, Métis peoples and communities – to promote social justice and advance Indigenous rights and wellbeing. The following are some proposed OPH actions to support this commitment:

	GOAL	DESCRIPTION	OPH ACTION
1	Equity-driven	In working to improve population health outcomes and opportunities, we collaborate to eliminate health inequities, systemic racism, discrimination, and oppression.	<ul style="list-style-type: none"> • Recruitment & Retention: Support the onboarding of <i>Indigenous Health Specialists</i> to HEDI and the Indigenous Health, Rights, and Reconciliation (IHRR) team. • Indigenous Cultural Safety Organizational Assessment (ICSOA) - Initiate the gradual implementation of recommendations from the ICSOA. • Reconcili-ACTION Plan (RAP) evaluation – Collectively review/refine/socialize performance measures as part of the systematic implementation of the RAP evaluation process. • Share Your Story (SYS) – Continue to develop and support the <i>SYS Community of Practice</i> with health system partners to collectively address Indigenous/Inuit-specific racism and discrimination in health care in Ottawa, through the implementation of recommended actions as outlined in the Share Your Story report (as adapted to a public health context). • Inuit Health and Wellbeing - Working together with Inuit-serving organizations, support/advance work on the development of an Inuit-led action plan to address Inuit health and wellness needs in Ottawa. • Sociodemographic data – Continue discussions with the OAC and other City and community partners related to Indigenous data governance principles and practices in Ottawa. • Engagement Plan - Develop a department-wide partner engagement plan to support OPH programs in their efforts to increase the number of relationships with organization serving First Nations, Inuit, and Métis peoples in Ottawa. • Communications – Support the systematic integration of a First Nations, Inuit, and Métis lens when developing tailored, culturally appropriate communication resources on various topics for Indigenous partners and community members. • Health Equity Officer – Create a new role within IMS structure to ensure Indigenous communities are central to OPH’s enhanced responses.

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2	Create conditions to live well and thrive	Influence changes in the built, natural, and social environments that promote health and wellbeing, and address the impacts of climate change. Essential to this is the interconnection between health and nature.	<ul style="list-style-type: none"> • Housing & Homelessness - Collaborate with Indigenous partners and the City's Housing Services to help integrate health and housing systems, including advancing healthcare supports to help people remain stably housed, and advocate for sustainable funding for Indigenous-specific housing solutions as described in the <i>OAC's Indigenous-Specific Housing and Homelessness Strategy</i> (e.g., Inuit-specific Violence Against Women Shelter; Healing Lodge; Aging Out Initiatives that will benefit Indigenous youth). • Community-identified priorities - Continue to support other OAC-led initiatives that address community-identified priorities, such as the Indigenous Women's Safety Table and the Indigenous Mental Wellbeing Strategy. • Food security – Continue to explore opportunities to collaborate with Indigenous partners on research and other initiatives that are intended to enhance food security for urban Indigenous peoples. • Climate change initiative - Collaborate with the Assembly of Seven Generations and the City's Climate Resiliency Unit on the Climate Change and Health Vulnerability Assessments.
3	Promote wellbeing and reduce harms	Advance innovative and comprehensive approaches to promote mental health and substance use health while reducing stigma; and decreasing harms associated with substance use and addiction across the lifespan.	<ul style="list-style-type: none"> • Community-based mental health & wellness supports - Support multi-level initiatives to provide information to support growth in sustainable funding for Inuit Mental Health Teams, Inuit Family Health Teams, and the OAC's Indigenous Mental Wellbeing Strategy, to enhance mental health and substance use health supports and services for First Nations, Inuit, and Métis communities, including the development of new Indigenous Family Healing Lodge(s) and Inuit Health Synergy Sessions; support Akausivik's efforts to enhance community-based mental health supports for Inuit in the Byward Market. • Indigenous Youth - Create opportunities to meaningfully engage with Indigenous youth (e.g., Ottawa Youth Connects Peer-to-Peer Program)
4	Focus on prevention	Gather, analyze, and share evidence on local health needs and inequities with the healthcare system to	<ul style="list-style-type: none"> • OPH Program Support - Continue to support Indigenous partners with regards to Indigenous-specific immunization initiatives, dental outreach activities, designated PHN/PHI liaisons (e.g. HGD, IPAC), and with collaborative case management for infectious diseases. Respond to additional requests for support as appropriate.

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		strengthen clinical prevention. We will engage with healthcare system partners to help inform decision-making.	<ul style="list-style-type: none"> • Culturally safe primary care services - Work with Indigenous leaders and health system partners to help gather, analyze, and share evidence on urban Indigenous health and wellness needs to strengthen clinical prevention and to enhance culturally safe primary care services. • OAC COVID Research – Continue to participate on and support the OAC COVID Research Committee with the ongoing analysis and dissemination of research findings. Explore opportunities to support other Indigenous-led research initiatives. • Government of Nunavut - Strengthen relationships with the office of Nunavut’s Chief Public Health Officer (i.e., collective action to support Nunavummiut who temporarily reside in Ottawa for health, education, and other services)
5	Enrich our workplaces	Foster a diverse, inclusive, equitable and healthy workforce grounded in a culture of learning and growth. We will support and develop employees and optimize and innovate our processes to better serve the community.	<ul style="list-style-type: none"> • ICST education plan - Collaborate with the Business Development Services Staff Development lead and the Legislative Affairs and Strategic Engagement (LASE) team to develop, implement and monitor a comprehensive ICST education plan for OPH employees and BOH members. • Anti-Indigenous racism – Collaborate with HEDI Health Equity Specialists on initiatives to address racism/oppression (e.g., learning opportunities, monthly check-ins with Indigenous, Black and Racialized employees) • First Nations, Inuit, and Métis Affinity Group - Encourage OPH employees who self-identify as First Nations, Inuit and/or Métis to come together with other City employees for networking, discussion, and celebration of experiences. Continue to help coordinate group activities/initiatives (e.g., sharing an Indigenous perspective), and facilitate discussions as needed. • Designated positions - Continue to establish designated positions on OPH teams to support long-term positions for service providers to build and maintain relationships with Indigenous partners and community members.