

OPH RECONCILI-ACTION PLAN – 2020 EVALUATION

For the 2020 evaluation of the OPH Reconcili-Action Plan, OPH has selected one performance measure from each of the four principles: Respect, Relationship, Reciprocity, and Reflection. These performance measures highlight some of the important work OPH is doing to promote reconciliation¹. **All teams will be expected to report on these activities.**

Principle	Short-Term Outcome	Link to TRC	Measures	Target Population	Data Source	Annual Target
Respect	Increased awareness and understanding of colonial history and systemic racism and its impact on Indigenous health	18	% of OPH employees and BOH members who have completed the online Indigenous Cultural Safety Training	OPH employees and BOH members	Survey	50% of employees
Relationship	Engagement with Indigenous Elders and partners	20/22	% of OPH teams who met with Indigenous Elders and partners – Did your team meet with Indigenous Elders and partners when planning, implementing and/or evaluating your programs and services? Yes, No Explain the outcomes of the meeting and how your team considered an Indigenous perspective when planning, implementing and evaluating your services	Indigenous Elders & Partner	Survey	25% of teams
Reciprocity	Address the distinct health needs of Indigenous community members through shared knowledge and service delivery	20	% of OPH teams who have initiated joint planning with Indigenous organizations – Did your team collaborate with Indigenous partners when planning/ revising your programs and services? Yes, No Describe how your team collaborated with Indigenous partners to address the distinct health needs of First Nations, Inuit and Métis community members	OPH teams	Survey	25% of teams
Reflection	Culturally humble employees through a commitment to lifelong learning	23iii	# of opportunities for OPH employees to share lessons learned and application of knowledge from Indigenous cultural safety learning opportunities Describe opportunities that your team had to reflect, share lessons learned and apply knowledge from Indigenous cultural safety learning opportunities (e.g. Talking Circles, internal communications, social media)	OPH employees	Survey	4 opportunities to share knowledge / team

¹ Over the coming years, OPH will continue to select and measure Indigenous-informed annual performance measures as part of the evaluation of the long-term goal of improving health outcomes for the First Nations, Inuit and Métis peoples in Ottawa.