



OPH RECONCILI-ACTION PLAN – 2020 SUMMARY OF ACTIVITIES



The following table includes examples of some of the Reconcili-ACTION activities that OPH employees have participated in over the past year:

Principle	Short-Term Outcome	Link to TRC	Activity	Feedback / Lessons Learned
Respect	Increased awareness and understanding of colonial history and systemic racism and its impact on Indigenous health	18	<ul style="list-style-type: none">• Ontario Indigenous Cultural Safety Training (ICST) – 82 employees completed the core training; 13 completed post-ICST training (i.e. <i>Unpacking Our Colonial Relationship; From Bystander to Ally</i>). As of December 2019, 217 OPH employees (43%) have completed the core-training.• Anti-Racism Project – MPH students developed and delivered anti-racism workshops for 50+ employees and a month-long awareness initiative related to anti-Indigenous racism & stigma. Abstract for at poster at the CPHA conference was accepted (cancelled due to COVID-19).• Orange Shirt Day: Legacy of Hope Foundation’s Dr. Peter Henderson Bryce Exhibit, a rotating display about a courageous pioneer in public health who advocated for First Nations child health in Canada. A collaboration with City partners that included: social media messaging, myOPH banner/links, and <i>Synergy/In the Loop</i> articles. ~ 125 OPH & City employees visited the display.• Wabano Symposium – 17 OPH employees participated at The Land is Medicine: Exploring Indigenous Knowledge for Health & Well-Being symposium, including members of the OPH leadership team.• Knowledge Exchange Initiatives – Sharing knowledge and lessons learned with other public health practitioners at team meetings and through provincial communities of practice, discussions with other public health units, student practicums and other academic activities, webinars and conferences (e.g. workshop and poster abstracts accepted at TOPHC and Canadian Evaluation Society Conference respectively – cancelled due to COVID-19).	<ul style="list-style-type: none">• ICST Evaluation: “I now feel better equipped to challenge colleagues when I here stereotypes or comments that make me feel uncomfortable, and I will let people know how we can change our perceptions.” – OPH employee “I will encourage others to take the training, try to reflect on what I learned and how I can influence and reduce existing stigma.” – OPH employee “ABSOLUTELY AMAZING!!! This training should be mandatory for all OPH staff. One of the best and most relevant trainings I have ever taken.” – OPH employee• Post-Anti-Racism Workshop Evaluation: 80% of participants recommended mandatory anti-racism training for all employees and ongoing opportunities to reflect on personal assumptions, biases and stereotypes.

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Relationship	Engagement with Indigenous Elders and partners	20/22	<ul style="list-style-type: none"> • Missing and Murdered Indigenous Women and Girls Report (MMIWG) – OPH employees participated in several education activities with Indigenous partners to discuss and reflect on the findings of the report and implications for public health action. Follow up activities included sharing knowledge with the SDOH PHN Provincial Network and modifying the OPH Reconcili-ACTION Plan to respond to the MMIWG Calls for Justice (in progress). • Public Health Modernization – OPH actively engaged Indigenous partners in this consultation, intended to inform the modernization of public health in Ontario. Please see the attached example of feedback from the Ottawa Aboriginal Coalition (OAC). • Indigenous Community Conversation (ICC) - Co-hosted by the City of Ottawa and the OAC, First Nations, Inuit and Métis Elders, partners and community members were invited to join City of Ottawa employees in a conversation and information sharing about various City of Ottawa initiatives. OPH's display and discussion focused on the OPH Reconcili-ACTION Plan and evaluation framework. ~ 60 Indigenous community members participated at this event – 10 agreed to complete an OPH survey. 	<ul style="list-style-type: none"> • Public Health Modernization: “As we move forward in the public health modernization process, we want to continue to build on the recent successes with our relationship with OPH which include and acknowledge: OPH responsiveness to Indigenous community health needs; respect for Indigenous self-determination and principles of community development (e.g. community based, paced and timed); the understanding that OPH has developed and demonstrated around reconciliation; recognition that the Indigenous community is a diverse and complex community with multiple identities; and recognition that the health issues that the Indigenous community faces are related to social determinants of health which have a direct correlation with the history and current context of colonization.” - As per the OAC letter to Jim Pine • Indigenous Community Conversation: 70% of respondents preferred to receive updates in person; 90% interested in OPH ICST initiatives; 80% like to be engaged via e-mail, 40% via social media.
Reciprocity	Address the distinct health needs of Indigenous community members	20	<ul style="list-style-type: none"> • Ottawa Urban Indigenous Health Alliance – Successful proposal for Indigenous health equity base funding; ongoing support of Indigenous-led initiatives including the Share Your Story research project that describes the experience of racism and discrimination for First Nations, Inuit and Métis peoples within the health system in Ottawa and the OAC's <i>Planning from an Indigenous Lens</i> symposium which will help City planners and organizational leaders to conceptualize their practice using a social determinants 	<ul style="list-style-type: none"> • OPH Resource Adaptation: “It was with a happy heart that I began and then proceeded to bring this project to its conclusion. The team I was part of functioned like a young and agile snowshoe hare moving with grace over the freshly fallen snow. All went

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	through shared knowledge and service delivery		<p>framework.</p> <ul style="list-style-type: none">• OPH Resource Adaptation – OPH collaborated with A. Dumont, an Algonquin storyteller, artist and traditional knowledge keeper, on the development of an inter-generational story entitled, “<i>Grandpa’s Wisdom - An Algonquin Reaction to West Nile Virus and Lyme Disease.</i>” This resource, merges Indigenous & western knowledge and supports the revitalization of the Algonquin language.• Inuit Country Food Workshop – In response to feedback received from Inuit partners about the significance of country food for Inuit, OPH partnered with Tungasuvvingat Inuit on the development of a very successful ‘Country Food 101’ workshop to enhance knowledge and understanding for 31 OPH employees including public health inspectors, public health nurses, dental hygienists, and dieticians.	<p>well, only because the folks from Ottawa Public Health were patient and accommodating. They asked sensible questions and made suggestions important to the degree of success we, as a team, could claim to have at the end of the day. All parties involved, understood very clearly, that this project was created as an action of reconciliation. I recognize it has one of the City of Ottawa’s heartfelt initiatives contributing to the restoration of the Algonquin language. As an Algonquin, I am truly humbled to have had a role in it.” – Albert Dumont, Algonquin Elder</p> <ul style="list-style-type: none">• Inuit Country Food: “This workshop was an eye-opening experience. It helped me have a better understanding of the challenges some community members face trying to access traditional foods in Ottawa. Moving forwards, I will include what I learnt in my work!” - G. Helal, OPH Dietician “It was a learning experience with information that will help us go forward, not only in our work but also in our personal lives.” – J. Hammingh, Dietitian
Reflection	Culturally humble employees through a commitment to lifelong learning	23iii	<ul style="list-style-type: none">• OPH Reconcili-ACTION Network – With a mandate to maintain an OPH community of practice designed to promote cultural humility, cultural safety, and opportunities to share Indigenous knowledge and lessons learned across the department, this growing Network continues to meet regularly, extending invitations to local Indigenous partners whenever possible (e.g. Indigenous Anti-Human Trafficking Toolkit Workshop).• Trauma- and Violence-Informed Care (TVIC) – In response to Indigenous partner feedback, a TVIC Working Group was established to explore and address the TVIC	<ul style="list-style-type: none">• Talking Circles: “It is critical to be aware of one’s personal biases & judgments. Take time to listen deeply and frame actions around that.” – Talking Circle Participant “We must be aware of our colonial history in client interactions, our personal biases and

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			<p>learning needs of OPH employees. A scan of existing resources has been established and six (6) OPH employees participated at a local TVIC workshop in December 2019. A TVIC initiative for all-staff has been delayed due to COVID-19.</p> <ul style="list-style-type: none"> • Talking Circles - Have been identified as an important part of the Reconcili-ACTION evaluation process. An opportunity to reflect on OPH’s progress related to reconciliation; share lessons learned, including the practical application of ICST, Reconcili-ACTION initiatives and ideas for future action; and to develop an understanding of talking circles and storytelling as culturally appropriate ways to exchange knowledge. 19 OPH employees participated in Talking Circles in January 2020. 	<p>assumptions – make time and space in my practice for reflection and share my knowledge with others every day...” - Talking Circle Participant</p> <p>“I once heard an Elder say that relationships are developed over 100 cups of tea. It requires patience and commitment to build relationships. There is no room for shame, guilt or anger – individuals must work through these feelings. It is most important to take responsibility. To listen and learn and then to ACT. Commit to moving forward in a good way.”</p> <p>- M. Hammell, Consultant</p>