

# Anti-Racism (AR) / Anti-Oppression (AO) Workplace Policy



Ottawa Board of Health (BOH) passed a motion recognizing racism as an important public health issue.

OPH Anti-Racism (AR) Steering Committee was brought together to advance this work.

Jul 2020



OPH AR Steering Committee



Scan & Review of Existing Policies

Oct 2020- May 2021

Environmental scan of existing AR policies done to inform development of OPH's policy, action plan and evaluation framework.

OPH AR/AO Workplace Policy drafted to inform how OPH addresses racism.

Nov 2020 - ongoing

Draft Policy



The policy applies Ontario Health's [Equity, Inclusion, Diversity and Anti-Racism Framework](#).



Consultations

Apr 2021 - ongoing

Employees, some other City departments and African, Caribbean and Black (ACB) community members have been consulted.

Further engagement is planned to help guide this work.

## Seeking Input

from First Nations, Inuit and Metis community members and those working in Indigenous-led service organizations on **ANY** or **ALL** of the below:

Advice on **how best to engage** Indigenous Peoples in this work (see pg. 2)

Provide feedback on **policy recommendations and/or priorities** (see pg. 2)

Inform AR/AO OPH employee and BOH training needs

Inform Anti-Indigenous Racism **materials or products**

Advice on how to **keep public informed** of OPH's AR work

## Key Activities Expected in Action Plan



Hiring practices that support diversity & increased representativeness of OPH employees & BOH



Anti-Racism training for OPH employees & BOH



Collect & use socio-demographic data to inform decision-making & monitoring



Identify & address racism in policies, practices & products at OPH to increase cultural safety

An OPH work environment where all employees can contribute fully and have equal opportunities

OPH services that are equitable and free from racism, oppression, discrimination, and other power structure imbalances

## Long-Term Outcomes Envisioned

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## Components of the Policy

