National Collaborating Centre
for Determinants of Health

Centre de collaboration nationale
des déterminants de la santé

KEY PUBLIC HEALTH RESOURCES FOR ANTI-RACISM ACTION: A CURATED LIST

Experiences of racism are widely recognized to have a negative impact on the health outcomes of Indigenous and racialized peoples. As a result, racism is a key, stand-alone determinant of health and well-being.

In response to this reality, we at the National Collaborating Centre for Determinants of Health (NCCDH) have created a list of tools and resources that public health practitioners can use to understand and act against structural racism. These resources explore concepts that are described in *Let's Talk: Racism and health equity.*

This curated reading list points to key resources to support anti-racist action by health practitioners in the Canadian context. Resources are organized under four broad themes: **building capacity, taking action, case examples** and **tools to support planning and implementation.**

BUILDING CAPACITY

Public health systems and organizations need to build capacity to analyze and act on the structural forces that drive racial inequities. The resources below support this goal.

**Levels of racism:
A theoretic framework
and a gardener's tale**

Jones CP. Am J Public Health. 2000; 90: 1212–1215.

Related video:
Allegories on race and racism
Camara Jones. [2014].

This article by Dr. Camara Jones and related video describe a theoretical framework regarding three levels of racism: institutionalized, personally mediated (interpersonal) and internalized. Using an allegory about a gardener with two flower boxes, both rich and poor soil and red and pink flowers, the author illustrates the relationship between the three levels of racism. This framework is useful as a guide for designing effective interventions to eliminate race-based inequities in health and social outcomes.

What Is Systemic Racism? (Videos)

Race Forward. [2016].

What Is Systemic Racism? is a video series from Race Forward that reveals how racism is expressed in different institutions and within society. The eight-part series touches on a number of social determinants of health, as well as social and health outcomes. Some of the topics covered include the wealth gap, employment, infant mortality, housing discrimination, and drug and immigration arrests.

San'yas Indigenous Cultural Safety Training

[no date].

The S̱an'yas Indigenous Cultural Safety (ICS) program is an accredited online training series that aims to increase knowledge, enhance self-awareness and develop skills to work more effectively and safely with Indigenous people. The program is based on the concept of cultural safety: an ongoing process of actively working to make services and systems safer and more equitable for Indigenous people. Topics covered include colonization in Canada; anti-Indigenous racism, stereotyping and discrimination; and social determinants of Indigenous peoples' health. S̱an'yas participants are guided by skilled facilitators to examine these issues in their own work or practice settings. Sessions are also available for Indigenous participants who work in the health sector (British Columbia only, at time of publication).

OTHER USEFUL RESOURCES

- **Indigenous Cultural Safety Learning Series**
  This national webinar series from the Indigenous Cultural Safety (ICS) Learning Series covers issues related to Indigenous cultural safety and anti-racism in health and social services.

  Provincial Health Services Authority of BC, PHSA Indigenous Health, Southwest Ontario Aboriginal Health Access Centre. Indigenous cultural safety collaborative learning series [Internet]. BC: PHSABC; c 2018 [cited 2018 Jan 31]. Available from: www.icscollaborative.com.

- **Aboriginal racism in Canada**
  Available in French
  This series of fact sheets from the National Collaborating Centre for Aboriginal Health (NCCAH) provides an overview of racism experienced by Indigenous peoples in Canada. The three documents focus on the historical context of racism towards Canada's Indigenous peoples, strategies to combat racism and the effect racism has had on both individuals and communities.

  National Collaborating Centre for Aboriginal Health. Aboriginal racism in Canada [Internet]. Prince George (BC): NCCAH; c 2018 [cited 2018 Jan 31]. Available from: www.nccah-ccnsa.ca/419/Aboriginal_Racism_in_Canada.nccah

Kirwan Institute for the Study of Race and Ethnicity

[no date].

According to a definition provided by the Kirwan Institute for the Study of Race and Ethnicity, implicit bias refers to "the attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner." The concept includes both positive and negative assessments that are activated without the awareness or intentional control of the person expressing the bias. The Kirwan Institute's website offers resources to help understand implicit biases, address racism, improve decision making and bring practices in line with personal and organizational values.

OTHER USEFUL RESOURCES

- **Project Implicit**

  Project Implicit is a not-for-profit organization that studies implicit bias and offers tests to help individuals gain insight and inform their personal development.

  Project Implicit [Internet]. [location unknown]: Project Implicit; c 2011 [cited 2018 Jan 31]. Available from: https://implicit.harvard.edu/implicit.

**Are You an Ally? campaign**

Sinai Health System. [no date].

Created by Toronto's Sinai Health System, the Are You an Ally? campaign includes an e-learning module, videos and other educational tools to highlight the perspectives and experiences of those who face discrimination. The site also offers strategies for challenging discrimination through allyship.

TAKING ACTION

Assessing and reporting on the impact of racialization and racism involves collecting race-based data, analyzing health status data through a critical anti-racism lens, measuring racial discrimination at the individual and structural levels, and assessing the impact of anti-racist interventions.
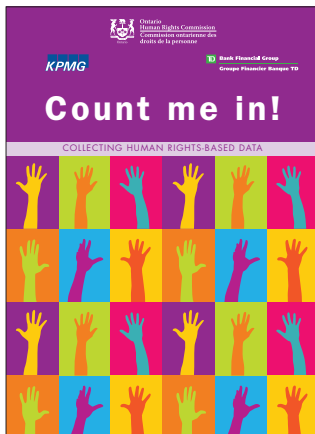
Count me in: Collecting human rights–based data

Ontario Human Rights Commission. [2009].

This guide from the Ontario Human Rights Commission provides insight on how to collect race-based data using a human rights lens. It addresses the rationale for human rights–based data collection and proposes opportunities and best practices to enhance data collection and use. So long as a researcher's purposes are consistent with the Ontario Human Rights Code, this type of data collection aligns with the federal Employment Equity Act, the Canadian Human Rights Act, Canada's human rights legislative framework and the Charter of Rights and Freedoms.

We ask because we care: The tri-hospital + TPH health equity data collection research project report

Toronto Public Health, St. Michael's Hospital, Centre for Addiction and Mental Health, Mount Sinai Hospital. [2013].

This project, established through a partnership between three Toronto hospitals and Toronto's public health department, was created to develop and test a series of evidence-based data collection methods for equity-oriented data. The resulting survey tool was refined through the analysis of patient responses and feedback from data collectors, though it can be adapted for use in other jurisdictions and settings.
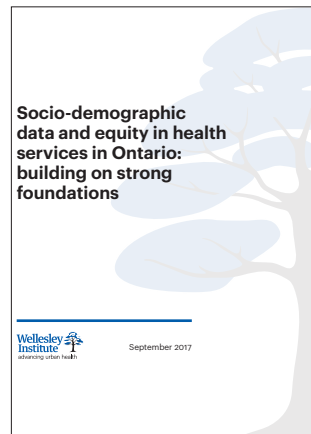
Socio-demographic data and equity in health services in Ontario: Building on strong foundations

Wellesley Institute. [2017].

This paper from the Wellesley Institute explores the process of collecting socio-demographic data in the context of health services. The data can be used to remove systemic barriers to health, including access to services, while also improving the development and delivery of equitable programs. According to the authors, who note that socio-demographic data collection is essential to the health system's effectiveness, the development of socio-demographic data initiatives should be guided by the following considerations, among others: being clear about the purpose of data collection; understanding the priorities and concerns of the communities affected; and prioritizing the data's use in health to ensure improved health, improved health equity and strong data governance.

CASE EXAMPLES

Examples of organizational and system-level intervention on racism.

The Racial Justice and Health Equity Initiative 2015 overview

Boston Public Health Commission. [2015].

This document from the Boston Public Health Commission's Racial Justice and Health Equity Initiative describes the components of the initiative, which includes strategies for core areas such as an Anti-Racism Advisory Committee, a Language Justice Working Group and a project called Boston Health Equity Goals.

Community strategies to end racism and support racial healing: The Place Matters approach to promoting racial equity

Place Matters, National Collaborative for Health Equity, Common Health ACTION. [2015].

Created by the National Collaborative for Health Equity, this document provides an overview of the Place Matters initiative: a community-based program that focuses on dismantling racism and its effects on the health and well-being of racialized people. The output of the Place Matters initiative has helped create racially just and equitable communities through a focus on racial healing, community mobilization, attentiveness to young people and equitable policy.
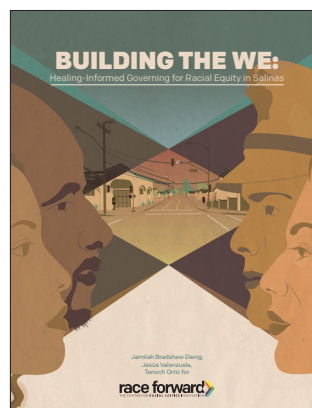
Building the we: Healing-informed governing for racial equity in Salinas

Race Forward. [2016].

This case study from Race Forward describes a collaboration between the government of Salinas (a municipality in California) and local community advocates using a "Healing-informed Governing for Racial Equity" approach. The report highlights key lessons and successes from leaders who worked on the partnership, which aimed to address the root causes of racial inequity within the city. In addition, it describes the implementation strategy and process outcomes. The report also incorporates two important aspects of the approach: blending racial healing with systemic racism and building a process led by both city government officials and community advocates.

**Race-explicit strategies for workforce equity in healthcare and IT**

Race Forward. [2017].

This document from Race Forward outlines strategies to improve racial equity in the workplace — a key site for interventions to promote equity for workers of colour. Specifically, the resource examines the history of U.S. public workforce policy and how narratives about employment opportunities for racialized workers are reinforced in ways that create and maintain racial inequities within organizations. In addition, the authors highlight barriers that organizations face as they equip racialized workers for careers in health care and information technology, while also presenting systemic solutions that generate high-impact outcomes. The strategies in question include the development of institutional assessments, racial equity plans, employer partnerships and narrative strategies, as well as promoting engagement with structural advocacy.

TOOLS TO SUPPORT PLANNING AND IMPLEMENTATION

The following tools can be used to provide organizations with strategies and guidance that can be applied to their own contexts.
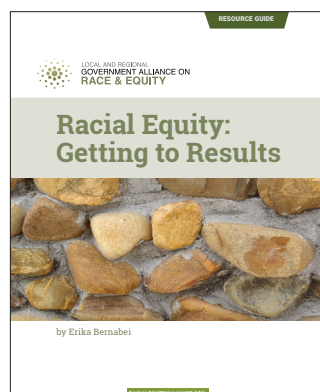
Racial equity: Getting to results

The Government Alliance on Race and Equity (GARE). [2017].

This tool from the Government Alliance on Race and Equity (GARE) highlights a six-part strategic approach to address institutional change at all levels. The resource is designed to support the use of a racial equity lens to implement an impact-driven community process to advance racial equity. To do so, it links this lens to the results-based accountability (RBA) methodology to help empower organizations to make good, equity-promoting decisions. GARE's tool also introduces the concept of root cause analysis, a means of analyzing inequitable racial outcomes and where they come from. It offers two case studies that can help introduce community stakeholders to one another using this analytical framework.

OTHER USEFUL RESOURCES

- Racial equity toolkit: An opportunity to operationalize equity

  This resource from GARE offers strategies for incorporating racial equity into the decisions made when developing policies and programs.

  Local and Regional Government Alliance on Race and Equity. Racial equity toolkit: An opportunity to operationalize equity [Internet]. [location unknown]: GARE; c 2018 [cited 2018 Jan 31]. Available from: www.racialequityalliance.org/resources/racial-equity-toolkit-opportunity-operationalize-equity/.

Racial equity impact assessments
(examples listed below)

Racial equity impact assessments are systematic assessments of how new and existing policies may affect different racial and ethnic groups. These assessments should ideally be conducted before new policies and programs are introduced, but can be beneficial at any stage of an organization's development.

Racial equity impact assessment toolkit
Race Forward. [2009].

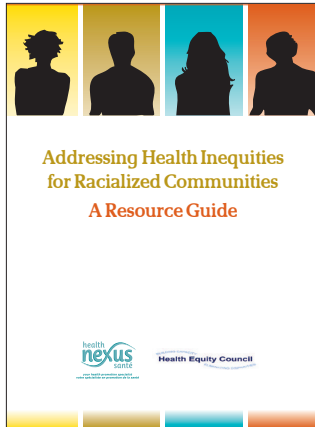**Equality impact assessment guidance**
Equality and Human Rights Commission. [2009].

Race equity impact assessment
Center for the Study of Social Policy, Policy for Results. [2015].

Addressing health inequities for racialized communities: A resource guide

Health Nexus and Health Equity Council. [2009]. Available in French

This guide from Health Nexus and the Health Equity Council includes resources and initiatives to support health promoters in planning and implementing interventions to reduce racial health inequities. Specific examples are drawn from the promotion of physical activity, mental health, healthy eating and food security as entry points for action. In addition, the guide focuses on the fundamental causes of racial inequities.

Moving the race conversation forward

Race Forward. [2014].

This two-part report from Race Forward aims to change how we talk about race and racism. Part One begins with a focus on how the media covers the two issues, noting that the majority of coverage on racism does not include a systemic analysis of the phenomenon. Part Two of the report includes case studies and profiles of racial justice initiatives that challenge mainstream discussions of race and racism.

FrameWorks Institute

[no date].

The FrameWorks Institute offers a variety of resources on the portrayal of race and racism in popular culture. Its reports and toolkit address the common ways of thinking and talking about race and racism that influence decision making and policies. The organization's resources also explore how to develop different strategies to drive action to reduce racial inequities.