

A faint, light-colored map of the province of Ontario is visible in the background of the slide. The map is divided into several regions, with some areas highlighted in a teal color, likely representing the regions covered by the survey.

**Addressing Anti-Racism Across the  
HSJCC Network:**

**Regional and Local HSJCC Survey Results**

Presentation to the Provincial HSJCC: September 21, 2021

# 24

## Total Responses

Date Created: Thursday, May 27, 2021

Completed Responses: 24

# Responses from Regional and Local HSJCCs

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## Regional Committees:

- South West Regional
- South East Regional
- Haliburton, Kawartha, Pine Ridge Regional
- Waterloo-Wellington Regional
- Peel Regional
- Halton Regional
- Simcoe Muskoka Network
- Northwest Centre of Responsibility
- Champlain Regional

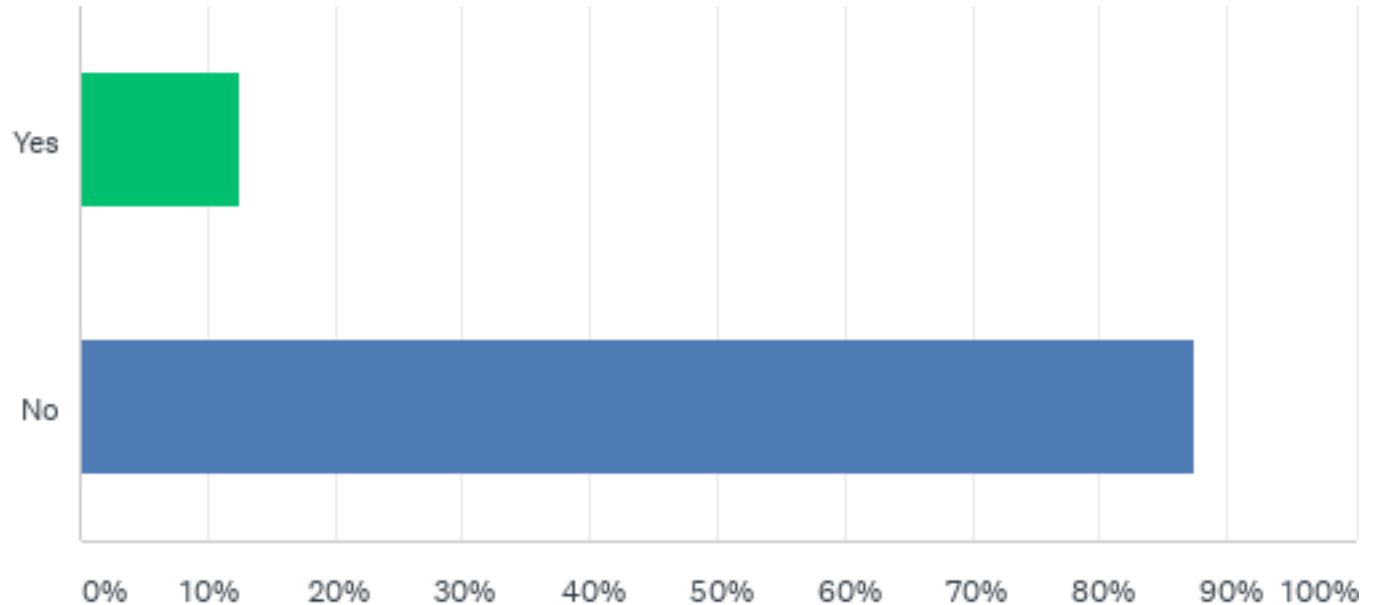
## Local Committees:

- Algoma Local
- Nipissing District Local
- Peterborough Local
- Hamilton Local
- Timiskaming Local
- Leeds And Grenville Local
- London Local
- Renfrew County Local
- Huron Perth Local
- Sudbury-Manitoulin District Local
- Kenora Rainy River District Local
- Hasting Prince Edward Local
- Niagara Local



## Q2: Does your HSJCC have a strategy and/or work plan item to address anti-racism?

Answered: 24 Skipped: 0



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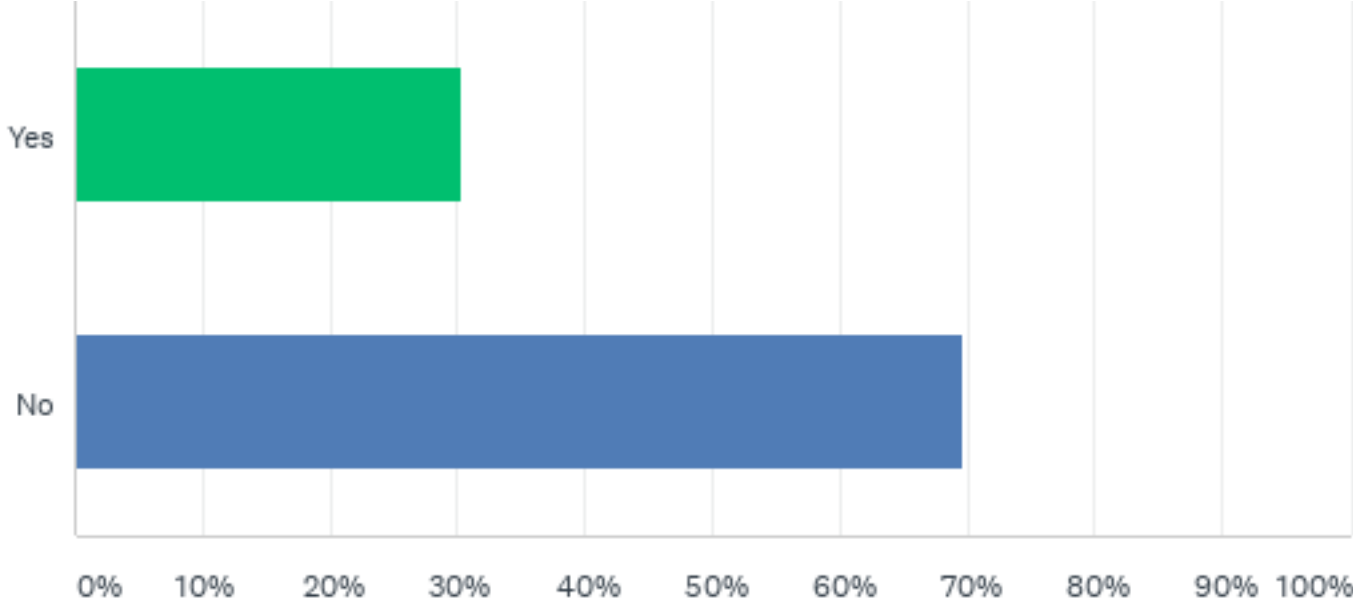
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If yes, please share the details:

- We do not have a direct work item to address but we have shared learning around the issue and continue to speak about this as an action item during our meetings
- We don't believe this has come up specifically as an issue for the Waterloo- Wellington Table. As a result of the survey and discussion at our meeting we will be adding this to our workplan with the potential of bringing in a consultant. Locally, the Guelph-Wellington OHT has hired a part-time staff to focus on helping the community move forward on topic.
- It has been listed as a standing item at the NW Situation Table Community of Practice meetings
- The Halton HSJCC has formed an anti-black racism subcommittee that is focused on addressing systemic racism and a lack of culturally adapted services in Halton. This subcommittee was formed after reviewing recommendations from the Gaps Needs Assessment that was commissioned in the beginning of the year that identified racism as a barrier to services and equitable practices for minorities in Halton Region.

# Q3: Has your HSJCC received any training, or is working to develop training related to addressing anti-racism within the human services and justice sectors?

Answered: 23 Skipped: 1



### Q3: Has your HSJCC received any training, or is working to develop training related to addressing anti-racism within the human services and justice sectors?

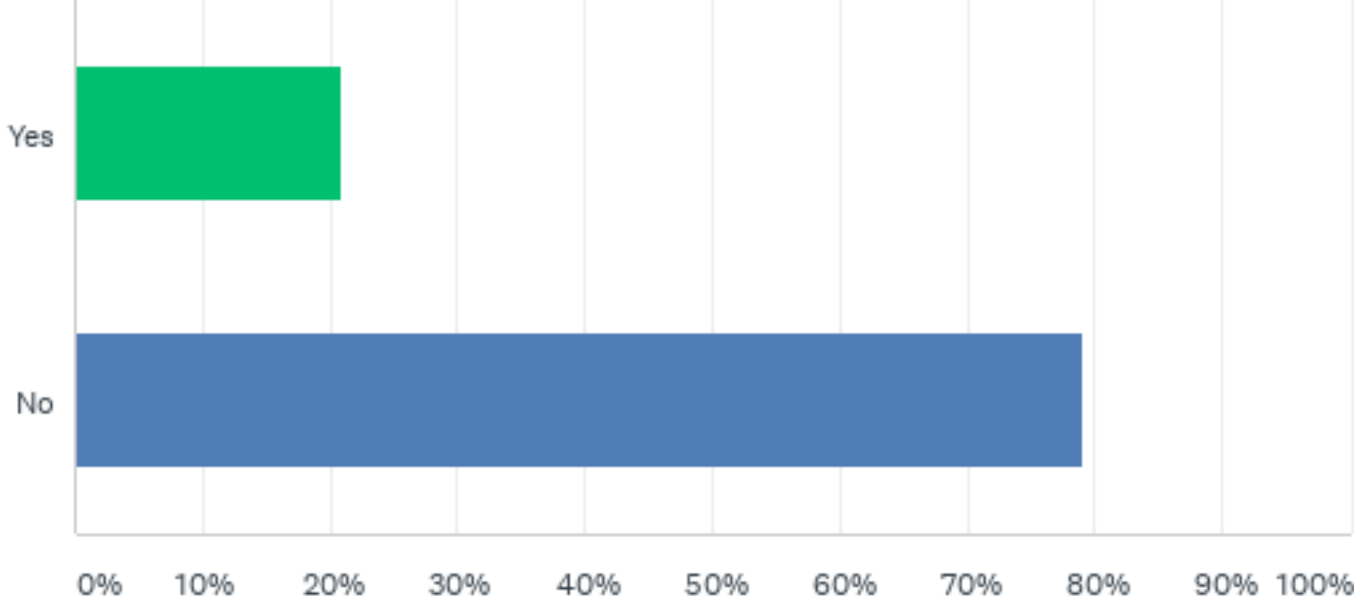
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If yes, please share the details.

- Our HSJCC always has Indigenous cultural competency training as an item of training
- Our HSJCC has watched forums and have spoken about developing training in partnership with race relations in our community
- Anti-Racism training and competency development was suggested as a professional development opportunity for this year
- Not as a HSJCC committee but the individual agencies have.
- As a result of the survey and discussion at our meeting we will be adding this to our workplan with the potential of bringing in a consultant.
- Our HSJCC has completed a 3-part training “So You want to Talk about Race” with a consultant to help with learning and guide next steps for action within the committee. This training included an evaluation, feedback, and a Working Guidebook from the consultant.
- Our HSJCC has a virtual session on a combination of educational awareness and actions steps for supporting colleagues in allyship
- Our HSJCC is working on addressing this issue in police Crisis Intervention Training

# Q4: Has your HSJCC engaged with any community tables that are focused on addressing anti-racism across the human services and/or justice sectors?

Answered: 24 Skipped: 0





## Q4: Has your HSJCC engaged with any community tables that are focused on addressing anti-racism across the human services and/or justice sectors?

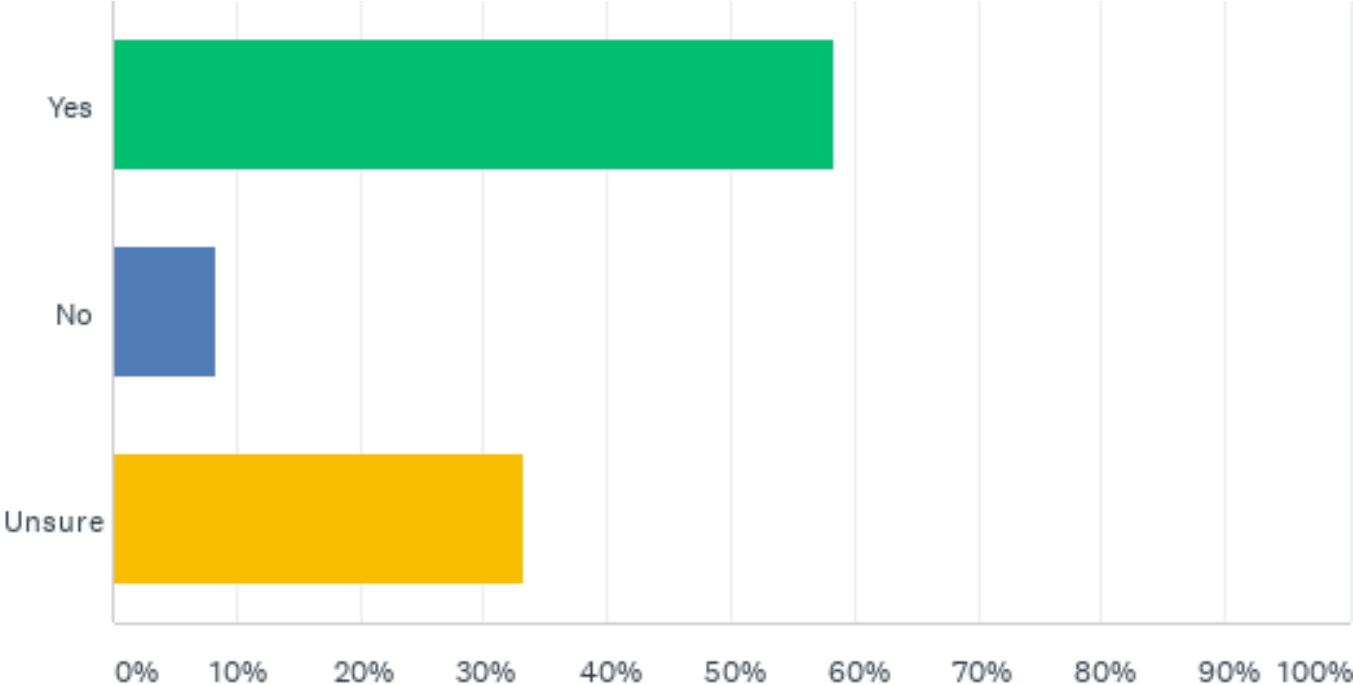
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**If yes, please describe the objectives and partners involved at the table.**

- Indigenous Friendship Centre
- Indirectly—cross representation at Hamilton Drug Strategy Table
- Some members of our HSJCC may be on committees locally that are doing this, but the full Waterloo Wellington Regional HSJCC hasn't been made aware of it. We don't know to what extent organizations may be engaging in internal processes to support anti-racism efforts.
- Provincial HSJCC, Crime Prevention Council of Thunder Bay which is responsible for development of Community Safety and Well-being Plans which includes Racism and Discrimination as one of it's 6 key priority areas
- Provincial HSJCC & Northwest Centre of Responsibility
- Partnered with the Halton Coalition for the Prevention of Hate Crime to fund the Halton Hate Crime Survey and develop a better understanding of the occurrences and types of hate crimes happening in the region.
- We would like to consult with other local HSJCC tables (ie: Halton, Dufferin). The committee is exploring bringing in a consultant to support both the creation of a strategy and to provide training. We would like to develop a training opportunity to address anti-racism for the sector.

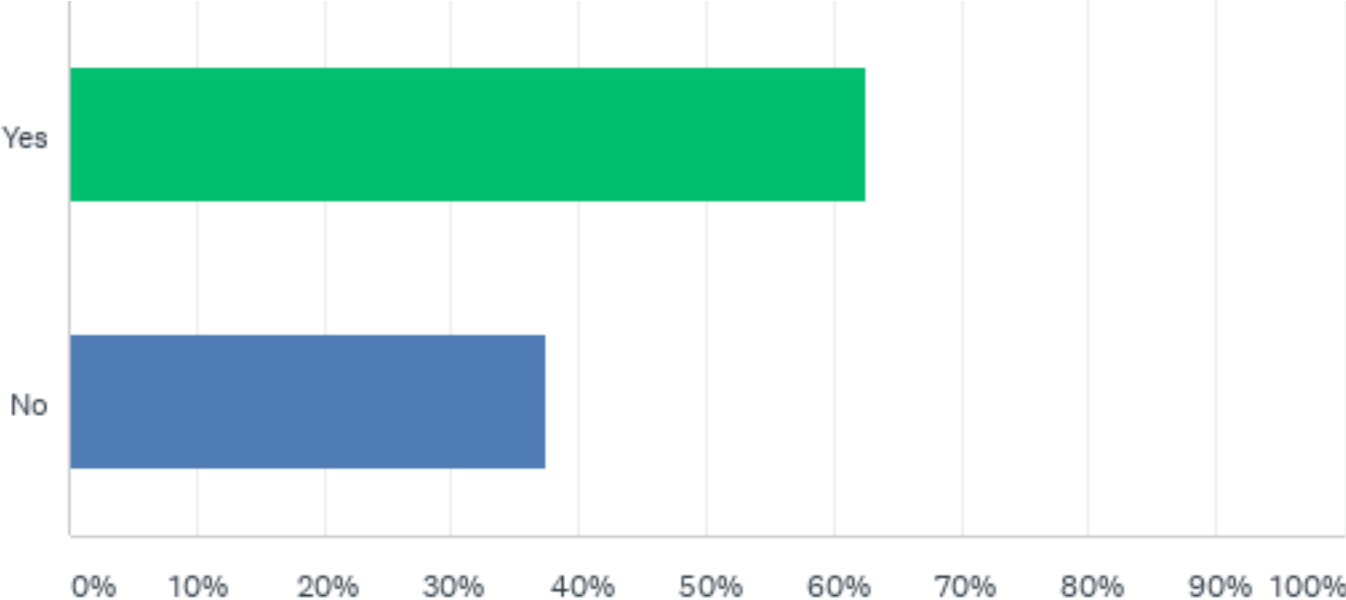
# Q5: Does your HSJCC have representation from individuals who identify as Black, Indigenous or Racialized?

Answered: 24 Skipped: 0



# Q6: Does your HSJCC have representation from any Black, Indigenous and Racialized led organizations?

Answered: 24 Skipped: 0



## Q6: If yes, which organization? If no, what may be some potential barriers?

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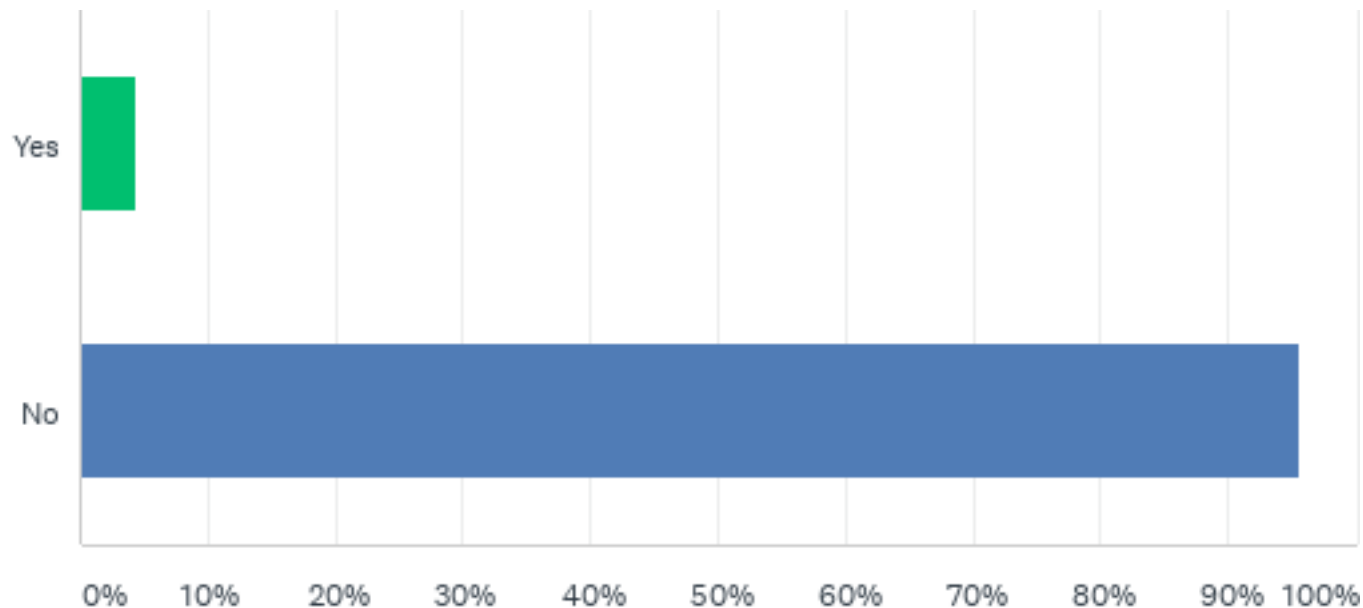
Answered: 24 Skipped: 0

- Indigenous Friendship Centres (Nogojiwanong, N'Swakamok, Thunder Bay, Red Lake, Ne-Chee)
- Indigenous Health Centres & Services (Six Nations, Aboriginal Health Centre, Hamilton, Niagara, Fort Erie, Southwest, Shkagamik-Kwe, Chigamik, Maamwesying North Shore)
- John Howard Society branches
- Indigenous Family Services (Nogdawindamin Family Services, Dilico Anishnawbek Family Care)
- Indigenous Police Services (Anishnawbek, Treaty 3, Nishnawbe Aski)
- Healing Lodge and Learning Centres (Enaahdig, Matawa Learning Centre)
- Curve Lake First Nation
- Algonquins of Pikwakanagan
- Anishnawbee Asinosii
- Healing of the Seven Generation
- Tibishkogijig Mental Health and Consulting
- Keewaytinook Okimakanak (Non-political Chief's Council)
- Grand Council Treaty 3
- Nishnawbe-Aski Legal Services Corporation

**Noted barriers:** staff coverage/capacity issues, limited travel budget to attend meetings, large geographical area, diverse community needs, lack of engagement

# Q7: Does your HSJCC have representation from Black, Indigenous and/or Racialized individuals who identify as persons of lived experience of both the human services and justice sectors?

Answered: 23 Skipped: 1



## Q7: If no, what may be some of the potential barriers?

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Answered: 23 Skipped: 1

### **Barriers may include:**

- Identifying PWLE that may be interested
- Finding individuals who can appropriately represent the respective client population
- Lack of awareness of the HSJCC committee
- Low member engagement
- Individuals may have distrust of healthcare and justice system
- Lack of budget to support individual's attendance (travel, honoraria)
- Inability to convene in person – having appropriate technology
- May have lived experience of health system but not criminal justice system

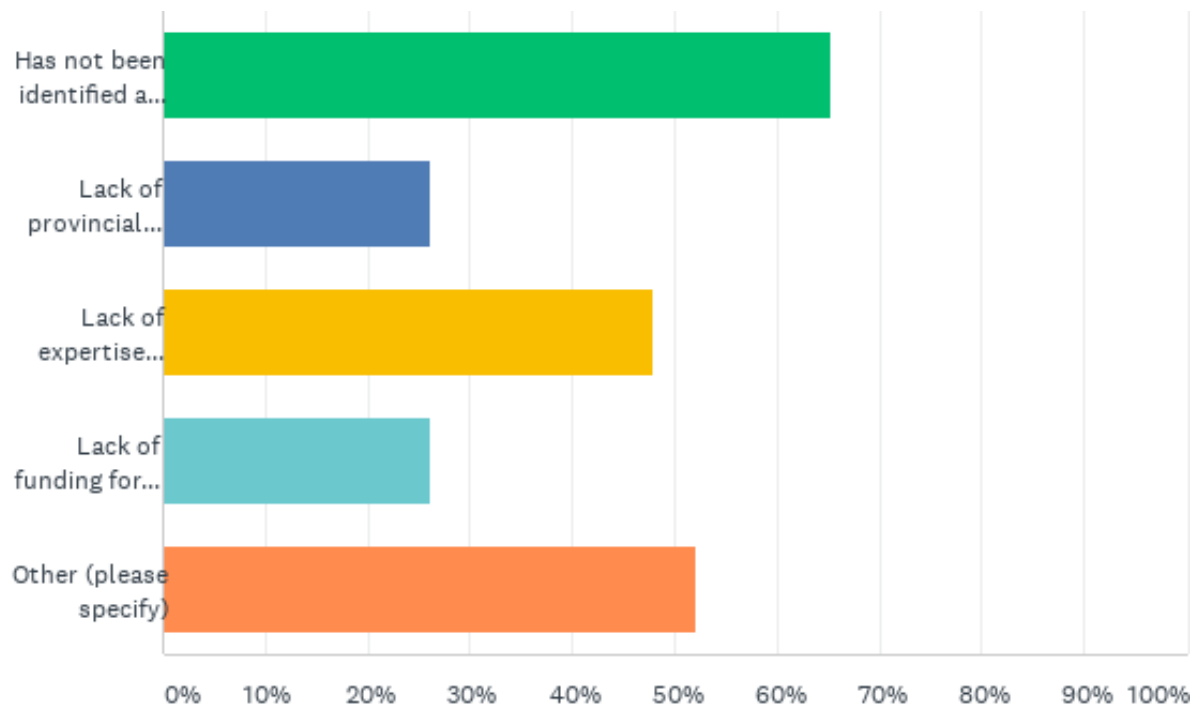
## Q8: Tell us about any strategies your committed has used to recruit members from Black, Indigenous and racialized communities and organizations?

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- Direct calling, asking other members to approach potential new members
- Open calls for members and have forwarded information on to various organizations which include racialized groups.
- This has been identified as a priority and has been included on our work plan. We have previously held community engagement events which helped inform a change in our practices and future research opportunities.
- We have engaged in discussion around how we can support the development of the Indigenous Peoples Court in Peterborough and have provided funding to support the start up costs as part of the 2021-2022 funding. We continue to reach out to the First Nations communities in our area to engage in discussions on how we can support them.
- We have tried to encourage Indigenous organizations in the past to join with mixed success (attendance/participation for a limited time). Engagement has been a challenge in the context of COVID-19.
- We have seen success when one of the Co-chair's reach out the organization to increase membership from these communities and organizations. Chair will share the Terms of Reference, Workplan and Minutes.
- Members are asked to identify individuals who access services at their agencies to determine interest and invite those individuals to attend a meeting to learn more about what happens.
- Circulation of membership engagement opportunities through current membership. Following up on inquiries from all Black, Indigenous and/or Racialized communities and organizations and providing recruitment information.
- There has not been any active recruitment of any Black, Indigenous or Racialized community organizations yet, however this has been added to our workplan and it is something that we intend to change.

## Q9: What may be preventing your HSJCC from addressing anti-racism as part of your committee's activities? (Check all that apply)

Answered: 23 Skipped: 1





## Q9: What may be preventing your HSJCC from addressing anti-racism as part of your committee's activities? (Check all that apply)

Answered: 23 Skipped: 1

ANSWER CHOICES	RESPONSES	
Has not been identified as a priority	65.22%	15
Lack of provincial direction	26.09%	6
Lack of expertise within committee members	47.83%	11
Lack of funding for training	26.09%	6
Other (please specify)	52.17%	12
Total Respondents: 23		

## Q9: What may be preventing your HSJCC from addressing anti-racism as part of your committee's activities?

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Answered: 23 Skipped: 1

### Other (please specify):

- Lack of knowledge of where to start
- Lack of expertise from committee members / Chairs
- Reliance on the participating agency to provide the training and representation.
- Difficult to meet due to the pandemic, scheduling issues, other priorities, etc.
- It is not regularly discussed at meetings. This survey sparked significant discussion and the committee wishes to explore this further.
- We are addressing it but also recognize that there is always room for improvement.

# Q10 What are the top issues and priorities in your region when it comes to addressing anti-racism, anti-hate and discrimination?

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Answered: 23 Skipped: 1

## Comments:

- Cultural Sensitivity Training
- Indigenous populations and stigma
- Lack of diverse populations engaging services is a significant factor within our community.
- Lack of understanding regarding cultural differences impacting service providers have the confidence to engage.
- Lack of representation in organizations, over-representation in the justice system, discrimination at the health care level, lack of employment opportunities.
- Significant incident of hate-crimes
- Distrust of police, healthcare, social services by marginalized groups
- Repairing fractured relationship between Black, Indigenous and racialized communities and police/local government
- Awareness that it does exist in this region and the need to focus on education, training, and resources available in the community
- The need for data to address anti-racism, anti-hate and discrimination.

# Q10 What are the top issues and priorities in your region when it comes to addressing anti-racism, anti-hate and discrimination?

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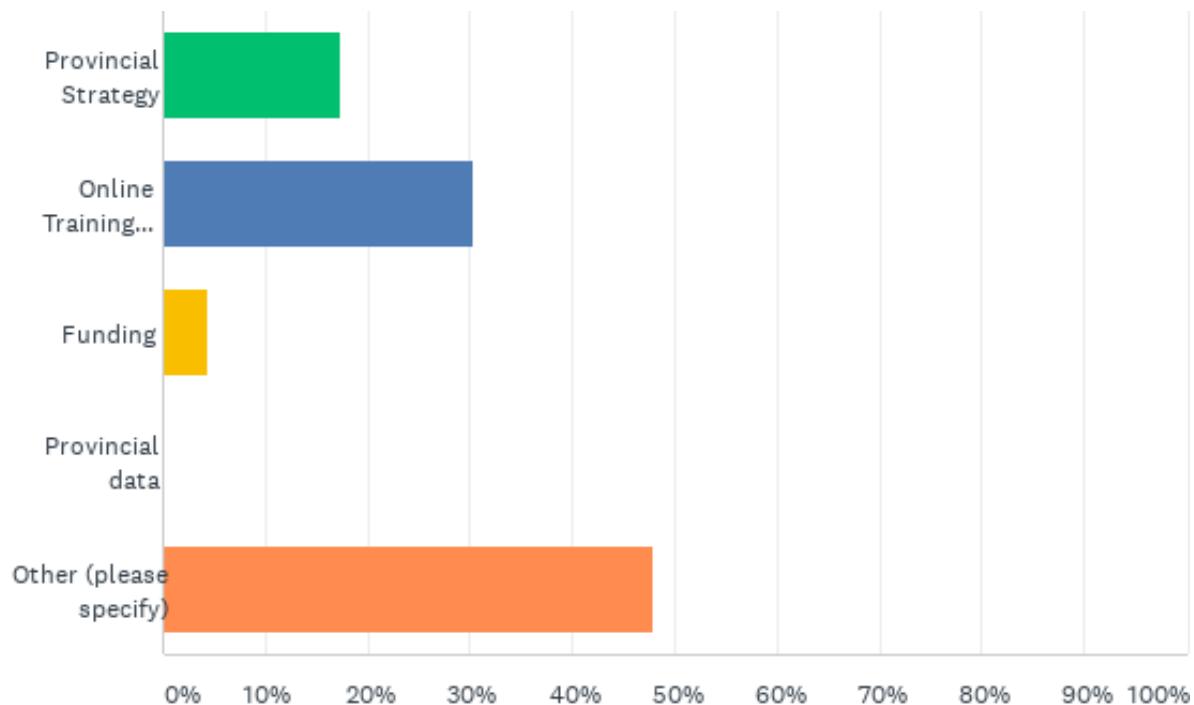
Answered: 23 Skipped: 1

## Comments:

- Promoting a general understanding of the current impacts of intergeneration trauma within Indigenous communities, addressing systemic racism and community violence
- A lack of culturally specific services, practices, and service providers within organizations
- A lack of training and understanding within the community about anti-racism
- Gaps in services that affect Black, Indigenous and Racialized communities most often.
- Transferring knowledge to our respective agencies and the work we do everyday
- Developing a matrix for accountability to ensure that organizational change does occur.
- Ensuring that Black, Indigenous & Racialized are empowered with a seat & a voice at the decision making tables
- Awareness, inclusion, equity
- A local needs assessment is required as a first step to identifying priorities.

## Q11: What supports could the Provincial HSJCC Anti-Racism Committee provide to assist Regional and Local Committees?

Answered: 23 Skipped: 1



## Q11: What supports could the Provincial HSJCC Anti-Racism Committee provide to assist Regional and Local Committees?

Answered: 23 Skipped: 1

ANSWER CHOICES	RESPONSES	
Provincial Strategy	17.39%	4
Online Training Modules	30.43%	7
Funding	4.35%	1
Provincial data	0.00%	0
Other (please specify)	47.83%	11
TOTAL		23

## Q11: What supports could the Provincial HSJCC Anti-Racism Committee provide to assist Regional and Local Committees?

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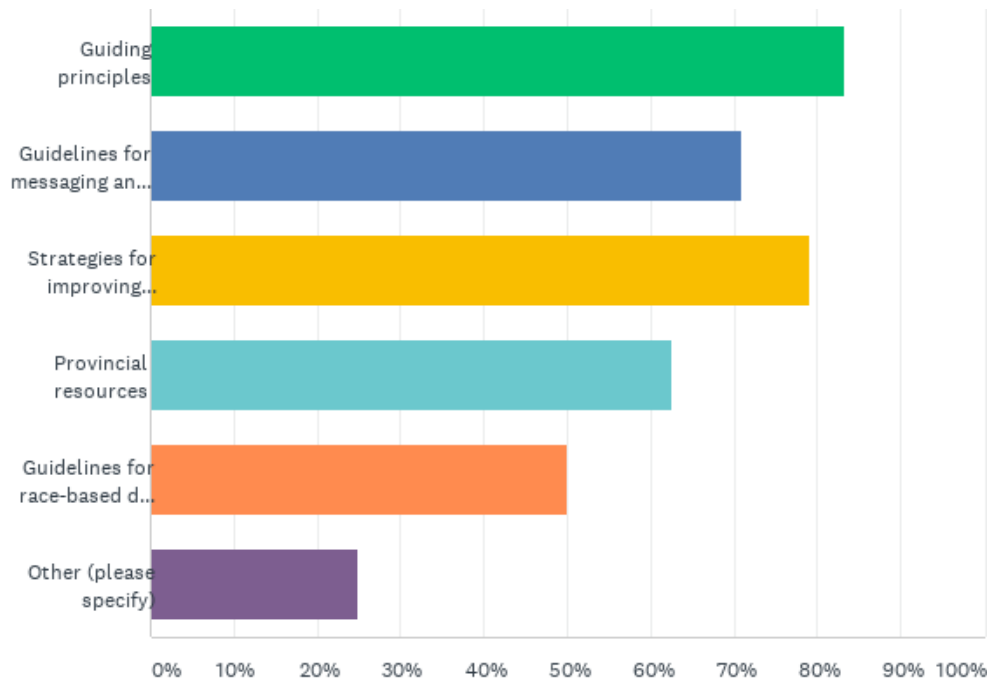
Answered: 23 Skipped: 1

### Other:

- **All of the above!**
- Resources that are accessible and affordable for committees and organizations to engage in training.
- A top-down priority from the Provincial is required so that we can have training opportunities that are available provincially for all front-line staff to develop skills and have resources to work from an informed perspective.
- Strategies for member engagement

## Q12: Which of the following elements would you like to see included in a provincial strategy/framework to address anti-racism at all levels of the HSJCC network?

Answered: 24 Skipped: 0





## Q12: Which of the following elements would you like to see included in a provincial strategy/ framework to address anti-racism at all levels of the HSJCC network? (Check all that apply):

Answered: 24 Skipped: 0

ANSWER CHOICES	RESPONSES	
Guiding principles	83.33%	20
Guidelines for messaging and advocacy work	70.83%	17
Strategies for improving engagement with Black, Indigenous and Racialized communities and organizations.	79.17%	19
Provincial resources	62.50%	15
Guidelines for race-based data collection	50.00%	12
Other (please specify)	25.00%	6
Total Respondents: 24		

## Q12: Which of the following elements would you like to see included in a provincial strategy/ framework to address anti-racism at all levels of the HSJCC network?:

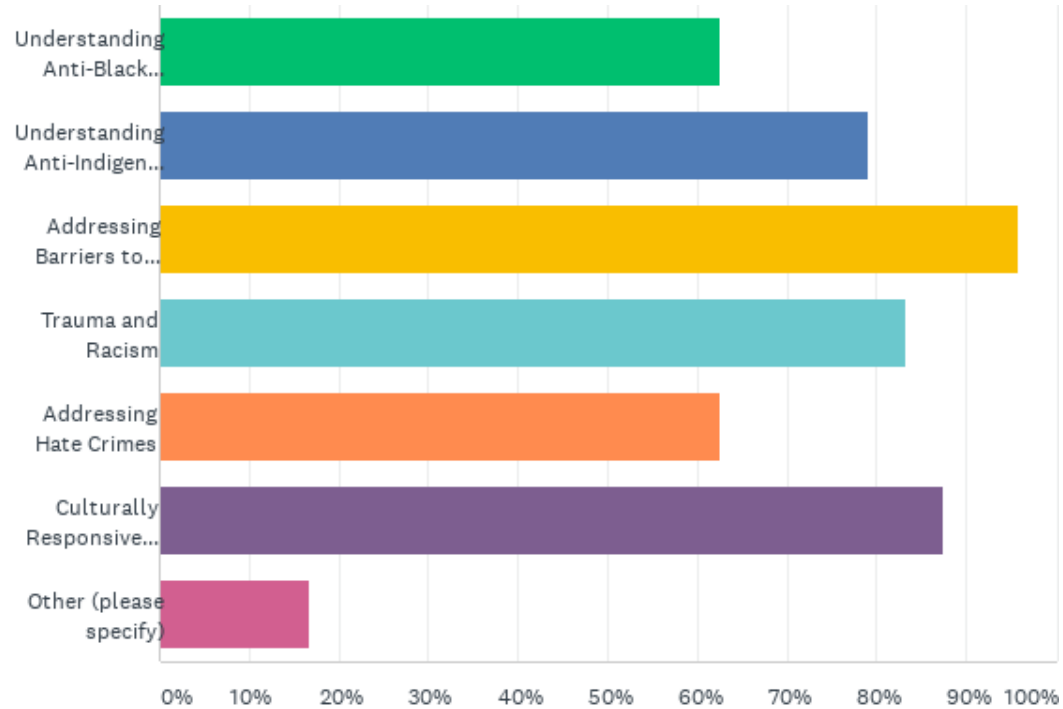
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### OTHER COMMENTS:

- **All of the above!**
- Training resources (free webinars/online tutorials, modules available for anyone who is part of the HSJCC network)
- Funding for housing
- Guidance on how to approach anti-racism groups to ask for education/learning. The committee recognized it is not the responsibility of these groups to have to educate us but are unsure how to best proceed in asking for support.

# Q13: Which of the following training modules may be helpful for your committee: (Check all that apply)

Answered: 24 Skipped: 0



## Q13: Which of the following training modules may be helpful for your committee: (Check all that apply)

Answered: 24 Skipped: 0

ANSWER CHOICES	RESPONSES	
Understanding Anti-Black Racism	62.50%	15
Understanding Anti-Indigenous Racism	79.17%	19
Addressing Barriers to Racial Equity, Diversity and Inclusion	95.83%	23
Trauma and Racism	83.33%	20
Addressing Hate Crimes	62.50%	15
Culturally Responsive Approaches to Care	87.50%	21
Other (please specify)	16.67%	4
Total Respondents: 24		

## Q13: Which of the following training modules may be helpful for your committee: (Check all that apply)

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### COMMENTS:

- Racism in the court system/jail system
- Addressing cultural biases without us having considered (e.g., dress code policy)
- Addressing over-representation of racialized persons in the justice system

## Q14: Do you have any additional comments or suggestions that you would like to share?

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### COMMENTS:

- Addressing anti-racism from a provincial approach is paramount to reducing the barriers and providing smaller, less racially diverse communities with guidance and resources.
- Although the Local Committee hasn't met for years, CMHA CT is actively involved in the HSJCC & providing training & supports to address these issues.
- One of our member is aware of other conversations that are happening in other parts of Central West region that has been important and critical for the Diversity and Inclusion discussions.
- This survey was an amazing way to start discussion at the table and identify that this has not really been something we'd prioritized. We will be adding questions from this survey for review as a standing item for future meetings moving forward and look forward to any guidance and trainings provided.
- We have been working to increase member engagement and pull in new members that may be able to bring experience and direction to our table.

## Q14: Do you have any additional comments or suggestions that you would like to share?

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### COMMENTS:

- Our committee has done an excellent job of making Anti-Racism a priority issue for the committee and this has positively impacted the community in some ways. However, when you speak to the Black, Indigenous and Racialized community directly, mistrust and watchful caution remain a dominant feature. We are in the beginning stages of change, the vision casting stage if you will. There needs to be tangible action behind the words of solidarity, diversity and inclusion in order to make this change real.
- Our group, per our mandate, focuses on mental health and conflict with the law, in an inclusive manner regardless of race, ethnicity, spirituality.
- Thank you for this survey - and initiative - greatly needed!

## Identified Needs as Potential P-HSJCC Project Areas



# Identified Project Area: Knowledge Exchange

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## Potential Activities:

### P-HSJCC 2021 Conference

- KE opportunities through concurrent sessions and keynote panel focused on addressing Anti-Indigenous Racism
- P-HSJCC Webinars:
  - Educational webinars hosted by the P-HSJCC
  - Recorded and uploaded to the HSJCC Website
  - Could look for speakers/topics related to suggestions included in survey results
- Develop Training Modules:
  - Bring in experts to develop specific training modules
  - Offer free interactive sessions with HSJCC committee members and partners
- Share existing evidence based resources:
  - Leveraged through HSJCC website, mailing list, Regional and Local committee lists



# Identified Project Area: Member Engagement Strategies

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## Potential activities:

- Create engagement strategies for Regional and Local HSJCCs to recruit, engage and collaborate with individuals, organizations and leaders representing Black, Indigenous and racialized groups within the human services and justice sectors.
- Strategies could potentially be included as part of a Provincial framework or as an additional toolkit
- Potential to build off of the Provincial HSJCC's Member Engagement Plan to include a focus on engagement with Black, Indigenous and racialized individuals, communities, organizations etc.



# Identified Project Area: Provincial Framework/Strategy

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## Potential Activities:

- Develop a Provincial framework/strategy which would support the efforts of the Local, Regional and Provincial HSJCCs, providing an unified approach to addressing anti-racism across the human services and justice sectors.
- Based on survey results, potential items to include in this type of resource could include:
  - Guiding principles
  - Glossary of Terms
  - Highlighting existing provincial resources/frameworks
  - Guidelines for messaging and advocacy
  - Strategies for engagement and collaboration
  - Guidelines for race-based data collection



# Next Steps

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- Ensure proposed project areas resonate with the Provincial HSJCC
  - Does the P-HSJCC support the identified areas of work moving forward?
  - Is there anything else you would like to see the Anti-Racism Committee address as part of their work?
- Advisory committee to confirm planned activities and strike working groups for each project area
- Larger committee to moves to quarterly meetings
- Ongoing check ins and updates with the Provincial HSJCC

