

Project Charter: Provincial Human Services and Justice Coordinating Committee (P-HSJCC) Anti-Racism Framework Working Group

Project Leads: Provincial Human Services and Justice Coordinating Committee Anti-Racism Advisory Committee: Framework Working Group

Project Status: Project Initiation (Defining scope of project and developing workplan)

1. Project Overview

Over the last five years, provincial and federal governments have announced their commitments to ensuring the criminal justice system keeps all Canadians, their families, and communities safe. Recent provincial, national, and international events, as well as the COVID-19 pandemic have further highlighted the systemic discrimination and disproportionate representation of Indigenous peoples, Black Canadians and members of other racialized communities in the criminal justice system.

The HSJCC Network has long acknowledged that one of the negative impacts of slavery, colonization and oppression is an overrepresentation of Black, Indigenous and racialized populations within the mental health and criminal justice systems. Following high profile incidents of racism both provincially and internationally, as well as feedback received from our Regional HSJCCs, the Provincial HSJCC has committed to identifying ways the HSJCC Network can participate in the dismantling of structural and systemic racism.

In response to requests from HSJCC members across the network looking for additional guidance and support in improving anti-racism policies and strategies, the Provincial HSJCC approved the establishment of a Standing Advisory Committee to oversee and guide the development of this work in November 2020.

Since then, the Anti-racism Advisory Committee has conducted a survey across the HSJCC Network and identified three priority areas of work in support of the P-HSJCC's efforts to address anti-racism within the human services and justice systems. The Committee's first priority is the development of a provincial framework/strategy that will guide Local, Regional and Provincials HSJCCs, as well as other professionals working in the human services and justice systems in their commitment to improve anti-racism efforts as part of their work.

2. Project Priorities

1. To ensure anti-racism is a priority item for Local, Regional and Provincial HSJCCs.
2. To provide provincial guidance and a consistent approach to addressing anti-racism across the human services and justice systems.
3. To provide concrete ways the HSJCC Network can participate in dismantling of structural and systemic racism.

3. Project Outcomes

1. Local, Regional and Provincial HSJCCs embed an anti-racism lens as part of their ongoing work.
2. Professionals working in the human services and justice sectors have an increased awareness and understanding of how to address anti-racism

3. The HSJCC Network actively participates in concrete ways of dismantling structural and systemic racism across sectors.
4. Local, Regional and Provincial HSJCCs improve the representation and meaningful engagement of Black, Indigenous, and racialized populations as part of their work.

4. Project Outputs

- Environmental scan of existing anti-racism frameworks relevant to the work of the HSJCC Network
- Focus groups:
 - Two sets of focus groups to be conducted: 1) Engaging with Black, Indigenous, and racialized populations 2) HSJCC members
- A Provincial Framework/Strategy for HSJCC Network in addressing anti-racism
- Webinar and other Knowledge Exchange Activities
- Evaluation Report (potential follow up survey)

5. Intended Audience

- HSJCC Members at the Provincial, Regional, and Local levels.
- Professionals working at the intersection of the human services and justice sectors

6. Project Timeline and Deliverables

Timeline	Deliverable (all intermediary steps/products involved in project)
April 2022	1. Conduct preliminary scan of existing anti-racism frameworks relevant to the HSJCC Network
May-November 2022	2. Planning for Focus Groups 2.1 Develop Discussion Questions (May) 2.2 Identify Participants (early June) 2.3 Recruitment of Community Advisors (October) 2.4 Scheduling Focus Groups Dates (November)
July–August 2022	3. Develop Framework Outline
November - January 2023	4. Conduct Focus Groups 4.1. Black, Indigenous and Racialized Populations (January) 4.2. Regional and Local HSJCC Chairs (November/December)
February 2023	5. Conduct Focus Group Feedback Analysis

ANTI-RACISM ADVISORY COMMITTEE PROJECT CHARTER

<p>March 2023– June 2023</p>	<p>6. Framework Content Development: 6.1a) Background: What is anti-racism? – September 6.1b) Background: HSJCC Network & Anti-Racism Committee – Complete 6.2 Guiding Principles 6.3 Guidelines for Messaging and Advocacy Work 6.4 Training & Education 6.5 Guidelines for Meaningful Engagement (sections TBC based on consultant and focus group results) 6.6 a) Indigenous populations 6.5b) Black populations 6.5c) Other racialized populations 6.6 The Importance of Race-based Data Collection 6.7 Provincial resources and best practices 6.8 Appendix/Glossary of Terms</p> <p>Note: Additional content to be determined by results of focus group sessions.</p>
<p>Summer 2023 onwards</p>	<p>7. Finalize Framework (review, copyedit, layout)</p>
<p>Summer 2023 onwards</p>	<p>8. Develop Implementation and Knowledge Exchange Strategy</p>
<p>Summer 2023 onwards</p>	<p>9. Knowledge Exchange Activities (webinar, etc.) - HSJCC Virtual Conference – November 2023</p>
<p>2023-2024</p>	<p>9. Evaluation Activities (TBD)</p>