

Provincial HSJCC Anti-Racism Framework Project

Wednesday, January 10th, 2024

Presented by:

Valerie Danieli – Co-Chair P-HSJCC Anti-Racism Advisory Committee





1 Background



About the HSJCC Provincial HSJCC

The Provincial HSJCC acts as a planning body and leadership mechanism for the HSJCC Network.

Objectives:

- To support the individual and collective efforts of Regional and Local Committees
- To identify provincial service and policy issues and make recommendations to address such issues to appropriate ministries or stakeholders
- To identify solutions to systemic problems
- To promote consistency of approach across Ontario, while recognizing regional diversity

The Provincial HSJCC: Identified Priorities

1. Safe & Affordable Housing
2. Insufficient Resources & Funding
- 3. Issues for Specialized Populations (Black, Indigenous & Racialized Populations, Youth)**
4. Community Reintegration Efforts
5. Impact of COVID-19 on HSJCC Network
6. Crisis Response
7. Substance Use Issues
8. Cross Collaboration and Communication Issues
9. Membership and Engagement
10. Complex Needs

P-HSJCC Anti-Racism Advisory Committee

- 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 committed to identifying ways the HSJCC Network can be a leader in addressing anti-racism.
- In response to members looking for additional guidance and support towards improving anti-racism strategies, the Provincial HSJCC approved the establishment of a Standing Advisory Committee to oversee the development of this work in **November 2020**.
- A Working Group was established in **January 2023** to support development of an **Anti-Racism Framework** for the Provincial HSJCC Network



P-HSJCC Anti-racism Framework Project: Priorities

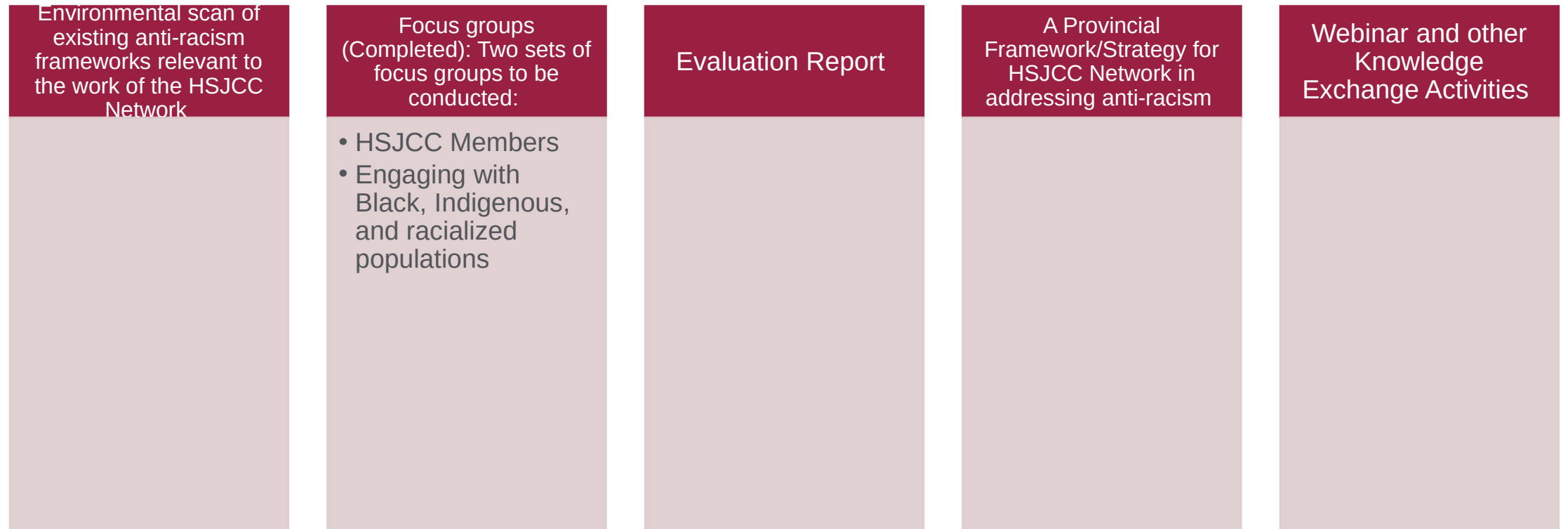
1. To ensure anti-racism is a priority item for Local, Regional and Provincial HSJCCs.
2. To provide provincial guidance and a consistent approach to addressing anti-racism across the human services and justice systems.
3. To provide concrete ways the HSJCC Network can participate in dismantling of structural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



P-HSJCC Anti-Racism Framework 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.

P-HSJCC Anti-Racism Framework Project: Outputs





2 Environmental Scan



One of ARAC's first priorities was to conduct a preliminary scan of existing anti-racism initiatives within the justice and social service sectors in Ontario to inform its work.



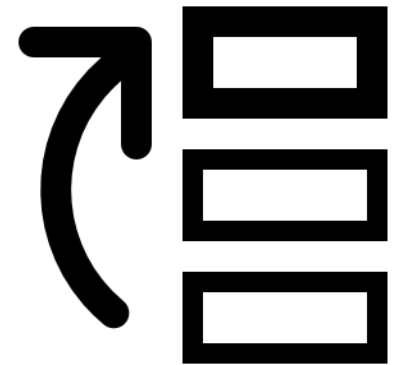
Environmental Scan: Results

The Provincial HSJCC Anti-Racism Advisory Committee identified the following priority areas:

- Overrepresentation of Black, Indigenous and racialized populations within the health and justice sectors.

A need for;

- Provincial direction on how to address anti-racism within HSJCC Network.
- Awareness and training addressing anti-racism.
- Culturally appropriate resources and services within organizations.
- Black, Indigenous, and racialized individuals in positions of power at the decision-making level.
- Anti-racist hiring processes within local agencies to increase the capacity of services to meet the needs of certain populations.



Anti-Racism Framework Outline

1. Background
2. What is anti-racism?
3. About the HSJCC and the Anti-Racism Advisory Committee
4. Guiding Principles
5. Guidelines for Messaging and Advocacy Work
6. Knowledge Exchange and Education
7. Guidelines for Meaningful Engagement
8. The Importance of Race-Based Data Collection
9. Provincial Resources and Best Practices
10. Glossary of Terms



3 Focus Groups



Focus Group Questions



The focus groups were guided by prompts or open-ended questions created by the Anti-Racism Framework Working Group and reviewed by a consultant with expertise in anti-racism.

The questions corresponded to each area of the framework outline.

Focus Group Outreach Strategy

In Spring of 2023 a call went out to community connectors



PURPOSE OF FOCUS GROUPS

Indigenous, Black, and racialized led organizations and individuals to participate in a series of facilitated focus groups aimed at providing feedback for the development of a P-HSJCC framework to address anti-racism within human services and justice systems.



PROJECT GOALS

- Ensure local, regional, and provincial HSJCCs embed an anti-racism lens as part of their ongoing work.
- Educate professionals working in the human services and justice sectors on how to address anti-racism.
- Identify systemic barriers and system gaps that Indigenous, Black, and other racialized clients are facing when accessing services.
- Improve the representation and meaningful engagement of Black, Indigenous and racialized populations at the local, regional, and provincial levels as part of their work.



FOCUS GROUPS CATEGORY

1. Service providers who identify as Black
2. Users/clients who identify as Black
3. Service providers who identify as Indigenous
4. Users/clients who identify as Indigenous
5. Service providers who identify as racialized
6. Users who identify as racialized
7. Focus group to discuss systemic racism and white privilege



FOCUS GROUP REQUIREMENT

- Are a member of a local, regional or provincial HSJCC.
- Are a service provider organization that supports Indigenous, Black, and other racialized clients who access human services and justice systems.
- Identify as Indigenous, Black, or racialized and access or receive support from human services or justice organizations.



FOCUS GROUP DATES

1. Service Providers Who Identify as Black
Tuesday June 20th 10am - 12pm
2. Service Providers Who Identify as Indigenous
Tuesday June 20th 12pm - 2pm
3. Service Users/Clients Who Identify as Racialized
Monday June 26th 11am - 1pm
4. Focus Group to Discuss Systemic Racism and White Privilege
Tuesday June 27th 10am-12pm
5. Service Users/Clients Who Identify as Indigenous
Tuesday June 27 12pm -2pm
6. Service Providers Who Identify as Racialized
Thursday June 29 10am - 12pm
7. Service Users/Clients Who Identify as Black
Thursday June 29 1pm -3pm

Regional Diversity Will Be Prioritized.



HONORARIA

\$ 75.00 gift card will be provided to focus group participants.



CONFIDENTIALITY

The focus groups will honour confidentiality and be held as space for honest exchanges between participants. No identifying information of participants will be disclosed. Only data relevant to this project will be shared in terms of broad themes that enhance making meaning of the data. At any time, participants can withdraw from the focus groups and ask for their shared content not to be included in this project.



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FOR MORE INFORMATION



Focus Groups - Participant Profile



The 7 focus groups comprised of:

1. Focus group for service providers who identify as Indigenous.
2. Focus group for service users who identify as Indigenous.
3. Focus group for service providers who identify as Black.
4. Focus group for service users who identify as Black.
5. Focus group for service providers who identify as racialized.
6. Focus group for service users who identify as racialized.
7. Focus group to discuss systemic racism and white privilege.

Focus Group Meetings

GROUP	DATE	# OF PARTICIPANTS.
Indigenous Service Users	June 27 th 2023	3
Indigenous Service Providers	June 20 th 2023	2
Black Service Users	June 29 th 2023	5
Black Service Providers	June 20 th 2023	5
Racialized Service Providers	June 29 th 2023	4
Racialized Service Users	June 26 th 2023	7
White Privilege	June 27 th 2023	8





3 FOCUS GROUP FINDINGS



Anti-Racism Framework: Focus Group Findings

Across all focus groups we were able to extract rich data from the conversations that will directly impact the development of an anti-racism framework for implementation across all HSJCCs.

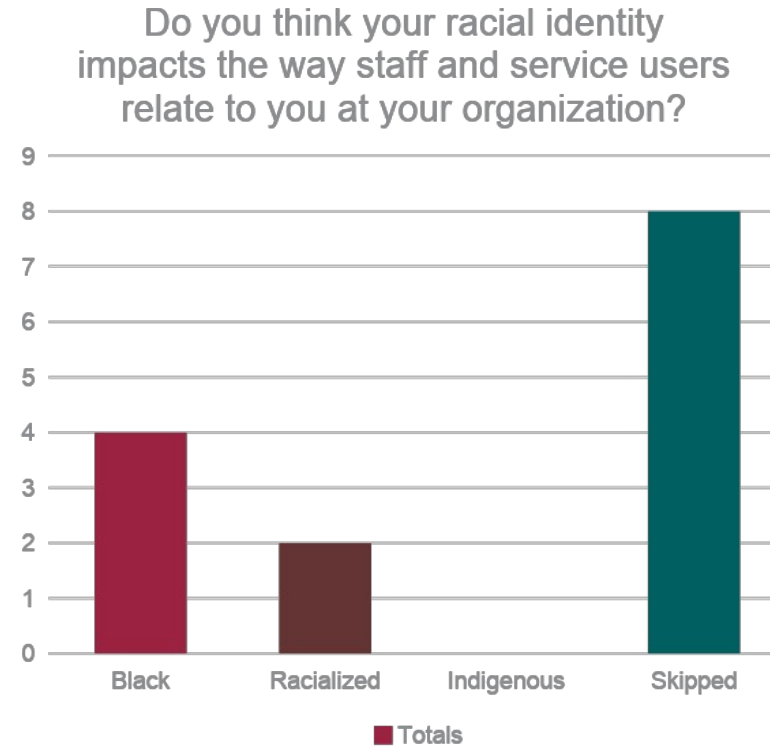
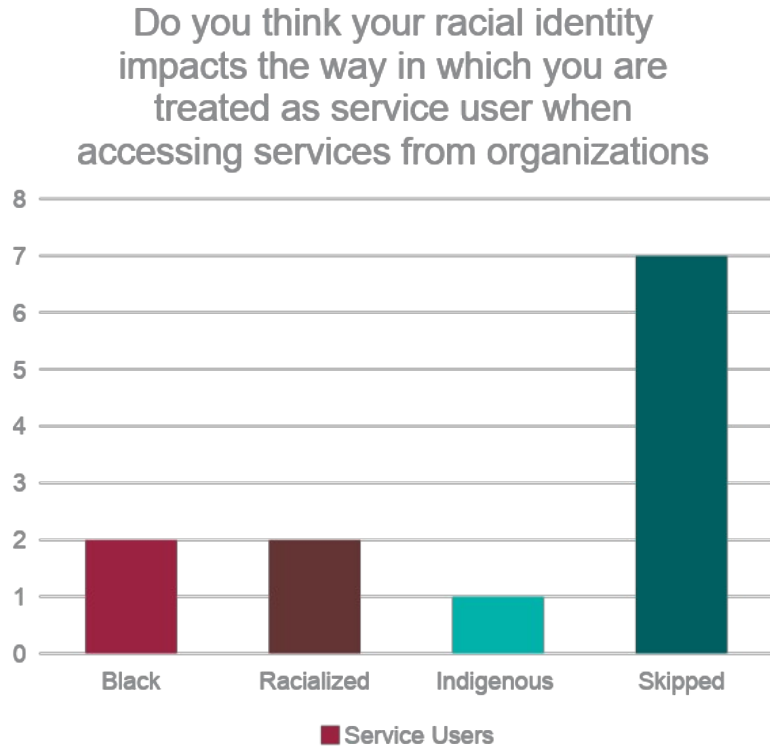


Anti-Racism Framework: Focus Group Findings

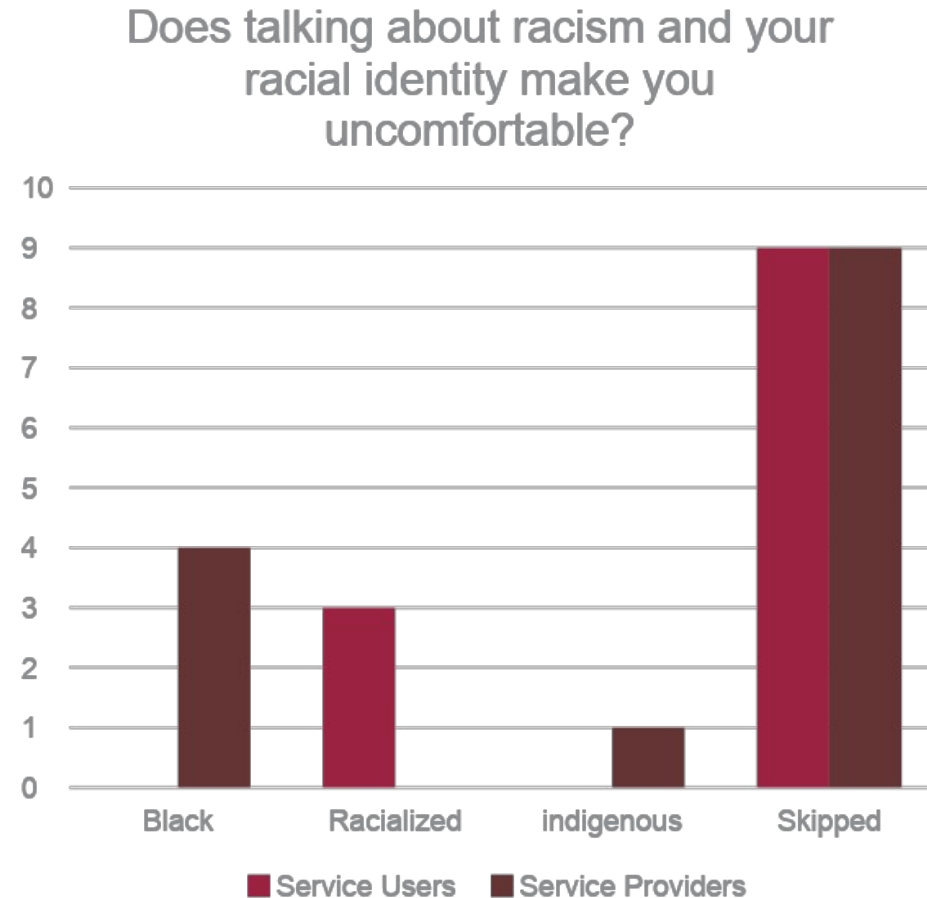
Things to Note:

- Data is summarized by percentages based on the number of participants per group.
- “Skipped” = unresponsive members of the focus group.
- In cases where a spirited conversation arose from a different prompt, direct questions were not consistently posed; instead, the facilitator allowed the conversation to evolve organically.
- Charts represent response rate and not necessarily who answered “yes”
- Nonetheless across all focus groups we were able to extract rich data from the conversations that will directly impact the development of an anti-racism framework.

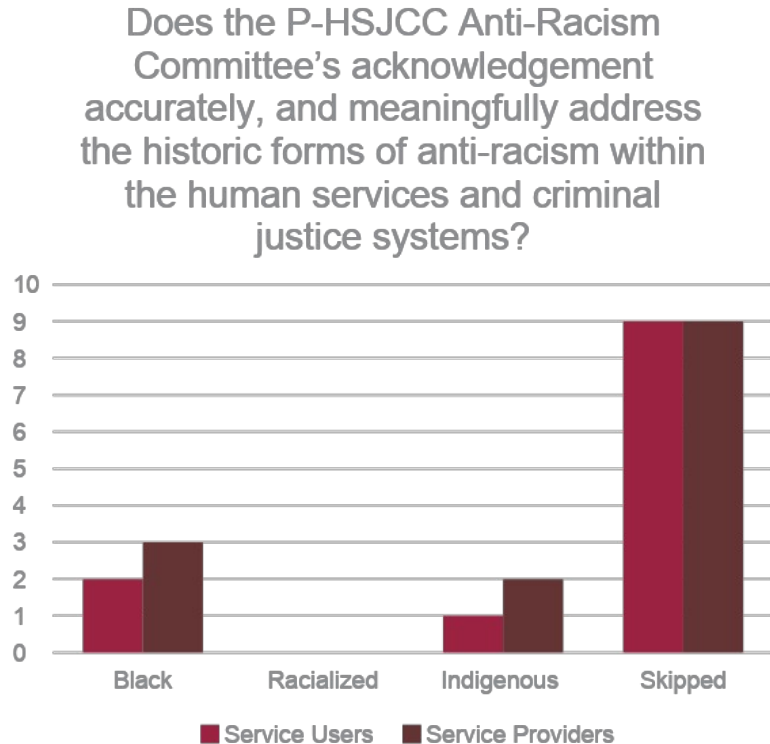
Focus Group Findings: Introductory Prompts



Focus Group Findings: Introductory Prompts



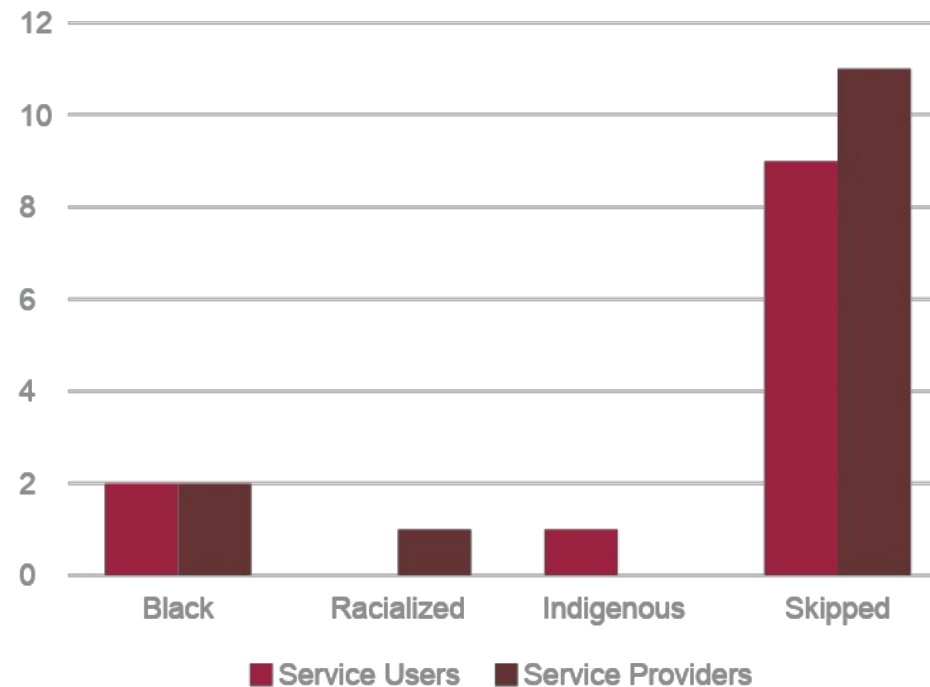
Focus Group Findings: Background



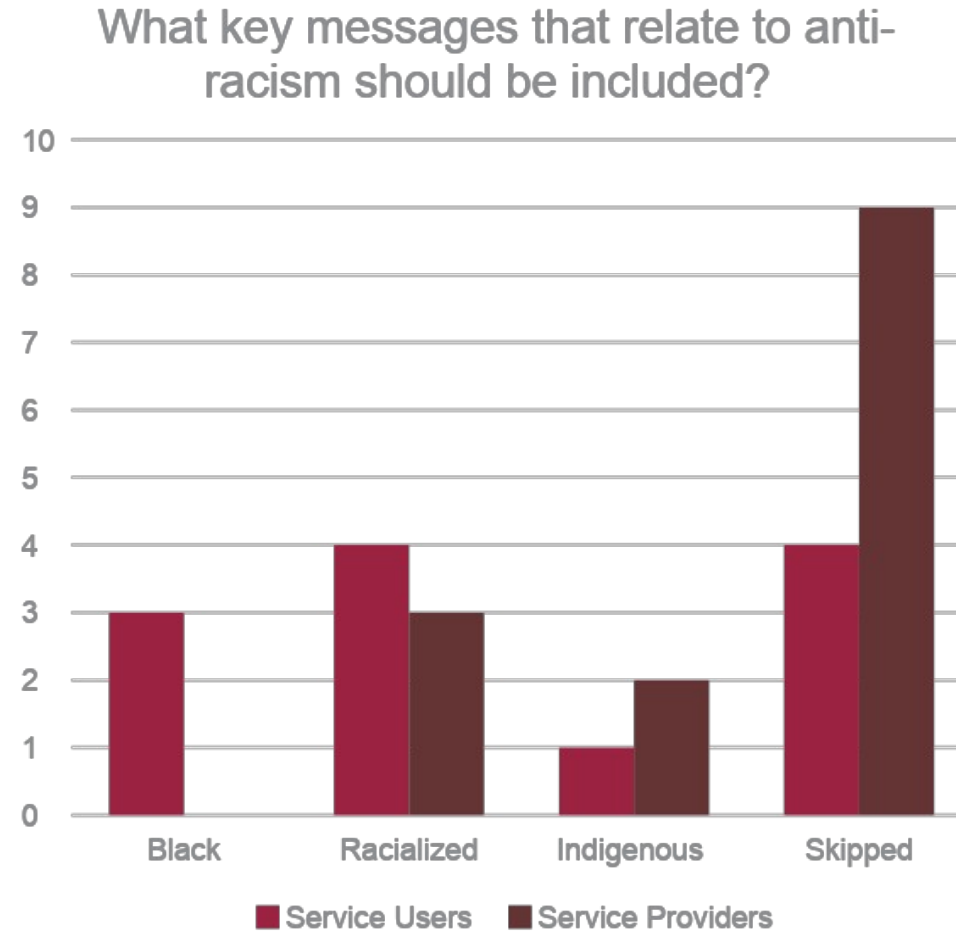
"COVID-19 came around, it was new, nobody had any idea about it. And within the space of 12 months, the entire world changed its behavior to handle COVID-19. Anti black racism is something that we have been struggling with for many years. And the amount of money and the amount of effort that has been pumped into it. We see that but yet still the change the way people were able to conform to change their behavior to deal with this new Coronavirus."

Focus Group Findings: Guiding Principles

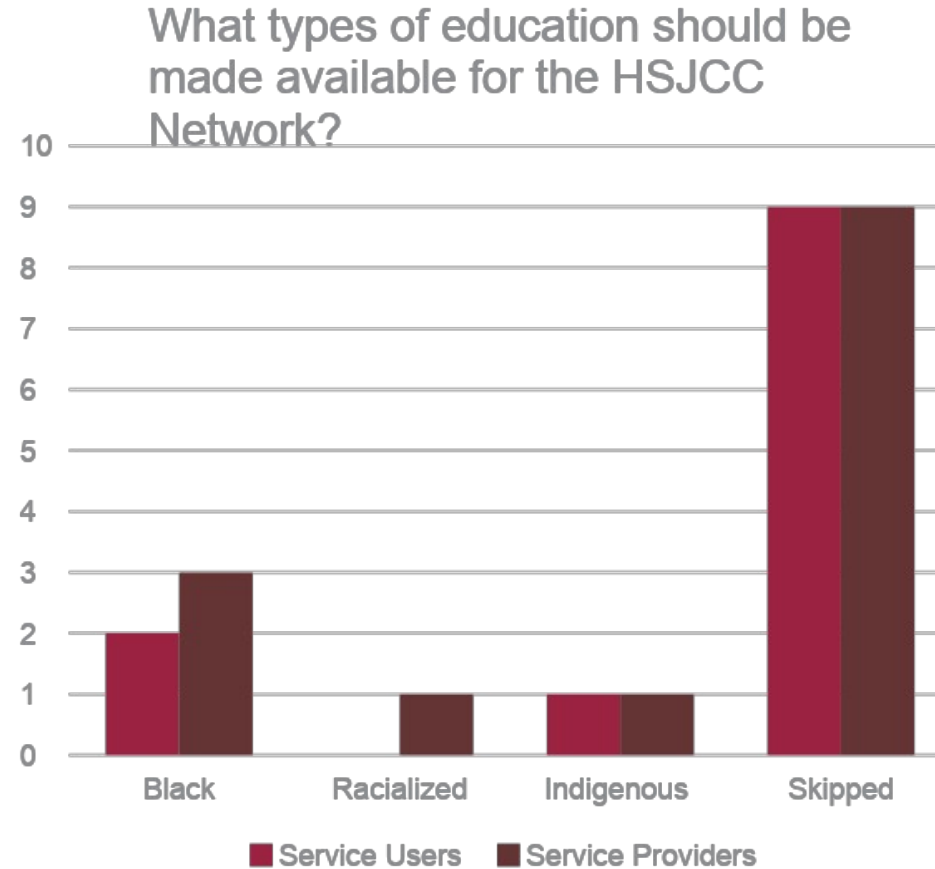
Do you feel these principles hold the HSJCC accountable to address anti-racism across sectors as a foundation for long-term change?



Focus Group Findings: Guidelines on Messaging



Focus Group Findings: Education

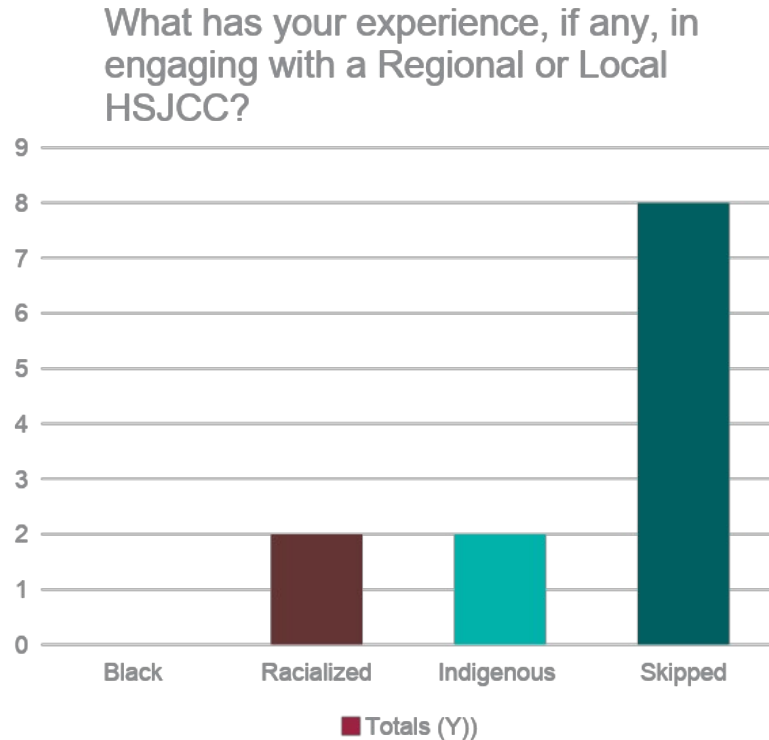


Focus Group Findings: Education

#	RESOURCES
1	Equity Training (Group Reading): Participants recommended equity training that involves reading materials, likely to raise awareness and understanding of issues related to equity.
2	Face-to-Face Training: In-person training sessions can provide hands-on learning experiences and opportunities for active engagement with anti-racism topics.
3	Vocational Training and Customer Service: These types of training would focus on teaching practical skills and competencies related to vocational or customer service roles while incorporating anti-racism elements.
4	Module Training - Unconscious Bias: Module-based training specifically addressing unconscious bias can help individuals recognize and address biases that might affect their decision-making and behavior.
5	"Equity in Child Welfare" Training: This particular training program focuses on addressing equity issues within the child welfare system.
6	Incorporating Anti-Racism: Ensuring that anti-racism is integrated into existing training programs and materials, rather than being a separate entity.



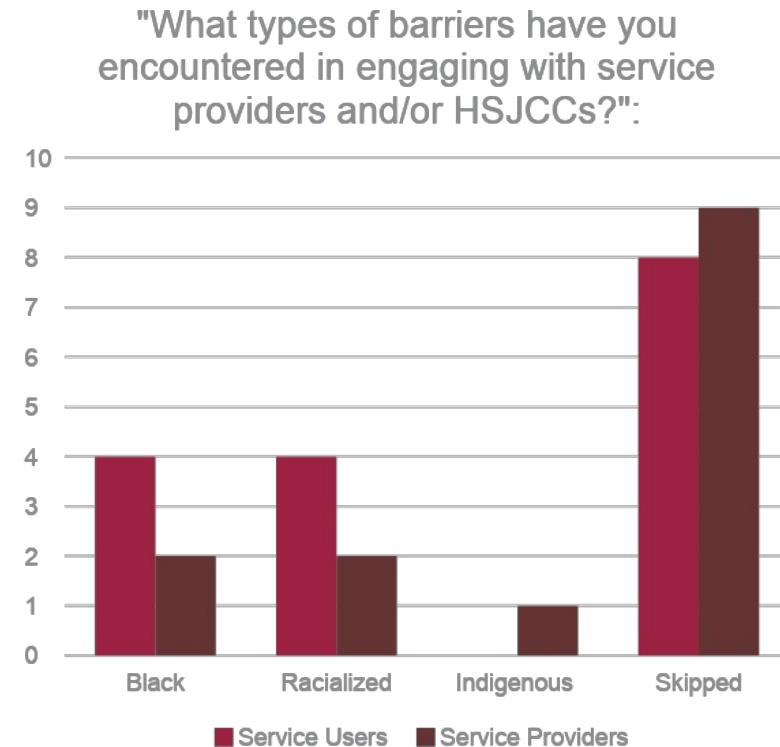
Focus Group Findings: Meaningful Engagement



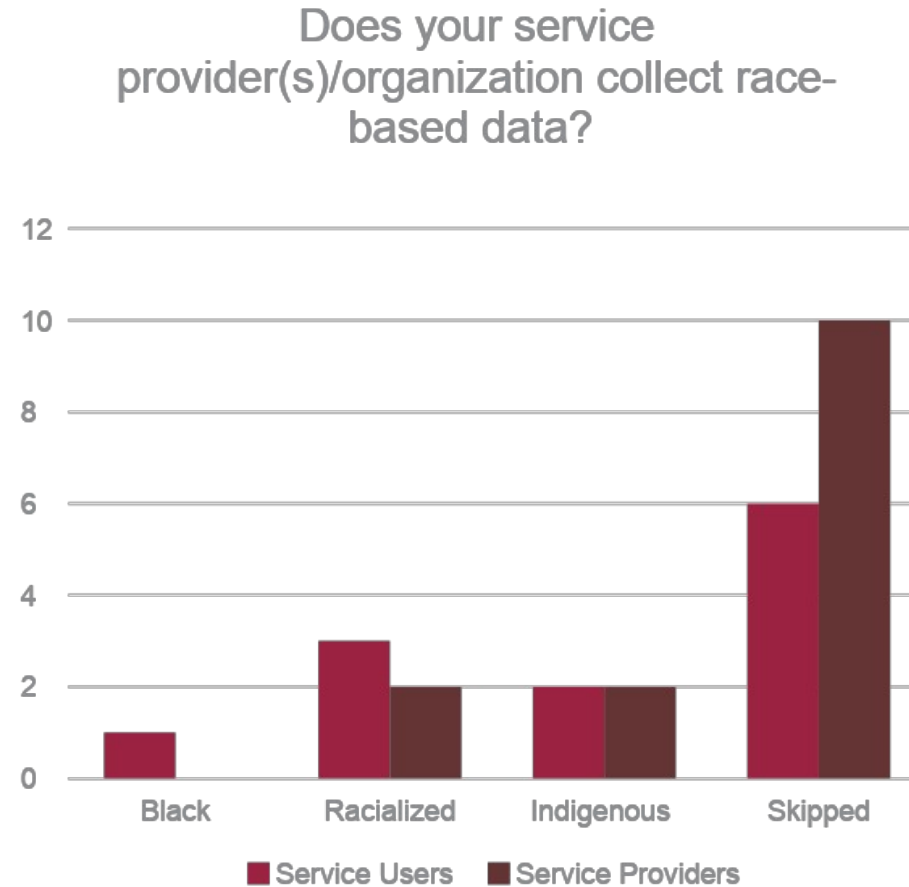
- **Only 33% of service users** have had experience engaging with their local and regional HSJCC.
- **25% of the service providers** recommended increasing participation and funding.
- **8% of the service users** suggested proactive outreach to Indigenous organizations within the HSJCC area rather than waiting for them to approach the Network.
- **8% emphasized** the need for the HSJCC to follow through on their commitments regarding education and engagement rather than solely collecting data and conducting additional studies without implementing tangible changes

Focus Group Findings: Meaningful Engagement

"Past experiences will probably tell my husband not to go back to that particular [place] again, right, because of the experience that he had. So a challenge or a barrier is, you know, past experiences that we've had, that, you know, it will hinder us from, you know, seeking out services, if you've had a bad experience at a restaurant, you probably will not go back to eat there. Right, and you might miss out."



Focus Group Findings: Race Based Data Collection



Focus Group Findings: Best Practices

1. Transparency and Accountability
2. Inclusivity and Representation
3. Education and Training
4. Integration of the Truth & Reconciliation Commission's Calls to Action
5. Incorporation of Missing and Murdered Indigenous Women and Girls Report
6. Establish Transparent Reporting Platform
7. Promote Collaboration with Racial Organizations
8. Develop Comprehensive Educational Resources

Lessons Learned & Recommendations

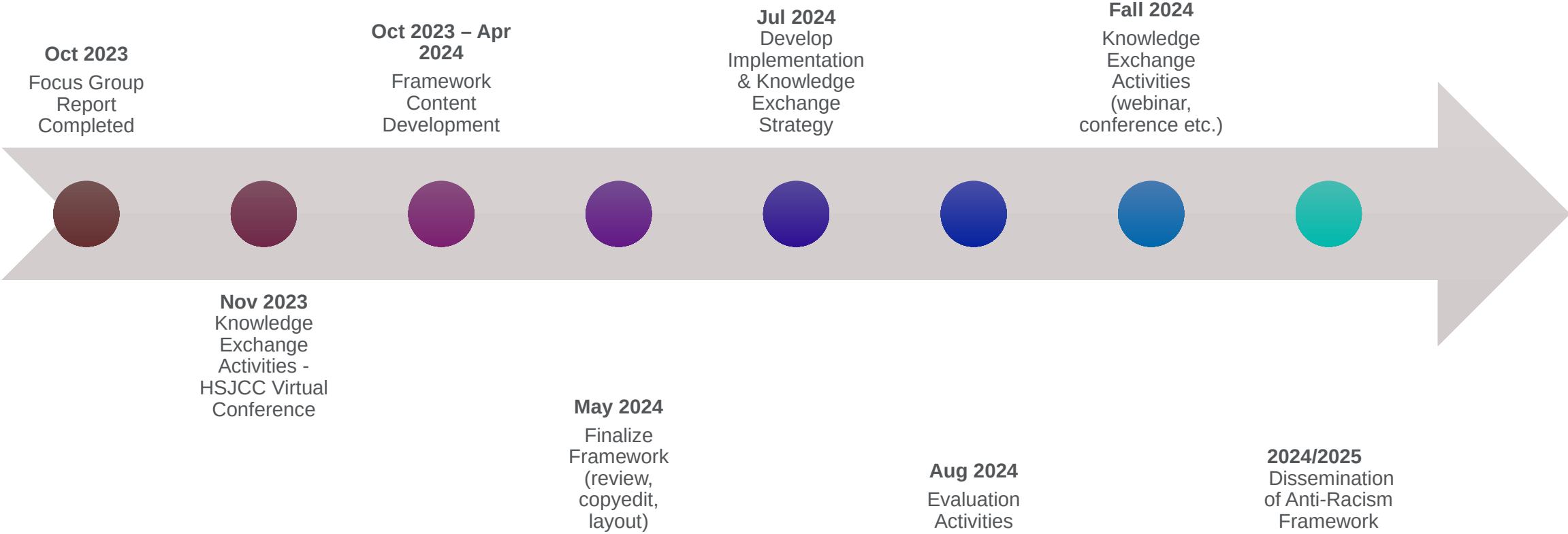
- Allocate sufficient time for promoting focus group participation within the community.
- Provide diverse participation options, such as responding to surveys via email or attending in-person focus groups, and ensure participants receive the questions in advance.
- Ensure adherence to the script by all facilitators and confirm that all questions are posed as intended.
- Implement a phased approach to focus groups, leveraging insights from the initial group for subsequent sessions.
- Extend both time and budget for outreach efforts.



4 Next Steps



Next Steps: Framework Work Plan



Thank you!

