Tool #2
Understanding your starting point

Introduction

AMHO's Equity, Anti-Racism and Anti-Oppression framework provides advice and direction for mental health and addiction providers to advance equity, inclusion, diversity, anti-racism, and anti-oppression with a focus on Indigenous and Black populations. The attached tool is the second of many resources that AMHO is developing to help you action the framework.

This tool is focused on **Understanding your starting point**, the first part of **Step 3: Start to build a plan of action** in AMHO's Implementation Recommendations for Organizations.

INSTRUCTIONS: Please review the steps and answer the questions. Keep this completed tool on file to reference your progress.

Get Started:
Understanding your Starting Point

Service Focus

1. **Access when I need it**
2. **Experience I want**
3. **Outcomes I value**
4. **I feel I belong**

A. What organizational information do we have that can tell us about disparities in access, experience, outcomes and belonging for the people we serve? Identify 1-3 short term opportunities for change that include quick wins.

   e.g., client experience and outcome data, sociodemographic data, complaints, quality improvement data.

B. What external information do we have access to that can tell us about disparities in access, experience, and outcomes in the communities we work in? List 1-3 challenges or barriers for change. Which barriers do you have control over, and which are outside your influence?

   e.g., OHT attributed population data, census data, postal code level data

C. How can we look at the information we have in new ways to better understand our current state in relation to the Service Focus components in the framework?

e.g., postal code data in lieu of sociodemographic data, reviewing non-compliance of medical advice to determine if experience of racism or systemic oppression are the root cause

D. How can we better use information we have to plan and deliver services focused on addressing disparities for the populations that experience the worst disparities in access, experience, outcomes and belonging?

e.g., use information to plan for reducing disparities in wait lists, intake processes, or to design specific and targeted interventions

E. Do we deliver any programs or services directly targeted to populations that experience barriers due to racism and discrimination?

If yes, what can we learn from those programs that could be applied in other areas of our organization?
If not, what has prevented us from delivering targeted programs or services?

Organization Focus

1. **Nurturing our culture**
2. **Supporting our people**
3. **Improving services**
4. **Working Together**

A. What information do we have that can tell us about the culture in our organization including:

   i. The sociodemographic profile of the organization at all levels of the organization including leadership and the board of directors

   ii. Disparities in opportunities for leadership and growth

   iii. Staff experiences of racism and discrimination

   iv. Staff experiences of belonging or exclusion

   e.g., staff engagement surveys, complaints, exit interviews

B. Do our internal policies have specific and targeted approaches to identify and address systemic bias and inequities?

   e.g., a process to identify disparities in advancement opportunities based on race, gender, etc., or a separate and specific process for advancement and mentorship for Black and Indigenous staff

C. What specific and targeted supports do we have in place for staff members who experience racism and/or discrimination in the workplace? Outside the workplace?

e.g., separate and specific process for discrimination complaints, employee resource groups

D. Does planning related to service design, implementation and evaluation include a wide diversity of staff, including representation from populations that experience systemic barriers?

E. Who do we partner and collaborate with most often? What are the gaps?

e.g., partnering with organizations to help better serve populations experiencing systemic racism

F. Who amongst our most common partners prioritize equity, anti-racism and anti-oppression in their work and how can we work together better?

G. Is equity, anti-racism, anti-oppression, diversity, and inclusion embedded in your strategic plan and governance? Are principles of equity, anti-racism and anti-oppression embedded in your organization's mission, vision, and values?

If not, how will you embed these principles in your organization's culture and values?

System Focus

1. **Regional implementation**
2. **Continuum wide rollout**

A. What local and regional tables exist that focus on equity, anti-racism, and anti-oppression? Which of these tables do we participate on? Which ones are we not part of and why? When participating in tables, how can we leverage AMHO's Framework to establish common goals and strategies and be more effective in our efforts?

   e.g., OHT equity working group, municipal anti-racism table

B. Which local and regional tables does our organization participate in, with other areas of focus, that could benefit from applying an equity, anti-racist and anti-oppressive approach? How can we support the uptake of AMHO's framework to establish common goals and strategies to prioritize equity and anti-racism and anti-oppression at the tables we sit on?

   e.g., OHT, clinical table focused on improving service for a specific condition

Thank you for completing Tool 2, *Understanding your starting point*. Having completed tool 2, you should have a better understanding of your starting point after identifying what resources you have and what you need to advance equity, anti-oppression, and anti-racism work. Now you are ready to proceed to steps 2 and 3 of building your plan of action by identifying where you want to be and by when and identifying next steps together. Stay tuned for further resources to be shared to support you with goal setting and identifying next steps with your partners.