

Tool #1

# How to use AMHO's Equity, Anti-Racism, and Anti-Oppression Framework

## Introduction

AMHO's Equity, Anti-Racism and Anti-Oppression Framework report 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 framework's 3 areas of focus outline what success looks like for 1) people accessing services, 2) organizations delivering care and 3) for the system when equity, anti-racism and anti-oppression are prioritized. The attached tool is the first of many resources that AMHO is developing to help you put the framework into action.

This tool is focused on Steps 1 and 2 in AMHO's Implementation Recommendations for Organizations.

Get Started:

# AMHO's Equity, Anti-Racism, and Anti-Oppression Framework

## Step 1

Read AMHO's [Equity, Anti-Racism and Anti-Oppression Framework](#) report.

A. Identify any areas where your organization has already taken steps or made progress towards some of the framework's goals?

B. Identify 1-3 short term opportunities for change that include quick wins.

C. Identify 1-3 long-term opportunities for change that may require more time, resources, or collaboration.

D. List 1-3 challenges or barriers for change. Which barriers do you have control over, and which are outside your influence?

### Action items

*Identify 1-3 action items that you can start on immediately. Who will complete them and by when?*

## Step 2

### Bring people together who need to be part of this work

A. Identify key stakeholders who need to be engaged in implementing the framework from your:

- Board
- Leadership
- Staff
- Clients
- Community partners
- Internal equity committees or working groups

B. How will you meaningfully engage these stakeholders to advance this work?

- C. How will you bring together the right people to advance the work in your organization? Do you have a committee or team who will work to implement the equity, anti-racism, and anti-oppression work? If not, will you create a committee or team?
- D. How will you ensure the people who are advancing the work are enabled and resourced to take meaningful action: e.g. Does the board of directors have accountability on equity and anti-racism? Are equity and anti-racism strategic priorities? Are resources including dedicated staff time, being prioritized for this work?
- E. How will you ensure that there is diversity of representation from populations that experience systemic barriers on your committee or team, including leadership?

## Action items

*Identify 1-3 action items that you can start on immediately. Who will complete them and by when?*

## Get Ahead! Preparing for action

Review the equity, anti-racism, and anti-oppression resources available on [AMHO's website](#).

A. Identify which resources are most relevant to your work and read those first.

B. Identify how you might use these resources to advance equity, anti-racism, and anti-oppression work.

C. Identify areas where the staff and board may benefit from further learning.

## Action items

Identify 1-3 action items that you can take on immediately. Who will complete them and by when?

Congratulations on completing Tool 1, *How to use AMHO's Equity, Anti-Racism, and Anti-Oppression Framework*. You have read the framework report in full and began identifying the people at your organizations and system partners who need to be part of this work. . When you're ready for the next step, Tool 2, *Understanding your starting point* will help you begin building a plan of action for implementing [AMHO's Equity, Anti-Racism, and Anti-Oppression Framework](#). Stay tuned for further tools to be released to support you advance equity, anti-oppression, and anti-racism initiatives.