

### PROJECT GOVERNANCE AND STRUCTURE: Active Steering Committee and Consulting Team

Building on the successful work of the BIPOC project group, an Anti-Racism Steering Committee was formed and includes volunteers from 9 HPRO Colleges.

Name	SC Position	Title	College
Judith Rigby	Chair	Registrar	CDTO
Deborah Adams	Member	Registrar	CRPO
Brian Fehst	Member	Manager, Professional Practice	COKO
Delia Sinclair Frigault	Member	Equity, Diversity & Inclusion Manager	OCP
Naakai Garnett	Member	Director, Professional Conduct	CMTO
Zahra Grant	Member	Council & Quality Assurance Coordinator	CMO
Tim Mbugua	Member	Policy Analyst	COTO
Kevin McCarthy	Member	Director, Strategy	CNO
Brian O’Riordan	Member	Registrar	CASLPO
Beth Ann Kenny	Admin	Executive Director	HPRO

- A Project Charter outlines mandate, governance, and operating methods.
- Meetings are held biweekly, for 90 minutes; eleven have been completed to date.
- An external consulting team from Graybridge Malkam provides EDI expertise, develops materials, facilitates discussion, and documents the Committee reviews and decisions.
- Project funding is in place: \$40K from HPRO; \$88K from CSMARI federal government funding; in-kind contributions from individual colleges. The deliverables for the CSMARI grant have been developed for the March 31 official deadline; revisions and implementation training/support will be completed by June 30.

### WORK COMPLETED TO DATE

- A **research review** was conducted of available literature and documented best practices, including the previous research completed by Dr. Javeed Sukhera with HPRO funding and support.
- **Three online consultations** were undertaken, engaging 23 of the 26 Colleges and several representatives of stakeholders and/or comparator organizations.
- **EDI Self-assessment Guide for Year-end 2022 CPMF Reporting** was distributed to Colleges March 14 to guide them in identifying their strengths and current gaps, and set priorities for attention, in their EDI practices.
  - A grid that provides a College with 4 levels for self-rating in 11 EDI elements that are aligned to **CPMF domains**
  - A brief explanation of what it is, how it fits with the CPMF reporting requirement, and how it can be used
  - Some standardized wording that all Colleges can use in their CPMF report – to capture their self-assessment (if any) and to reference the HPRO project.

Two Q&A sessions were held; 21 participants; positive sessions and informative discussions.

- **Two Unconscious Bias learning sessions** are being provided at no cost to Colleges. Participants can be Registrars, Council members, or staff (e.g., EDI Officer). March 30 session had low participation; next one has been moved to April 26 to allow for more registration. The session is intentionally designed to build upon other training that Colleges may have undertaken, as *“an interactive session about how we go beyond being cordial to one another in the workplace to supporting the type of systemic change in health sector regulation that is needed to provide equal and equitable opportunities for College registrants and staff.”*
  - **HPRO EDI Self-Assessment and Action Guide (Incl. Equity Impact Assessment tools)** has been distributed for review and piloting by Colleges. Previous Steering Committee feedback has been mostly integrated (accessibility remains outstanding to be addressed; terminology will be reviewed for consistency). To ensure full coverage, the Steering Committee members have each committed to review / pilot prior to April 21. Materials will be re-distributed to Colleges for volunteering to review / pilot one or more sections. Final draft to be presented for approval by Steering Committee on May 15, with distribution of final accessible document to HPRO Registrars by May 19.
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#### **NEXT ACTIVITIES: Finalization and Implementation Support**

- Finalization of draft materials, including integration of additional feedback from reviews and pilots
- Implementation and knowledge transfer materials for Colleges, with two workshops to support them
- GM presentation to HPRO Board by June 30 on CSMARI project and outcomes
- Report for HPRO Boards
- Media roll-out: Announcement with key HPRO and government officials; Letter to MOH; Public posting on OHR website and HPRO website.



Dear funding recipient,

Thank you for all the important work you do to benefit communities under one of the programs that support Canada's Anti-Racism Strategy.

There is no place in Canada for racism, discrimination or hate. Together, we must continue to work towards the vision of an inclusive, equitable, and anti-racist society.

*[Building a Foundation for Change: Canada's Anti-Racism Strategy](#)* is guided by a vision of Canada where all Canadians benefit from equitable access to, and participation in, the economic, cultural, social, and political spheres.

To achieve this vision, the Government of Canada is supporting communities with lived experience of, and expertise in, addressing various forms of racism and discrimination. The Community Support, Multiculturalism, and Anti-Racism Initiatives (CSMARI) Program, and the Anti-Racism Action Program (ARAP) were both designed to support communities in confronting racism and discrimination, promoting intercultural and interfaith understanding, and fostering equitable opportunities to participate fully in Canadian society.

In December of 2022, the Department of Canadian Heritage updated its CSMARI and ARAP program eligibility criteria. Please read the revised CSMARI Events Application Guidelines at the following link <https://www.canada.ca/en/canadian-heritage/services/funding/community-multiculturalism-anti-racism/events/application-guidelines.html> as an example of the update.

In the execution of your funded project or its related activities, your organization and any individual or entity (including any consultant) associated with the project must not:

- discriminate, contrary to applicable laws, on the basis of prohibited grounds, including race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered;
- advocate intolerance, discrimination, prejudice, racism and/or hate
- discriminate on the basis of language;
- provide support to organizations or individuals that share or promote offensive content or discourse;
- undermine Canada's Anti-Racism Strategy as described at <https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html>, or undermine the values set out in the *Canadian Charter of Rights and Freedoms* and the *Canadian Human Rights Act*.

You should also ensure a workplace free from harassment, abuse, and discrimination.



Infringements could lead to default of the funding agreement. We expect you, as well as all other funding recipients, to adhere to the above goals and values, not just in the delivery of your proposed initiative but in all aspects of your work.

Please acknowledge receipt of this letter to Jodi-Ann Francis by March 14, 2023, and do not hesitate to contact us for any questions or concerns.

Sincerely,

*Jillian Lum*

Regional Director General, Ontario Region  
Canadian Heritage