



TO: Chair and Members of the Board of Health

FROM: Christopher Mackie, Medical Officer of Health / CEO

DATE: 2019 February 21

HEALTH EQUITY INDICATOR ASSESSMENT AND RECOMMENDATION REPORT: 2018 UPDATE AND LOOKING FORWARD TO 2019

Recommendation

It is recommended that Report No. 013-19 re: “Health Equity Indicator Assessment and Recommendation Report: 2018 Update and Looking Forward to 2019” be received for information.

Key Points

- In 2018, the Health Equity Advisory Taskforce (HEAT) completed an in-depth review of organizational compliance with prioritized indicators from the [Health Equity Indicators for Ontario Local Public Health Agencies](#),” including an assessment of the current situation, setting targets/benchmarks, creating recommendations for action, and recommending a tracking method for each indicator.
- A similar process of assessment and planning for compliance with the remaining indicators is planned for completion in 2019 and 2020.

Background

The [Health Equity Indicators for Ontario Local Public Health Agencies User Guide \(April 2016\)](#) was shared with health units across the province upon the completion of a PHO-supported Locally Driven Collaborative Project. The User Guide provides a comprehensive set of evidence-based, pilot-tested indicators intended for application at the local public health level to support public health units in addressing and measuring progress toward meeting the Health Equity Standard and its mandate to reduce health inequities.

In 2017, a sub-group of the Health Equity Advisory Taskforce (HEAT) completed a high-level review of organizational compliance with the Health Equity Indicators for Ontario Local Public Health Agencies, to identify priority indicators for further assessment and action. This review was brought forward for Board of Health approval in [Report No. 002-18](#).

Update on Assessment of Compliance and Development of Recommendations

During 2018, the same sub-group conducted a more in-depth assessment of a subset of prioritized indicators. Through key stakeholder interviews and a review of existing and newly acquired data, they were able more thoroughly to establish MLHU’s current state in meeting these indicators. Based on this information, the sub-group proceeded to set realistic targets and benchmarks for programs working on these indicators and make recommendations, with associated processes, to support achieving these goals. A Briefing Note ([Appendix A](#)) highlighting findings and specific details of recommendations related to each indicator was reviewed and approved by the Senior Leadership Team (SLT).

SLT also added to the discussion the importance of establishing an internal culture that stands against bullying and oppression, along with opportunities for reflection of the roles that we have all played in oppression of various sorts – whether as victims, perpetrators, or bystanders. Related issues raised included

the fit with the upcoming Diversity and Inclusion Assessment and with efforts towards reconciliation and decolonization.

Next Steps

Recommendations outlined in the Briefing Note will be shared with employees, and identified groups will work with directors/managers to implement the approved recommendations over the next year.

A similar process for assessing the current situation, establishing realistic targets/benchmarks, and devising processes to achieve these will be applied to the next set of prioritized health equity indicators in 2019. Indicators for 2019 and 2020 were established using agreed-upon criteria ([Appendix B](#)).

A system to monitor and report upon, on an ongoing basis, the Health Unit's progress toward compliance with each health equity indicator is being developed in consultation with epidemiologists and the Program Planning and Evaluation Team. Information gathered will inform future health equity prioritization and planning throughout MLHU.

This report submitted by the Health Equity Core Team, Office of the Chief Nursing Officer ([Appendix C](#)).



Christopher Mackie, MD, MHSc, CCFP, FRCPC
Medical Officer of Health / CEO