

## **Criteria for Anti-Black Racism Advisory Committee**

Committee members will be:

1. Representative of the diverse African, Black, or Caribbean community (ABC); for example, gender, sexual orientation, age, etc.
2. Trusted and respected members of the black community.
3. Able to commit to actively participating in 5-6 meetings per year (1.5 - 2 hrs long).
4. Knowledgeable about structural oppression, racism and how these factors affect members of the black community.
5. Aware of how racism interacts with other social determinants of health (Appendix A) to create barriers to good health and access to health services for black community members.
6. Willing to support MLHU's activities on Anti-Black Racism and committed to providing community-informed feedback on MLHU's actions.
7. Solution focused (builds on strategies and recommendations in MLHU's Anti-Black Racism Plan for public health action).
8. Experienced or familiar with Anti-Black Racism work and advocacy.

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## Appendix A

### **Social and economic influences on health**

Many factors have an influence on health. In addition to our individual genetics and lifestyle choices, where we are born, grow, live, work and age also have an important influence on our health.

**Determinants of health** are the broad range of personal, social, economic and environmental factors that determine individual and population health. The main determinants of health include:

1. Income and social status
2. Employment and working conditions
3. Education and literacy
4. Childhood experiences
5. Physical environments
6. Social supports and coping skills
7. Healthy behaviours
8. Access to health services
9. Biology and genetic endowment
10. Gender
11. Culture
12. Race / Racism

### **Health inequalities in Canada**

Canada is one of the healthiest countries in the world. However, some Canadians are healthier and have more opportunities to lead a healthy life.

Differences in the health status of individuals and groups are called **health inequalities**. These differences can be due to your genes and the choices you make. For example, whether you exercise or drink alcohol. However, the social determinants of health can also have an important influence on health. For example, Canadians with higher incomes are often healthier than those with lower incomes.

**Health inequity** refers to health inequalities that are unfair or unjust and modifiable. For example, Canadians who live in remote or northern regions do not have the same access to nutritious foods such as fruits and vegetables as other Canadians.

**Health equity** is the absence of unfair systems and policies that cause health inequalities. Health equity seeks to reduce inequalities and to increase access to opportunities and conditions conducive to health for all.

### **Supporting the reduction of health inequalities**

Reducing health inequalities means helping to give everyone the same opportunities to be healthy, no matter who they are or where they live.”

From the Government of Canada website: <https://www.canada.ca/en/public-health/services/health-promotion/population-health/what-determines-health.html>