



Canadian Mental
Health Association
Thames Valley
Addiction and Mental Health Services

Anti-Racism and Anti-Oppression

Strategy for Equity,
Diversity, Inclusion and
Belonging

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Introduction

CMHA Thames Valley Addiction and Mental Health Services' vision and purpose is to promote resilience for all through mental health and addiction services.

This plan is a companion to the CMHA Thames Valley Addiction and Mental Health Reconciliation Plan, which focuses upon our commitment to health and wellness for First Nations, Inuit, Métis and Urban Indigenous people and the reciprocal benefits of Indigenous wisdom and respectful relationships between Nations.

Colonization of First Peoples imposed values that created deeply imbedded racism, and oppression of people and groups. Therefore, this plan assumes that addressing anti-Indigenous racism is a good foundation to build upon. The purpose of this plan is to direct efforts to honour and value diversity, increase belonging and inclusion of diverse people in our service and in our organization to improve equitable access and service for ALL. It drives us to address discrimination based on factors such as race, gender, disability, sexual orientation, religion, newcomer status and other human dimensions which are present in our organization's scope.

To achieve these goals, we will focus on several areas and activities listed in this document.



1. Collect, Share, and Use Equity Data

1. Establish systems and supports to collect, analyze, and use equity data for people resources and service delivery purposes.
2. Share data findings with system partners with common equity goals (also in #10).
3. Develop ways to use data to inform all aspects of our work.
4. Use data to guide planning and decisions.

2. Embed in Strategic Plan

1. Ensure efforts to address racism, equity, inclusion, diversity, are at the highest priority for the organization.

3. Invest in Implementation

1. Apply the financial and people resources needed for success and ongoing sustainability.
2. Build capacity in Board, Staff, Volunteers, and Students through continuous learning and application of knowledge.
3. Engage in strategic relationships with organizations where we can collaborate in our efforts.



Former Justice, Equity, Diversity and Inclusion staff group that started this work in 2022.

4. Identify Clear Accountability

1. Establish and assign “who” is responsible for “what”.
2. Build effective communication and reporting plans.
3. Embed Anti-Racism, Anti-Oppression, Diversity, Equity and Inclusion objectives in all organizational functions and operations, including staff professional development goals.

5. Represent and Reflect

1. Strive for all levels of the organization to reflect the communities we serve (Clients, Board, Staff, Volunteers, Students).
2. Reflect the needs and priorities identified by communities in our services and programs.

6. Include and Engage Voices

1. Listen intentionally to Clients, Board, Staff, Volunteers, Students, and communities and include their ideas and feedback into the design, delivery and evaluation of programs and services.
2. Establish employee interest groups, and other methods to hear the needs and priorities of staff members, clients, community partners and people we do or should serve.



7. Address Racism Focusing on Anti-Indigenous and Anti-Black Racism

1. Identify and address discriminatory practices and procedures in all forms and all levels using targeted approach.
2. Implement the First Nation, Inuit, Métis, and Urban Indigenous Health and Wellness Reconciliation Action Plan.
3. Develop a specific plan for Anti Black Racism, using provincial guidance

8. Reduce Disparities

1. Use data and best practices to establish standards, identify disparities and implement corrective action through a focus on access, experience and outcomes for specific populations.

9. Contribute to Population Health Work

1. Share data and knowledge with government and agencies in service-planning to improve the health of the population, and to highlight the needs of the addiction and mental health area.



10. Report and Evaluate to Drive Improvement

1. Produce metrics with reports including an equity analysis.

11. Partner to Advance Indigenous Health Equity

1. Recognize that strong relationships with Indigenous leadership and communities - founded on respect, reciprocity, and open communication — are critical in ensuring that our programs and services, and our collaborations, reflect and address the needs of Indigenous peoples.

See: First Nation, Inuit, Métis and Urban Indigenous Health and Wellness Reconciliation Action Plan





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