







CdnPaediatricSociety

@CanPaedSociety

1/3 Adolescent medicine specialist @JohnsonTasha848 has a message for children, youth, and families affected by #racism: "I see you, and I am with you. Your suffering is real." @mac_peds @MacHealthSci



CdnPaediat... · 2020-06-01

Replying to @CanPaedSociety

2/3 "People of colour experience worries about racism on a regular basis": Will my son be at more risk of harm when he's wearing a mask to protect against COVID-19?



CdnPaediat... · 2020-06-01

3/3 "George Floyd is not only a person of colour. He is my sons, my father....He is family, he is friends. He is a person of colour who didn't deserve what happened to him."

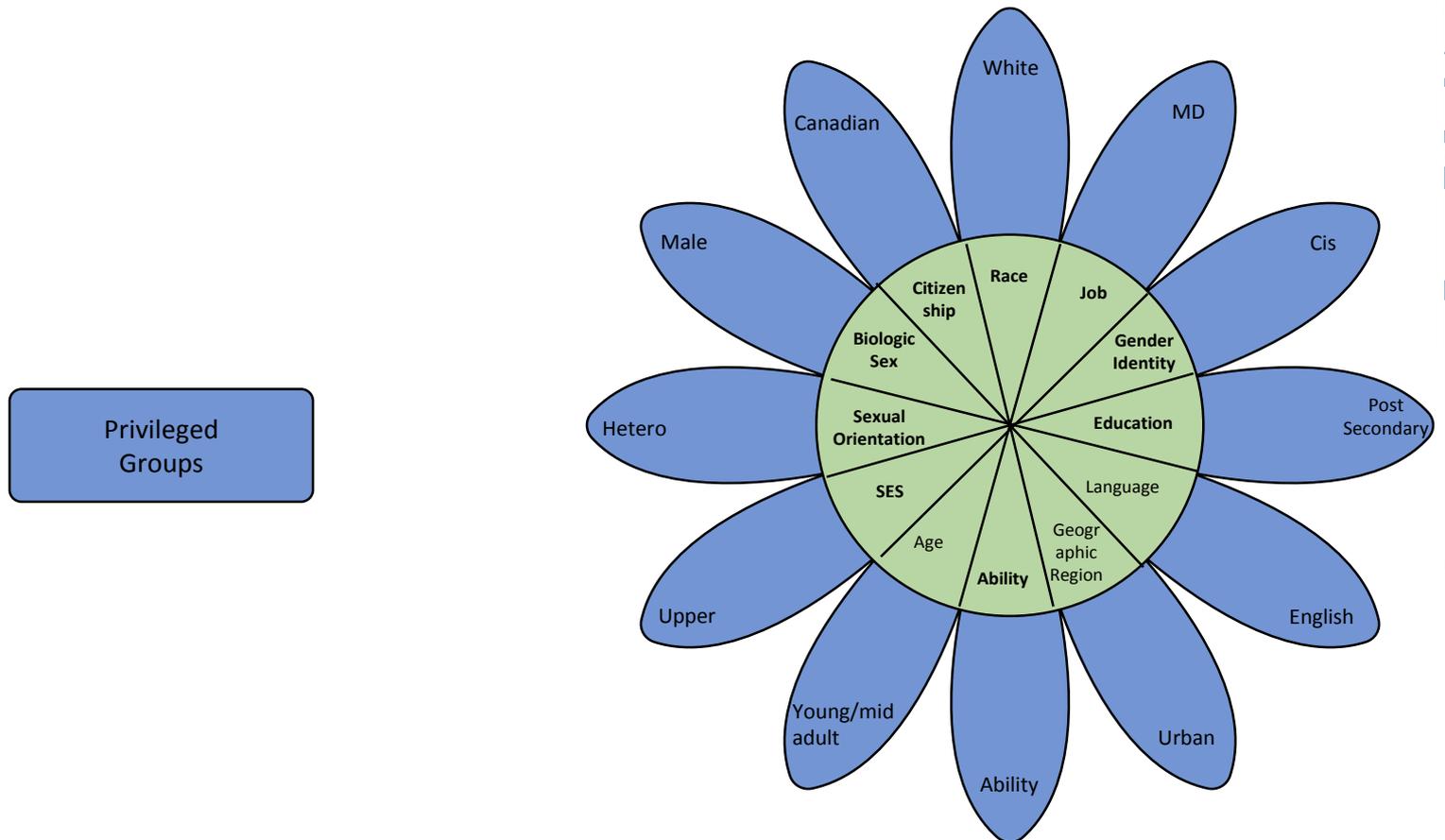
@JohnsonTasha848

#BlackLivesMatter

On anyone's radar?

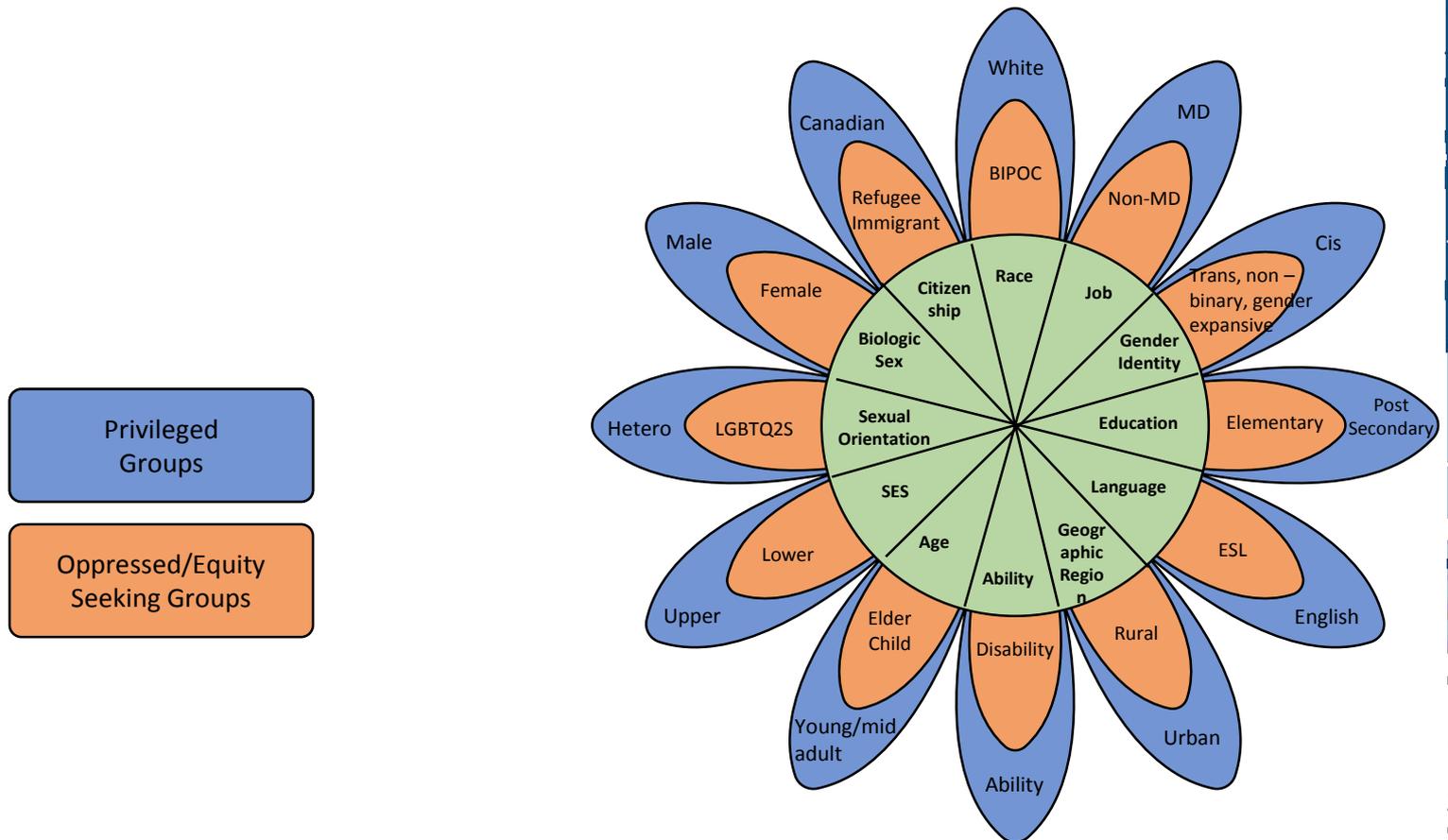
- Superimposed effect of various types of racism on the pandemic
- Some communities have a difficult historical legacy with the medical community (systemic racism)
 - work will need to be done to build trust when it comes to various public health measures
 - Vaccine ambassadors – Hamilton recently hired a number

Power Flower



Adapted from: POWER FLOWER - Access to Media Education Society's "Racism for Reel" resource guide (2002). Activity invented by Enid Lee and developed by members of the Doris Marshall Institute in Toronto. It is from the book *Becoming an Ally: Breaking the Cycle of Oppression* by Anne Bishop. (Halifax NS: Fernwood, 1994)

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SERVE YOUR CITY

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To help slow the rate of COVID-19 infection, the City of Toronto has scaled back and/or modified more about the current [health situation and affected City services](#) .

Board of Health

[Go to Appl](#)

Established under the [Ontario Health Protection and Promotion Act](#) , the Board of Health determines and sets public health policy and advises City Council on a broad range of health issues and services that include health assessment, health protection, disease prevention and health promotion. [Board of Health for the City of Toronto Health Unit By-law 2-2019](#) , [as amended by Board of Health for the City of Toronto Health Unit By-Law 1-2020](#) governs the process of appointing and removing members of the Board of Health and its committees.

Board responsibilities

The board:

- Ensures public health programs and services in Toronto are delivered according to provincial standards and in response to local needs
- Works with Toronto Public Health staff to develop strategic plans, goals and policies for Toronto Public Health
- Advises City Council on a broad range of health issues
- Recommends the annual capital and operating budgets to City Council

Board size and composition

The Board of Health consists of 13 members and is composed of:

- 6 Council members
- 6 members of the public
- 1 education representative

Chair and vice chair

Under the Health Protection and Promotion Act, the Board of Health elects the chair and vice chair from amongst its members.

Term of office

The term of office for public members of the board is four years, generally coincident with the term of Council.

Eligibility requirements

Public members must meet the eligibility requirements as set out in the City's Public Appointments Policy.

Under the Health Protection and Promotion Act, public members are ineligible for appointment to the board if their services are employed by the Board of Health.

Qualifications

Public members of the Board of Health should collectively demonstrate a range of qualifications including:

- interest or background in issues affecting municipal public health programs and services
- interest or skills in planning and policy development leading to a comprehensive municipal public health agenda that meets local community needs
- experience in organizational activities, such as committees, non-profit groups, voluntary societies, occupational associations
- skills in leadership and management and/or experience in administration and budget development
- demonstrated skills in conflict management, negotiation and mediation
- ability to make a commitment to monthly involvement in Board of Health meetings and related committee or other activities
- a youthful perspective, defined as an individual in the 18-30 age range, is a desired qualification for at least one public member

Ontario Public Health Standards (2018)

Figure 2: Policy Framework for Public Health Programs and Services

Goal	To improve and protect the health and well-being of the population of Ontario and reduce health inequities			
Population Health Outcomes	<ul style="list-style-type: none"> Improved health and quality of life Reduced morbidity and premature mortality Reduced health inequity among population groups 			
Domains	Social Determinants of Health	Healthy Behaviours	Healthy Communities	Population Health Assessment
Objectives	To reduce the negative impact of social determinants that contribute to health inequities	To increase knowledge and opportunities that lead to healthy behaviours	To increase policies, partnerships and practices that create safe, supportive and healthy environments	To increase the use of population health information to guide the planning and delivery of programs and services in an integrated health system
Programs and Services	<p style="text-align: center;">Goals</p> <ul style="list-style-type: none"> To increase the use of public health knowledge and expertise in the planning and delivery of programs and services within an integrated health system To reduce health inequities with equity focused public health practice To increase the use of current and emerging evidence to support effective public health practice To improve behaviours, communities and policies that promote health and well-being To improve growth and development for infants, children and adolescents To reduce disease and death related to infectious, communicable and chronic diseases of public health significance To reduce disease and death related to vaccine preventable diseases To reduce disease and death related to food, water and other environmental hazards To reduce the impact of emergencies on health 			
Principles	Need	Impact	Capacity	Partnership, Collaboration and Engagement
	<ul style="list-style-type: none"> Assess the distribution of social determinants of health and health status Tailor programs and services to address needs of the health unit population 	<ul style="list-style-type: none"> Assess, plan, deliver, and manage programs and services by considering evidence, effectiveness, barriers, and performance measures 	<ul style="list-style-type: none"> Make the best use of available resources to achieve the capacity required to meet the needs of the health unit population 	<ul style="list-style-type: none"> Engage with multiple sectors, partners, communities, priority populations, and citizens Build and further develop the relationship with Indigenous communities. These relationships may take many forms and need to be undertaken in a way that is meaningful to the particular community and/or organization

Representation Matters

Benefits of a Diverse Team:

1. Increased Creativity and Innovation
2. Better Problem-Solving and Decision Making
3. Increased Profits
 - Ethnic & Cultural Diversity better than gender diversity alone
4. Higher employee engagement
5. Better Reputation

<https://www.managers.org.uk/knowledge-and-insights/listicle/the-five-business-benefits-of-a-diverse-team/#:~:text=Harvard%20Business%20Review%20found%20that,to%2087%25%20of%20the%20time.>