

# **OHT ABR Learning Network Terms of Reference**

**Issued:** June 7, 2023

## **Purpose**

The Ontario Health Team (OHT) Anti-Black Racism (ABR) Learning Network exists to support and guide the work being done to address anti-Black racism within member organizations. The roles and responsibilities of the Learning Network are as follows:

- To create a space where member organizations can offer support to one another in addressing ABR
- To collectively develop action plans/workplans to address ABR within member organizations
- To share resources and information relating to ABR, including training and educational opportunities
- To encourage networking and collaboration amongst member organizations
- To make suggestions for work being done by the OHT ABR Working Group

## **Membership**

Learning Network membership will include representatives who are involved in health equity work, and who have decision making authority in their organization. Members will come from organizations within the Mississauga and West Toronto Ontario Health Teams. Members will commit to participating in Learning Network meetings and activities for one year. Membership will include:

- OHT ABR Project Lead
- Representatives from organizations within the Mississauga and West Toronto Ontario Health Teams

## **Chairs**

The ABR Learning Network meetings will be chaired by the ABR Project Lead. The role of the chair includes:

- To chair and set meeting agenda
- Facilitate discussions, determine next steps from discussion, and follow up on action items to ensure deliverables are met in a timely manner
- Offer one-on-one support to member organizations in the development and implementation of their organizational action plan
- Take guidance from the group to inform or raise to governing bodies of each OHT on Learning Network activities and escalate risks and challenges
- Take the lead in reporting on work done by the Learning Network back to the ABR OHT Working Group, which will report back to MOHT WTOHT

## Expected Outcomes

It is expected that through participation in the Learning Network, member organizations will:

- Feel supported and less isolated when developing and implementing action plans to address Anti-Black Racism
- Be better able to access resources and tools that will allow them to advance their action plans

These outcomes will be measured through self-report from organizations, including pre and post surveys/polls.

## Meetings

Meetings are held virtually on the first Thursday of every other month, from 2:00 to 3:30 PM. Meeting schedule and link are included below. Additional meetings may be held at the call of the chair. Guests may attend upon invitation of the chair.

| <b>ABR Learning Network Meeting Schedule</b>                                                            |
|---------------------------------------------------------------------------------------------------------|
| Thursday July 6, 2023, 2:00 to 3:30 PM                                                                  |
| Thursday September 7, 2023, 2:00 to 3:30 PM                                                             |
| Thursday November 3, 2023, 2:00 to 3:30 PM                                                              |
| Thursday January 11, 2024, 2:00 to 3:30 PM                                                              |
| Thursday March 7, 2024, 2:00 to 3:30 PM                                                                 |
| Thursday May 2, 2024, 2:00 to 3:30 PM                                                                   |
| To attend, please contact Jenell Austin at <a href="mailto:jenella@lampchc.org">jenella@lampchc.org</a> |

## Quorum

Quorum will be half the members of the Learning Network plus one, present virtually.

## Accountability

Progress towards goals/action items will be measured through the OHT ABR Workplan. The Chair will report on progress towards goals/action items to the Mississauga and West Toronto Ontario Health Teams.

## Decisions

Learning Network recommendations will be developed by consensus. Consensus means that Learning Network members are prepared to support the decision or, if applicable, recommend it to the governing body, even if they do not agree with the decision/recommendation. Major decisions in strategy or approach will be taken to the governing bodies of each OHT for review and approval.

## Minutes



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Notes on decisions, actions, and next steps will be tracked by the chair, and sent out via email.