

ABR Organizational Self-Assessment Survey: Reflecting on and Addressing Anti-Black Racism

Prepared for: Mississauga OHT and West Toronto OHT

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Prepared by: The Institute for Better Health

Background

Ontario Health Teams (OHTs) represent a systemic change focused on the health of a whole population. The West Toronto and Mississauga OHTs are collaborating to address Anti-Black Racism (ABR) as a key part of our health equity work.

As a first step to addressing ABR and working towards better serving the needs of Black communities, it is important to understand the context of ABR within our organizations and identify pathways to build capacity. The ABR Organizational Self-Assessment survey is designed to support health and social service organizations in doing this.

The knowledge we gain from the survey will:

- Provide a better understanding of where individual organizations are with respect to addressing ABR
- Allow us to identify challenges, gaps, and opportunities to addressing ABR individually AND as OHT partners
- Strengthen capacity to engage in collaborative initiatives that dismantle systemic ABR
- Support the advancement of health equity

Confidentiality

The survey is intended to be a safe communication tool for you to share your experiences anonymously. All information collected will be confidential and cannot be traced back to you and/or your IP address. The survey data will be collected by a team of researchers and scientists at the Institute for Better Health (IBH), the embedded research institute of Trillium Health Partners. Individual survey responses and all personal statements will be anonymous and only accessed by a few researchers at IBH to allow for data analysis and reporting. To ensure anonymity, results will not be reported for small groups.

If you have further questions about confidentiality or anonymity, please email feedback@wtoht.ca or info@moht.ca.

The survey should take approximately 25 minutes of your time to complete, but please take the time that you need as you reflect and respond. Reflections and discussions about ABR may surface traumatic memories and emotions. Here are some wellness options for you to consider, should you need them:

- [Hope for Wellness Chat](#)
- [Healing in Colour](#)
- [Distress Centres of Greater Toronto](#)
- [Wellness Together Canada](#)

Section A

1	Name of the organization you work for	Open ended
2	Do you identify as Black	1=Yes (<i>if yes, skip Q3</i>) 2=No 3=Prefer not to answer
3	Which of the following best describes your current role? (select one that is most appropriate)	1=Clinician 2=Staff 3=Supervisor 4=Management 5=Executive Senior leadership 6=Prefer not to answer

Section B		Answer categories
1	Have you experienced or witnessed racism and/or discrimination within your organization?	1=Yes (<i>go to Q2</i>) 2=No 3=Unsure 4=Prefer not to answer <i>If 2-4, go to Q3</i>
2	To what degree has experiencing or witnessing systemic discrimination and racial micro-aggressions within your organization affected your mental health?	1=Never 2=Rarely 3=Somewhat 4=Mostly 5=Always 6=Don't know 7=Prefer not to answer
3	Have you experienced or witnessed anti-Black racism within your organization?	1=Yes 2=No 3=Unsure 4=Prefer not to answer
4	Do you feel uncomfortable in your workplace settings because of your race?	1=Very Uncomfortable 2=Uncomfortable 3=Neutral 4=Comfortable 5=Very Comfortable 6=Prefer not to answer
5	How comfortable do you feel with raising the issue of racism with your direct manager or senior leaders from your organization?	1=Very Uncomfortable 2=Uncomfortable 3=Neutral 4=Comfortable 5=Very Comfortable 6=Prefer not to answer
6	How comfortable do you feel filing a formal complaint about anti-Black racism in your organization?	1=Very Uncomfortable 2=Uncomfortable 3=Neutral 4=4=Comfortable 5=Very Comfortable 6=Prefer not to answer
7	If you have filed a complaint, do you feel it was addressed appropriately?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer 8=Not applicable

8	From your perspective, how well does your organization acknowledge the existence of anti-Black racism as a systemic barrier for the Black community?	1=Very good 2=Good 3=Acceptable 4=Poor 5=Very poor 6=Don't know 7=Prefer not to answer
9	Do you feel your organization is committed to tackling racial discrimination against staff from Black communities?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
10	Do you feel your organization is committed to tackling racial discrimination against staff from racialized communities?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
11	In your opinion, does your leadership team reflect the racial and cultural diversity of the population served by the organization?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
12	In your opinion, do staff (i.e., non-leadership) in your organization reflect the racial and cultural diversity of the population served by the organization?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
13	Does your organization have a specific anti-Black racism policy or a general anti-racism policy that recognizes the oppression of Black people?	1=Yes 2=No 3=Don't know 4=Prefer not to answer
14	In your opinion, does your organization consistently communicate the importance of addressing issues of inequity faced by the Black community to your staff, the community you serve, donors or allies?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer

15	In your opinion, do the leaders in your organization demonstrate a desire and a willingness to learn more about anti-Black racism and its impact?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
16	Can you describe how your organization has demonstrated its commitment to address anti-Black racism?	Open ended
17	From your perspective, has your organization allocated resources to address anti-Black racism? (i.e. funding, people and time etc.)	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
18	From your perspective, what presents barriers to addressing anti-Black racism in your organization?	Open ended
19	From your perspective, do current funding requirements create barriers to addressing anti-Black racism?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
20	In your opinion, does your leadership team recognize that being engaged in anti-Black racism is work, and that this work is extra labour for Black staff, volunteers, and partners?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
21	Does your organization mandate anti-Black racism, anti-oppression or decolonization training for all staff?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer

22	Have there been opportunities within your organization for Black and non-Black colleagues to engage with each other in conversation(s) about anti-Black racism and related topics? (e.g. white privilege, inter-generational trauma)	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
23	In your opinion, are Black employees supported by the organization in identifying and participating in leadership development opportunities?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
24	From your perspective, do you feel Black employees are recruited for positions at all levels within the organization?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
25	As far as you are aware, does your organization collect socio-demographic data about its staff, including race?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
26	As far as you are aware, does your organization collect socio-demographic data about the community they serve, including race?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
27	From your perspective, is socio-demographic data, including race and ethnicity considered when developing and implementing programs/services?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer

28	From your perspective, when planning programs and services intended for the Black community, does your organization make efforts to include the voices of Black individuals, Black service providers, Black community members and Black led/serving organizations in a meaningful way?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
29	From your perspective, does your organization offer services that respond to the needs of Black people in your communities (e.g. accessible, racially and culturally appropriate, and relevant)?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
30	From your perspective, does your organization offer services that respond to the needs of Black staff in your organization (e.g. accessible, racially and culturally appropriate, and relevant)?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
31	Is information about your services or initiatives communicated in the different languages represented in Black communities?	1=No 2=A little 3=Somewhat 4=Mostly 5=Yes 6=Don't know 7=Prefer not to answer
32	From your perspective, which of the following areas of development is your organization currently focusing on to address anti-Black racism? (Check all that apply)	Acknowledging racism Awareness Training Education Creating opportunities to engage in anti-Black racism discussions Developing and implementing policies in collaboration with Black people Developing and implementing programming in collaboration with Black people Supporting engagement of Black people in the community Offering accessible services Developing organizational values that align with anti-Black racism Equitable Human Resource practices, i.e. hiring, wages, professional advancement Other

33	How would you address anti-Black racism or advance anti-Black racism initiatives within your organization?	open ended
34	In your view, what is the single most important next step to actively tackle anti-Black racism within your organization?	open ended
35	From your perspective, what are the two biggest barriers to addressing anti-Black racism within your organization?	open ended
36	In your opinion, what mechanisms should be in place to address complaints about barriers and racial inequities within your organization?	open ended
37	What are ways Black staff can be better supported within your organization?	open ended
38	Is there anything else you would like to mention regarding anti-Black racism and discrimination?	open ended

Thank you for taking the time to complete this survey. If you have any questions about the survey itself or the work of the MOHT and WTOHT, please contact info@moht.ca or feedback@wtoht.ca