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TARGETED PHYSICIAN-FOCUSED HEALTH EQUITY INITIATIVE WITH AN EMPHASIS ON ADDRESSING ANTI-BLACK RACISM

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DESCRIPTION

Humber River Health (HRH) serves a diverse community in Northwestern Toronto. Advancing equity, diversity, and inclusion, with a specific focus on Anti-Black Racism (ABR), is a strategic priority of HRH. In support of this priority, an e-learning module on Introduction to Anti-Black Racism (Figure 1) was developed for staff and physicians, along with a Quality Improvement (QI) Project on a physician-focused approach to ABR. The project was approved for the College of Physicians and Surgeons of Ontario (CPSO) QI Partnership Program; a collaboration enabling physicians to participate in a QI project to satisfy professional obligations with the regulatory body, while supporting the organization's strategic priority.

OBJECTIVE

To provide a physician-focused approach to addressing ABR experienced by patients and families at HRH, while increasing physician capacity with ABR and advancing equity, diversity, and inclusion at HRH.

ACTIONS TAKEN

HRH physicians were invited to participate in the project. Participants were required to complete all project components: pre- and post-intervention surveys, e-learning module and attend a facilitated group-discussion forum. Data from pre- and post-intervention surveys were anonymized and aggregated to ensure privacy, then compared to evaluate changes in participants' understanding of ABR and their ability to provide culturally competent care. Project results will be disseminated by various means throughout the organization.



Figure 1. Image from e-learning module on Introduction to Anti-Black Racism at Humber River Health.



By the end of this course you will begin to:

- Recognize the historical and ongoing legacy of Anti-Black Racism in Canada
- Acknowledge the different levels of Anti-Black Racism and their impacts
- Identify Anti-Black Racism in the work place and what to do about it.

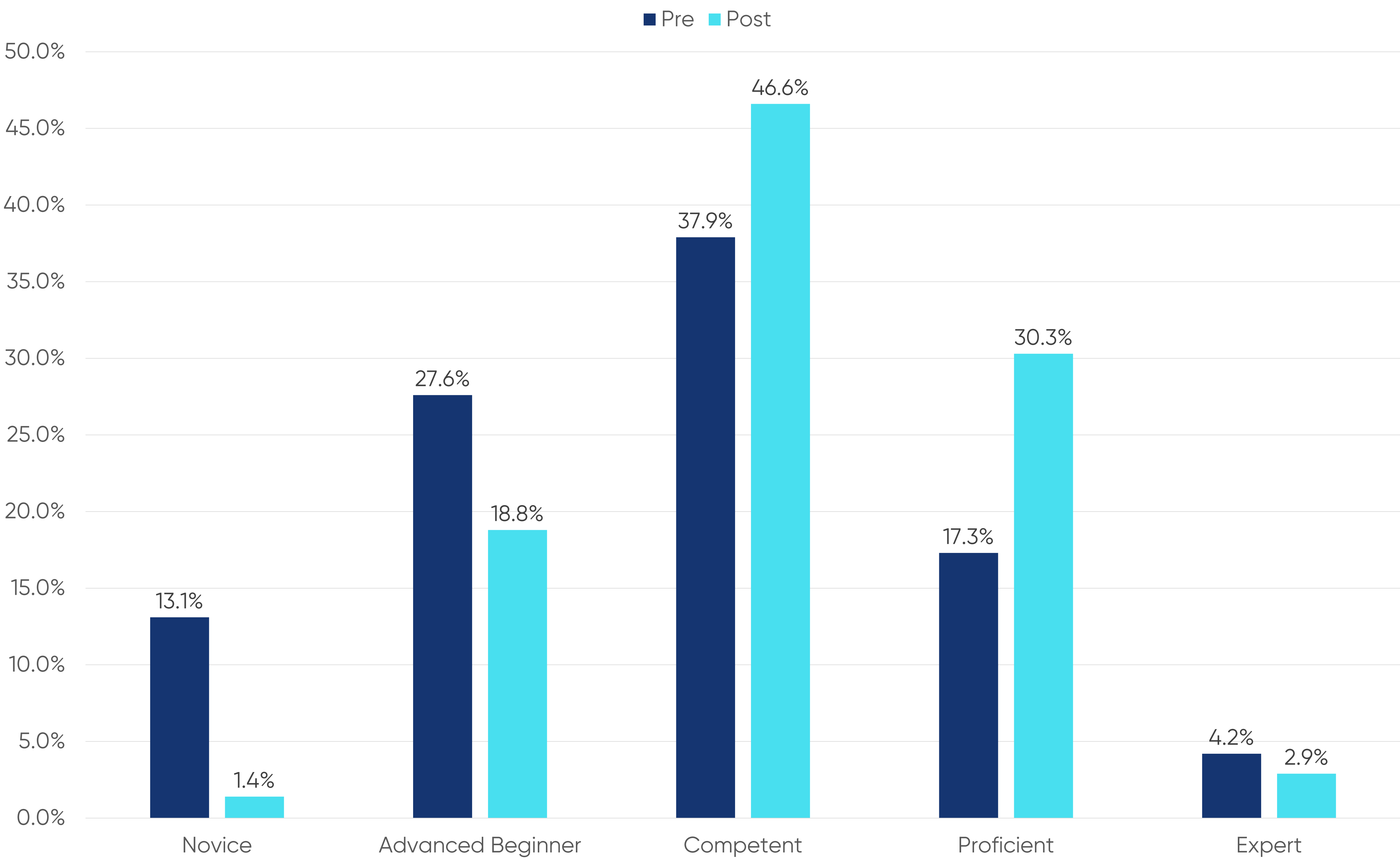


Figure 3. Responses received in percentage (%) on Q2 of pre & post survey "How would you rate your ability to provide culturally competent care to African, Caribbean and Black communities?"

SUMMARY OF RESULTS

Over 200 physicians completed both surveys (Figure 2). Data showed a significant increase (55% to 77%) in respondents rating themselves as either "competent" or "proficient" in their ability to provide culturally competent care to African, Caribbean, and Black (ACB) communities. A significant decrease (41% to 20%) was also observed in percentage of respondents rating themselves as "novice" or "advanced-beginner" in their ability to provide this care.

LESSONS LEARNED

Providing physicians with the opportunity to discuss learnings in a discussion forum after completing the module, increased confidence in their ability to provide culturally competent care to ACB communities.

