



Ontario Public Health Association
l'Association pour la santé publique de l'Ontario
Established/Établi 1949

The mission of OPHA is to provide leadership on issues affecting the public's health and to strengthen the impact of people who are active in public and community health throughout Ontario.

700 Lawrence Ave. W., Suite 310
Toronto, Ontario M6A 3B4

Tel: (416) 367-3313
1-800-267-6817 (Ont)
Fax: (416) 367-2844
E-mail: info@opha.on.ca
www.opha.on.ca

Honorary Patron

The Hon. James K. Bartleman
Lieutenant Governor of Ontario

President

Dr. Garry Aslanyan
E-mail: gaslanyan@opha.on.ca

Executive Director

Connie Uetrecht
E-mail: cuetrecht@opha.on.ca

Constituent Societies

ANDSOOHA – Public Health Nursing
Management in Ontario

Association of Ontario
Health Centres

Association of Public Health
Epidemiologists in Ontario

Association of Supervisors of Public Health
Inspectors of Ontario

Canadian Institute of Public Health
Inspectors (Ontario Branch)

Community Health Nurses' Initiatives Group
(RNAO)

Health Promotion Ontario:
Public Health

Ontario Association of Public Health
Dentistry

Ontario Society of Nutrition Professionals in
Public Health

Public Health Research, Education and
Development (PHRED) Program

Charitable Registration
Number 11924 8771 RR0001

TO: Medical Officers of Health (MOH)
FROM: Dr. Garry Aslanyan, President
RE: Diversity Competent Public Health Professionals
Resolution
DATE: May 18th, 2007

Dear MOH:

Earlier this year, Ontario Public Health Association has endorsed a resolution related to diversity competent public health professionals. One aspect of the resolution calls for local boards of health and Ontario health units to implement all-staff mandatory diversity training that reflects the population that the health unit serves. At a minimum, such training would include modules on:

- diversity dimensions (e.g. racial identity, ethnicity and culture; new immigrants and refugees; sexual orientation, sexual identity, gender and gender identity; Aboriginal communities; socio-economic status, class; mental and physical disabilities; language, literacy and education; age; geographic limitations; among others)
- anti-racism, anti-oppression and social inclusion
- service delivery, programming and organizational changes that lead to better access and inclusion of diverse populations

The Access, Equity and Social Justice Standing Committee of OPHA is in the process of developing a training resource that includes recommendations for learning objectives, time frame, core and supplementary modules as well as sample tools, exercises and other pertinent resources.

We acknowledge that most of the health units may be using a variety of training resources for this purpose so we would like to encourage knowledge exchange by putting together an annotated bibliography of toolkits and training materials that cover the above topics.

We are looking for tools and training materials that you would recommend for inclusion in an annotated bibliography that would be part of this training guide. Examples of some topic areas are:

- self-awareness (individual and organizational)
- inclusion/exclusion
- barriers to access/dismantling of barriers
- inclusive language; inclusive environment
- strategies that fit specific population groups

Your input is most appreciated as we work to develop a reference that will be both helpful and user-friendly in the ongoing development of diversity competent public health professionals.

Please forward your suggestions and comments (electronically) **by June 30, 2007** to: Muriel Abbott, PHN, Middlesex-London Health Unit muriel.abbott@mlhu.on.ca

For general information on Access, Equity and Social Justice Committee (AESJ) activities, please contact Daniela Seskar-Hencic, Chair of AESJ committee at: sdaniela@region.waterloo.on.ca

Sincerely,

Dr. Garry Aslanyan
President