

Attachment 2: Examples of Toronto Public Health Activities with Indigenous Service Providers

The following is an outline of recent Toronto Public Health activities with Indigenous service providers. Please note that relationships are continuously evolving and new activities and opportunities to partner are being identified. As a result, this is not an exhaustive list.

Area of Focus	Example Activities
Indigenous Cultural Safety	<ul style="list-style-type: none"> • As of September 2022, Toronto Public Health has committed to planning annual education events for staff to recognize the National Day of Truth and Reconciliation and the impact of the residential school system. • In June 2023, Toronto Public Health launched an Indigenous Cultural Safety Action Plan to promote Indigenous cultural safety in all programs, services and policy development activities. This Action Plan was developed by Indigenous-identified staff. • All staff have been trained on Indigenous cultural safety principles (respect, truth, humility, engagement, and reciprocity) through mandatory e-learning training courses. • Program areas are encouraged to seek out additional Indigenous cultural safety training geared towards their areas of focus (e.g., application of Indigenous cultural safety in dental and oral health services).
Culturally Safe Parenting and Programming for Children and Youth	<ul style="list-style-type: none"> • Across all programming for children and youth, staff have established an Indigenous liaison team of Public Health Nurses that will reach out to Indigenous service providers to identify opportunities to co-develop public health interventions and offer programs geared towards Indigenous children and youth. • Staff have recently joined the Urban Indigenous Community Advisory Committee, led by the Toronto District School Board, to identify opportunities to work closely with the Urban Indigenous Education Centre and offer public health programming. • Toronto Public Health provides school health services within First Nations Schools and is committed to culturally safe health promotion.

Area of Focus	Example Activities
COVID-19 and Influenza Vaccination	<ul style="list-style-type: none"> • As part of the 2023 fall respiratory season response, Toronto Public Health reached out to Indigenous service providers to offer and promote mobile influenza and COVID-19 vaccination clinics. <ul style="list-style-type: none"> ◦ Indigenous service providers include: the Ontario HIV/AIDS Strategy (OAHAS), Anishnawbe Health Toronto, Toronto Council Fire Native Cultural Centre, and Auduhze Mino NeseWINong (Place of Healthy Breathing).
Indigenous Harm Reduction Circle	<ul style="list-style-type: none"> • Toronto Public Health provides harm reduction supplies, including naloxone, to Indigenous service providers in the city. • Since 2022, Toronto Public Health has been working with Indigenous service providers to establish an approach to advance action-oriented Indigenous harm reduction initiatives. In collaboration with OAHAS, an Indigenous harm reduction circle was established in February 2023. • The circle’s core mandate includes co-developing solutions to respond to the drug toxicity crisis and address the health and wellness of Indigenous people who use substances. <ul style="list-style-type: none"> ◦ At the time of this report, participating organizations include: the Native Canadian Centre of Toronto, Niiwin Wendaanimak (Four Winds at Parkdale Queen West Community Health Centre), Toronto Aboriginal Support Services Council (TASSC), OAHAS, 2-Spirited People of the 1st Nations, and Les Femmes Michif Otipemisiwak.
Recruitment and Retention of Indigenous Identified Staff	<ul style="list-style-type: none"> • In 2021, the City of Toronto launched the Indigenous Youth Research Associate (IYRA) program to connect Indigenous youth with one-year employment opportunities in City Divisions. • In 2022, Toronto Public Health began participating in the IYRA program, and is exploring opportunities to create roles for full-time employment within the organization for youth who participated in the IYRA program. • Indigenous-specific roles have been created at Toronto Public Health, such as the Senior Policy and Strategic Issues Advisor in 2021 and Policy Development Officer role in 2023. • These two staff-level positions are a demonstration of Toronto Public Health’s commitment to the recruitment and retention of Indigenous-identified staff and allow for the incorporation of Indigenous worldviews into programming design, delivery, and policy development.