



BLACK EXPERIENCES IN HEALTH CARE SYMPOSIUM:

**Bringing together community and health
systems for improved health outcomes**

Organized by Health Commons Solutions Lab and Black Health Alliance

Thursday Jan. 30, 2020

Location: 1 Bridgepoint Dr, Toronto, Ontario, M4M 2B5

Black Experiences in Health Care aims to create opportunities for increased collaboration between the health system and Black communities.

ABOUT THE BLACK EXPERIENCES IN HEALTH CARE SYMPOSIUM

Building on the work done through the Black Experiences in Health Care Symposium in 2017, this symposium will acknowledge the role of social inequity, structural barriers and anti-Black racism in contributing to poorer health outcomes for Black people. The Ontario health system is currently undergoing significant transformation, and this symposium will ensure Black communities have an opportunity to take part in these changes. This Symposium is a platform for engagement and action to inform and support health system partners. One priority area for collaboration during this event will be around race-based data collection and its application for Black Ontarians.

Black Experiences in Health Care brings together Black community members, organizations, patients, advocates, researchers, health professionals, providers and health system leaders. Attendees can expect to be a part of a collaborative process geared towards advancing more equitable health care for Black Ontarians.

The Black Experiences in Health Care Symposium looks to:

- Model throughout the day, the bridging of Black communities and the health system to surface barriers and identify opportunities for true partnership
- Educate attendees on the history and current state of race-based data collection in Toronto
- Connect with and spotlight organizations successfully collecting and applying race-based data to improve experiences and outcomes for Black Ontarians
- Identify opportunities for actionable, sustainable and measurable next steps

AGENDA

Bringing together community and health systems for improved equity outcomes

Location: Bridgepoint Health – 1 Bridgepoint Dr, Toronto, ON. M4M 2B5

Time: 8:30 AM – 4:00 PM

AGENDA	
Time	
8:30 - 9:00 a.m.	REGISTRATION & BREAKFAST Main Floor Auditorium
9:00 - 9:15 a.m.	Opening Remarks & Land Acknowledgement Speaker(s): <i>Sophia Ikura</i> , Executive Director, Health Commons Solutions Lab <i>Paul Bailey</i> , President, Black Health Alliance
9:15 - 9:30 a.m.	My Life, My Story Speaker: <i>Karen Dickson</i> , Patient Partner
9:30 - 9:45 a.m.	Setting the Context for Change in Health Care Delivery Speaker: <i>Dr. Gary Newton</i> , President & CEO, Sinai Health
9:45 - 10:15 a.m.	Keynote Address Bringing Together Community & Health Systems to Improve Health Equity Outcomes Speaker: <i>Dr. Kwame McKenzie</i> , CEO, Wellesley Institute <i>Camille Orridge</i> , Senior Fellow, Wellesley Institute
10:15 - 11:00 a.m.	Panel Session Data for Health: Race-based Data & Opportunities For Action Moderator: <i>Dr. Onye Nnorom</i> , President, Black Physicians' Association of Ontario Panelists: <i>Notisha Massaquoi</i> , Principal, Nyanda Consulting <i>Camille Orridge</i> , Senior Fellow, Wellesley Institute <i>Caroline Bennett AbuAyyash</i> , Assistant Professor, Dalla Lana School of Public Health, University of Toronto <i>Shawn Hercules</i> , Researcher, McMaster University
11:00 - 11:15 a.m.	BREAK

11:15 - 12:15 p.m.	<p>Break-out Session 1: Reshaping patient-centred approaches to include Black experiences in health care</p> <p>Facilitator(s): <i>Corey Bernard</i>, Manager, Patient Partnership, Community Outreach & Health Equity Mississauga, Halton LHIN <i>Ryan Hinds</i>, Community Engagement Lead, Toronto Central LHIN <i>Cian Knights</i>, Experience & Engagement Specialist, Unity Health <i>Aman Sium</i>, Director, Client & Family Integrated Care, Holland Bloorview Kids Rehabilitation <i>Venessa Downer</i>, Patient Partner</p> <p>Break-out Session 2: Surfacing the value in race-based data collection & mobilizing coalitions for advocacy</p> <p>Facilitator(s): <i>Gideon Quaison</i>, Data Analyst, Health Commons Solutions Lab <i>Sonia Gaudry</i>, Senior Project Lead, Health Commons Solutions Lab <i>Cynthia Damba</i>, Manager, Health Analytics, Toronto Central LHIN</p> <p>Break-out Session 3: Developing principles for collecting and acting on data for Black communities</p> <p>Facilitator(s): <i>Paul Bailey</i>, President, Black Health Alliance <i>Winston Husbands</i>, Senior Scientist, Ontario HIV Treatment Network <i>LLana James</i> <i>Sara Wolfe</i>, Director, Indigenous Innovation Initiative, Grand Challenges Canada</p>
12:15 – 1:15 p.m.	<p>LUNCH <i>Marian Walsh</i> Auditorium, 10th Floor</p>
1:15 - 2:15 p.m.	<p>Break-out Session Recap</p> <p>Facilitator(s): <i>Sophia Ikura</i>, Executive Director, Health Commons Solutions Lab <i>Gideon Quaison</i>, Data Analyst, Health Commons Solutions Lab</p>
2:15 - 2:45 p.m.	<p>Keynote Address</p> <p>If Not Now, When: Leadership, Allyship, Action</p> <p>Speaker: <i>Angela Robertson</i>, Executive Director, Parkdale Queen West Community Health Centre</p>

2:45 - 3:00 p.m.	<p>Closing Remarks</p> <p>Speaker(s):</p> <p><i>Gideon Quaison</i>, Data Analyst, Health Commons Solutions Lab</p> <p><i>Lydia-Joi Marshall</i>, Vice President, Black Health Alliance</p>
3:00 -4:00 p.m.	<p>NETWORKING & SOCIAL</p> <p><i>Marian Walsh Auditorium, 10th Floor</i></p>

SPEAKERS:



SOPHIA IKURA is the Executive Director of the Health Commons Solutions Lab. She launched Health Commons Solutions Lab to create a space dedicated to building practical solutions to address health disparities. The mission and vision for the Lab is the culmination of nearly 18 years of learning in health and social policy roles. Prior to this role, Sophia was the Senior Director of Strategy

and Community Engagement for health services planning in Canada's largest urban centre. She served as Senior Policy Advisor to three Ministers of Health and as Senior Health Advisor to the Premier of Ontario. Before that, she worked in several Ministries of Government and led the design and implementation of a four-year strategy to hire 12,000 nurses and improve workforce retention. Sophia holds a Masters of Public Administration from Queens University.



PAUL BAILEY is the President of the Black Health Alliance, a community-led charity working to improve the health and well-being of Black populations in Canada. Paul is also a Principal at REVIVE, an emerging social planning firm based in Toronto. As a strategist, policy advisor, and urban planner, he has spent the last decade working with youth, and designing interventions focused

on community violence, mental health and addictions, and improving the social service sector. His work is currently focused on social development, health equity, and addressing the causes of neighbourhood distress and inequality in under-served and low-income communities in Toronto.

KAREN DICKSON has had many extensive experiences navigating through Ontario's complex health and social service sectors. After 15 years working as a lawyer in the Department of Justice, Karen's personal and professional life was altered drastically due to an untreated mental illness. Karen's challenging journey with the health care system spanned over many until finding a team of health and social care providers who acknowledged her humanity and provided her with care she required to re-establish her life. Today, Karen enjoys sharing her experiences with others and partners with many health care organizations where she is able to be a passionate advocate and champion for mental health in her local community.



DR. GARY NEWTON assumed the role of President and CEO of Sinai Health in October 2016. A well-respected physician leader, Dr. Newton previously held the position of Physician-in-Chief of Mount Sinai Hospital, and was appointed to the role of Chief Medical Strategy Officer and Physician-in-Chief of the newly formed Sinai Health System in 2015. As a practicing Cardiologist,

Dr. Newton has had an active research program in human physiology, focusing on congestive heart failure, most recently investigating nutritional issues in patients with heart failure. He currently serves as Chair of the Scientific Research Committee of the Heart and Stroke Foundation of Canada. A graduate of the University of Toronto Medical School where he completed internal medicine, Dr. Newton trained in adult cardiology at the University of Ottawa Heart Institute. In 2016, he received the Robert Hyland Award for Excellence in Mentorship from the Department of Medicine, University of Toronto.



CAMILLE ORRIDGE is a Senior Fellow at Wellesley Institute and a passionate advocate for social change and health equity. While at Toronto Central LHIN, Camille made health equity an increasing priority, with projects such as Language Services Toronto, a telephone interpretation service that helps improve access to Toronto's hospitals for non-English speaking patients. As CEO of

the Toronto Central Community Care Access Centre, she worked to better serve Toronto's aging and diverse population through strengthening the community health sector. Among her many achievements, she co-founded Pathways to Education, the successful stay-in-school program for high-school students. In 2012, Camille was among the top 25 Women of Influence in Health and previously in 2011, she was awarded the Health Equity Council Woman of Distinction Award. In 2014, she received the Excellence in Medicine Award from the African Canadian Achievement Awards. Camille holds a Master's degree in Health Administration from the University of Toronto.



DR. ONYE NNOROM is a Family Doctor and a Public Health & Preventive Medicine specialist. She is the Associate Program Director of the Public Health & Preventive Medicine Residency Program at the University of Toronto, and is the Black Health Theme Lead for the Faculty of Medicine at the University of Toronto. As the Black Health Theme Lead, she is tasked with developing

educational content for teaching medical students about Black Canadian health, and inequities due to systemic racism. She is also a clinical consultant for the Nicotine Dependence Clinic at Centre for Addiction and Mental Health. Dr. Nnorom completed her medical degree at McGill University and then completed a Masters of Public Health (Epidemiology) and residency training at the University of Toronto. Being of Nigerian and Trinidadian heritage, she is particularly interested in Black community health and wellness, and racism as a social determinant of health.



NOTISHA MASSAQUOI is Principal at Nyanda Consulting. Originally from Sierra Leone, Notisha Massaquoi is a highly respected expert in designing programs and services which aim to increase access to primary healthcare for racialized communities. During her lengthy career, she has facilitated the development of health organizations for Black

communities in Canada, including Africans in Partnership Against AIDS and the African Resource Centre. She recently retired after 21 years as the Executive Director of Women's Health in Women's Hands, the only community health centre in Canada which specifically provides primary healthcare for racialized women. Her research and publications have focused on the use of health equity data to improve health outcomes for Black women as well as the impact of racism on the health and well-being of Black communities. Notisha is currently a lecturer at the Ryerson University Faculty of Social Work and Co-Chair of the Anti-Racism Advisory Panel of the Toronto Police Services Board.



CAROLINE BENNETT-ABUAYYASH is an Assistant Professor at the Dalla Lana School of Public Health and a Knowledge Exchange Specialist at Public Health Ontario. She is primarily interested in embedding data-driven equity in health care quality conversations, metrics, and reports and applying an intersectional lens to health

research and practice. She has previously published and worked in areas of equity data collection in health care, refugee mental health, and the impact of discrimination on immigrant outcomes. She received her PhD in Social Psychology from the University of Western Ontario (London, ON) and a certificate in Health Disparities Solutions from Massachusetts General Hospital + Harvard Medical School.



SHAWN HERCULES is pursuing a Ph.D. in Dr. Juliet Daniel's cancer Molecular Biology research lab at McMaster University. He received his B.Sc. in Biochemistry and Chemistry and a Master of Public Health from the University of the West Indies—Cave Hill Campus. Afterwards, Mr. Hercules worked as a research assistant at the Chronic Disease Research Centre investigating social

determinants of health for chronic diseases in the Caribbean. For his Ph.D., he is investigating the epidemiological and genetic profiles of women of African ancestry with the aggressive and difficult to treat triple negative breast cancer. Specifically, women in Nigeria, Barbados and Jamaica. In Dr. Daniel's lab, Shawn is working towards identifying mutations in the genes of Black women that have potential to be clinically relevant as genetic risk factors or biomarkers for cancer development. He is also investigating the epidemiological profiles of these cohorts to explore potential gene-environment interactions that may explain the high triple negative breast cancer incidence and mortality in women of African ancestry.



COREY BERNARD is the Manager of Patient Partnership, Community Outreach and Health Equity at the Mississauga Halton LHIN. Corey has many years of experience leading the development and implementation of equity-seeking strategies to embed patient, family, and community engagement practices into health care organizations at multiple levels of the Ontario health

system. Prior to joining the LHIN, Corey provided leadership in the development of patient engagement programs at Health Quality Ontario and North York General Hospital. Corey is a strong advocate for community-based organizing and engagement, and is committed to serving community by increasing equity and justice.



RYAN HINDS is the Community Engagement Lead at the Toronto Central LHIN where he sets and executes strategy to embed the voices of patients, families, and caregivers into all LHIN initiatives. Ryan also works with Ahead of the Game Mentoring, an organization that engages sidelined youth from marginalized communities through mentorship relationships which stir empowerment

and successful goal accomplishment. Ryan is an alumnus of the Institute of Health Policy, Management, and Evaluation (IHPE) of the Dalla Lana School of Public Health (DLSPH) at the University of Toronto. He is currently an Adjunct Lecturer at the DLSPH, leading their Access and Outreach Program which aims to educate youth from underrepresented communities about non-clinical careers in health care. Ryan is also a board member of Healthy Debate.



CIAN KNIGHTS is a stakeholder engagement specialist who uses an anti-oppressive, equity, diversity and inclusion lens. She is based at St Michael's Hospital and leads health equity, patient experience and community engagement priorities for Unity Health Toronto. Prior to this role, she was the Community Engagement Specialist for the Department of Family and Community Medicine at

St Michael's hospital. She has over 16 years of experience partnering with various populations and stakeholder groups across sectors, from the arts, education to health care, locally and internationally. She holds an MBA specializing in Community Economic Development and is currently completing a Holistic Health Practitioner program. Cian is committed to fostering the health and well-being of people and communities, with a particular vested interest in the empowerment of Black, Indigenous and racialized communities.



AMAN SIU is the Director of Client and Family Integrated Care at Holland Bloorview Kids Rehabilitation Hospital. As part of his work, Aman partners with the hospital's community of children, youth and families to co-design meaningful programs and services, research and policy, and direct care experiences. He holds an interest and expertise in the intersections of client and family-centered

care, health equity, racial justice and human-centered service design. Aman is a doctoral candidate in the Department of Social Justice Education at the University of Toronto – Ontario Institute for Studies in Education.



VENESSA DOWNER is a Patient Partner at the Toronto Central LHIN. At the age of 17, Venessa became aware of the inequalities in accessing healthcare while caring for her grandmother after she suffered a major stroke. This experience led her to pursue an undergraduate in Health Management with hopes of closing the gap and identifying actionable solutions. As a health care professional, she is now

dedicated to aiding the most vulnerable members of society to access the care that they need with a keen focus on home and community services.



GIDEON QUAISON is an Information and Data Analyst at the Health Commons Solutions Lab, with experience working in the both the Canadian health and social sector. He has a Master's degree in Public Health, Social & Behavioral Sciences from the University of Toronto. Gideon has spent the last few years working in spaces devoted to reducing health disparities for the most

marginalized communities in our society. He is especially interested in reducing racial disparities in health outcomes for Black communities in Canada with a focus on the Social Determinants of Health. He brings experience conducting community-based research, and a proficiency in evaluative methods and data management strategies. Gideon is also continuing to explore the different ways social theory and community based research can be leveraged to inform policy recommendations, social programming and foster health equity.



SONIA GAUDRY is a Senior Project Lead at Health Commons Solutions Lab committed to mobilizing communities in support of population health system improvement. With a background in social and biological sciences, and health services research, Sonia is interested in solution-focused, multi-sector ways of working. She enjoys creating a space where people who are passionate about

health equity can bring their ideas to life.



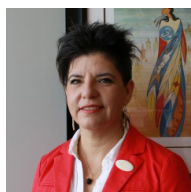
CYNTHIA DAMBA is a Manager of the Health Analytics Team at the Toronto Central LHIN, supporting the data needs of the organization. She has extensive experience in health equity, quality, population health surveillance and health care system performance measurement and evaluation. Originally trained as a physician in East Africa, she did her Masters in Community

Health and Epidemiology at the University of Toronto. Before joining the LHIN, where she has overseen the standardized equity data collection project, Cynthia worked in various roles ranging from senior epidemiologist to senior research associate at organizations such as the Toronto District Health Council, the Ministry of Health and Long-Term Care and St. Michael's Hospital, Centre for Research on Inner City Health.



DR. WINSTON HUSBANDS is an adjunct professor in the Social and Behavioural Health Sciences Division at the Dalla Lana School of Public Health at the University of Toronto. He also currently holds the position of Director of Research at the AIDS Committee of Toronto. His research interests include HIV prevention, sexual health, and program development in community-

based health organizations, especially regarding the well-being of African, Caribbean, and Black communities. Dr. Husbands received his PhD from the University of Western Ontario, and completed his MPhil at the University of the West Indies in Kingston, Jamaica. His current research projects are focused on topics such as employment change and health outcomes in HIV/AIDS, as well as facilitators and barriers to participation in community-based health research.



SARA WOLFE is the Director of Indigenous Initiatives at Grand Challenges Canada. Prior to joining the 'Indigenous Innovation Initiative', Sara was the founding Partner and Managing Director of Seventh Generation Midwives Toronto and the Director of Clinical Services for the 'Baby Bundle' Research Project. In addition to her clinical midwifery work, Sara managed all business

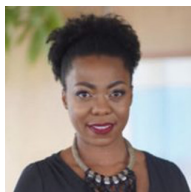
administrative functions and was a core community partner with an Indigenous academic research unit. Working more than two decades, primarily in sexual and reproductive health and Indigenous population health, Sara has extensive experience in program development, grant writing and fundraising, strategic planning, participatory action research and evaluation and all levels of engagement.

LLANA JAMES AND CIANN WILSON drafted a research, evaluation and data collection ethics protocol to meet the unique needs of Black populations in Canada. Changing technologies used in data collection, research and data management systems, alongside data monetization and the proliferation of public-private partnerships further enhance power asymmetries experienced by Black communities. These are central concerns that the Protocol seeks to address. This draft has been workshopped in preparatory meetings and community forums over the last 1.5 years with diverse communities of African descent in Canada (i.e. Montreal, Ottawa, Nova Scotia, Vancouver, etc.). This process is moving into its second phase. James and Wilson are both of African descent and have been actively engaged with Black communities locally, nationally and internationally. James developed the first HIV prevention guidelines to be used by clinical and front-line providers serving Black communities in Canada and has 20 years of experience in health services, systems, research, ethical community engagement and (bio)ethics. James is a PhD candidate at the Faculty of Medicine, University of Toronto; focusing on the intersections of AI, public health, health systems and services. James prior experiences in the tech sector as a tech executive inform her commitment to critical equity-based approaches. Wilson has a long history of health research with Indigenous, Black and mixed Indigenous (FNIM)-Black communities in Canada. Wilson is a scientist, researcher and professor. Wilson teaches research methods, supervises graduate students and is also a Co-Director for the Centre for Community, Research, Learning, and Action in Waterloo, Ontario. Please visit: <https://rede4blacklives.com/> contact us at: red4blacklives@gmail.com



ANGELA ROBERTSON is Executive Director of Parkdale Queen West Community Health Centre and has worked in government, hospital, supportive housing, and drop-in sectors. Angela is currently a Board member of Stephen Lewis Foundation and has been a volunteer and board member of Black Coalition for AIDS Prevention and past board member of Houselink

Community Homes. Angela is also an activist working with black, women's, LGBTQ and low-income communities. Angela has published works on homelessness, race and women's issues. She is the Coordinator of Sistering's Drop In Centre's community-based research report 'Common Occurrence: The Impact of Homelessness on Women's Health (2002). She is co-editor of the book, 'Scratching the Surface: Canadian Anti-Racist Feminist Thought (1999) published by Women's Educational Press. Angela was honoured by York University in 2017 with an Honorary Doctorate of Law degree for her social justice work and has been widely recognized for her social change and justice work.



LYDIA-JOI MARSHALL currently serves on the board of the Black Health Alliance, a not for profit organization which works tirelessly to reduce health disparities in diverse Black communities in Canada. Academically she lends her expertise from her BSc. in Biology from Western University and MSc. in Human Genetics from Howard University. Lydia-Joi consistently

strives to bring awareness to issues of health inequity and to promote personalized patient care. This is exemplified in her advocacy in organ and tissue donation, both within the Black community to increase donor engagement, and in the broader Canadian context across the province. Her passion for health care has extended across various disciplines, including previously serving as medical advisor in creating personalized educational and supportive tools for patients and caregivers newly diagnosed with cancer to address their physical, mental, and psychosocial needs.

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