

# CAMH TRUTH AND RECONCILIATION ACTION PLAN 2020-2023

- 1** Leadership clearly supports the Action Plan.
- 2** Land acknowledgment in all buildings.
- 3** Staff orientation materials reflect reconciliation.
- 4** Indigenous Cultural Safety and anti-racism training for all staff and physicians.
- 5** Resources to support staff and physicians while undertaking their training.
- 6** Internal information hub on reconciliation.
- 7** A confidential way to report incidents of racism across Toronto hospitals mandated to investigate and respond to all incidents.

**8** All policies and practices reviewed with a lens of anti-racism, reconciliation and Indigenous Cultural Safety.

**9** Race-based data collection and methods of collecting data expanded.

**10** Healing programs that are culturally and linguistically-based, and patient and family centred.



**Safe services for patients and families**

**Safe work environment**

**Accountability for meeting targets**

**11** Reconciliation Review Committee that reports annually to the Board of Trustees and the Executive Leadership Team.

**12** Integration of monitoring and evaluation of reconciliation actions within wider performance metrics.

**13** Pursuit of joint initiatives and mutually supportive work amongst internal committees and working groups.

**14** New camh.ca webpage about our reconciliation agenda, including publicly tracking our progress.