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| **Title of Workshop:** Towards racial equity in public health organizations |
| **Objectives**As a critical social determinant of health, racism negatively affects the social, economic and political lives of Indigenous and racialized peoples. Indigenous and racialized peoples globally are more likely to be exposed to health damaging conditions and less likely to have access to health promoting living conditions. Given profound and persistent racial inequities, organizations need to implement strategies to address racial equity in the context of health promotion and public health. The session will introduce participants to racism as determinant of health and approaches to addressing racism at the institutional level. The workshop will be designed around a tool that **supports organizations to** use a racial equity lens to implement an impact-driven process. The tool highlights a six-part strategic approach designed to address all levels of institutional change.The session will also introduce participants to root cause analysis as a way to dig deep into the sources of inequitable racial outcomes. Brief organizational cases that address one or more of the strategies will be presented. This will provide participants with real-life examples of anti-racist institutional change. Cases will include a national knowledge translation organization and local public health organizations.**Format**The interactive session will use a mix of brief presentations, case studies and participatory approaches to support learningIntroduction: (5 mins): Introduce session and guidelines Presentation (20 mins): Racism as a determinant of health, presentation of the tool and its componentsRoot cause analysis (20 mins): In small groups participants will identify a situation of racial inequity and conduct a root cause analysis Debrief (10 mins): A large group debrief of the root cause analysis exercise Presentation (20 mins): Present case examplesDiscussion (20 mins): Discussion of the case examples presented with a focus on the components of the Getting to Results tool15% solutions (5 mins): a process that asks participants to identify what change component they have control over Conclusion (5 mins): Closing summary of session and key messages**Learning goals**Participants will be able to:* Describe racism as a determinant of health and wellbeing
* Identify components of an institutional change process
* Describe strategies to address racism at the organizational level
* Conduct a root cause analysis
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