



# Anti-Racist Research

## We committed to:

- Assess the race and related data variables currently held at ICES to increase transparency on their sources, validity, and limitations
- Create clear guidance and resources for ICES scientists and staff on engaging meaningfully with communities in research
- Provide resources on non-traditional literature and media as valuable sources of knowledge in health equity research (e.g., qualitative studies, oral history literature on lived experience)
- Provide ongoing capacity-building initiatives and engagement with equity experts to establish ways all ICES research can incorporate a health equity focus

## So far, we have:

- Compiled an [inventory of race and related data](#) within the ICES repository, which will continue to be updated annually
- Refocused the internal *Equity in Focus* speaker series with a new communication strategy, brand identity, and evaluation plan
- Ported key, tailored capacity-building resources to the external ICES website for ease of sharing: [resources for anti-racist research](#), [community engagement](#), [Equity in Focus speaker series](#)
- Encouraged project teams to consult the Public & Community Engagement office for project-specific guidance
- Initiated a new opportunity to consult and attend workshops facilitated by Dr. Arjumand Siddiqi for project-specific guidance for using social variables at ICES
- Implemented new requirements for the use of a surname-based algorithm
- Developed and disseminated a resource clarifying the use-cases and considerations for self-reported (vs socially-assigned) race/ethnicity data
- Revised our community engagement toolkit to be more comprehensive
- Established an additional working group to explore sex, gender, and identity in research and provide recommendations on using existing data available at ICES (including considerations of intersectionality with race-related constructs)



# Community Governance

## We committed to:

- Work with community stakeholders and equity experts to determine a potential community governance structure (or a collaborative effort with key partners) that could be established
- Build relationships and foster trust with community members and leaders through engagement and transparency prior to beginning co-design of a community governance structure
- Develop a mandate outlining the purpose of the community governance structure and establish a community advisory table at ICES.

## So far, we have:

- Conducted foundational scanning, relationship-building, and consultation:
  - Conducted a scoping review on existing structures for community data governance to inform potential avenues for our work
  - Held preliminary conversations with 13 community members and connected with 8 other Canadian organizations undertaking similar explorations
  - Elicited advice from ICES' Scientific Advisory Committee
  - Met with members of the ICES' community to discuss ways that we can better understand the complexities of capturing Jewish identity in sociodemographic data
  - Expanded the scope of our existing, collaborative relationship with Immigration, Refugee & Citizenship Canada (IRCC) to include explorations of community data governance
- Developed a draft governance strategy with a focus on governance of immigration (IRCC) data
  - Reviewed the draft strategy via focus groups with 37 individuals with lived and/or professional expertise in immigration and data governance
  - Started formulating recommendations from the focus groups to further develop our community governance strategy
- In 2024, attended the Powering Equity summit on race-based data for health, participated in a panel on community data governance
- In 2025, contributed to Wellesley institute's report on [Learnings from health system partners implementing community data governance](#)
- In 2025, attended a Pan-Canadian Data Stewardship forum
- Shared knowledge with national partners about our plans for community governance and how we could continue to collaborate on our efforts

# Community Access



## We committed to:

- Increase awareness of ICES and its data analytic services among agencies and organizations serving racialized communities
- Seek additional financial support for community-driven research projects through the Applied Health Research Question (AHRQ) program
- Use targeted knowledge translation approaches to increase access to ICES research and establish partnerships with community organizations to disseminate evidence directly
- Explore potential pathways to access new data identified as a need by community organizations

## So far, we have:

- Engaged 8 community members in co-designing a new [plain language webpage](#) and [community testimonial video](#) that highlight the AHRQ program, and disseminated these via:
  - Word-of-mouth-based communication
  - Broader, social-media- and newsletter-based communication
  - Active, targeted outreach at three community organization- related events
- Explored how ICES can support community organization-led AHRQs in disseminating findings
- Developed public- and community-facing elements of ICES' annual forum event and sent targeted invitations to partner organizations and community members

# Accountability for Impact



## We committed to:

- Develop mechanisms to monitor research activities using race and related data at ICES
- Develop mechanisms for an ongoing evaluation of community-led AHRQ projects and internal ICES capacity-building efforts
- Ongoingly review and assess accountability and outcomes

## So far, we have:

- Evaluated several of the efforts described above at the initiative level, including:
  - Reach, effectiveness, adoption (of practice change), implementation, and maintenance (of practice change) related to the *Equity in Focus* speaker series
  - Reach of resources shared to the internet and intranet pages
  - Proportion of projects engaging community members and/or using social science methods among projects leveraging a surname-based algorithm
  - Community awareness of, engagement with, and (ultimately) use of the AHRQ program
- Engaged in broader discussions about an impact strategy to operationalize the [DORA Building Blocks for Impact](#) at the organizational level
- Elicited advice from ICES' Scientific Advisory Committee about impact evaluation