

06 MONTREAL

AFRICAN CANADIAN DEVELOPMENT AND PREVENTION NETWORK (ACDPN)

Project Title

Bridging Cultural and Linguistic Gaps by Increasing Representation of English-speaking Black Community in Montreal’s Public Health Network

Objectives

This project fits within the African Canadian Development and Prevention Network’s (ACDPN) mandate of ensuring access to health and social services for English-speaking Black Community (ESBC) in Montreal. One of the long-term objectives of this project is to increase the number of English-speaking Black professionals within the public health and social services network. Over time, this growth in representation will result in increased access to effective interventions that are adapted to the unique needs of the ESBC both culturally and linguistically. As a double minority community, the lack of availability of English services as well as the absence of cultural comfort leads to limitations in access that can negatively impact the health and vitality of the community as a whole.

Description

The activities described in this project are part of a comprehensive strategy to bridge the gap between the public health network and the community members that they serve.

1 – Support English-speaking Black students who are pursuing post-secondary studies in health and social services • Facilitate 10 to 15 internship and mentorship opportunities for students in the ESBC.

2 - Promote careers in the health and social services sectors with high school and cégep students • Host 10 to 12 information sessions reaching 75 to 100 student participants • Host 2 annual career fairs reaching 70 to 100 student participants • Host 2 targeted information sessions focusing specifically in the areas of medicine and mental health reaching 30 to 40 students • Produce a health and social services career booklet every two years (225 copies distributed) (3 updates by 2023).

3 - Improve second language skills* and facilitate opportunities for exchange on cultural and history to bridge the gap between the ESBC and the public health network • Facilitate 20 to 25 conversation cafés, reaching an average of 8 to 12 participants per year.

4 - Increase the representation of the English-speaking Black community within the public health network • Create and maintain a database to track the trajectory of English-speaking Black students and graduates studying in the Health and Social Services field to offer mentorship, internships and employment opportunities • Produce an annual list of prospective graduates and students studying in the health and social services field (5 to 10 students per year. Minimum 50 profiles by 2023) • Distribute list to potential employers within the community and public network who offer health and social services • Produce an annual “Special Edition” of ACDPN newsletter focused on health and social services (employment and internship opportunities, success stories, exceptional students, important community-institutional partnerships)

5 - Share best practices • Host a symposium to disseminate findings and results and share best practices of the project over the 5 years, reaching 35 to 50 attendees • Produce a final project report.

Budget allocation	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2023
	\$14,300	\$14,300	\$14,300	\$14,300	\$14,300	\$71,500

* Click [here to access to detailed description](#) of Linguistic and cultural adaptation activities for health care and psychological service providers and to related budget allocation.