



Brief: Anti-Indigenous Racism

Anti-Indigenous Racism Working Group Catalogue:

- Core Elements of Anti-racism Policies and Processes
- Anti-racism Policies and Processes Learning Module
- Anti-racism Policies and Processes Implementation Guide

Key recommendations: Core Elements of Anti-racism Policies and Processes

- It is strongly recommended that medical schools and health care institutions begin the process of building relationships with and working alongside Indigenous faculty, professionals, and community members who can guide anti-racism work.
- To address recurrent and pervasive anti-Indigenous racism in medical schools, and in healthcare practices, it is recommended that medical schools and related organizations re-evaluate existing policy, and develop new policies that meaningfully address anti-Indigenous racism.
- Training should be available to instruct current and emerging medical professionals on the social and structural determinants of health that impact Indigenous peoples.
- Re-evaluate existing program content that is damage-centred and reinscribes negative stereotypes about Indigenous peoples, this includes strategic hiring practices to ensure adequate representation.
- Hire Indigenous faculty to teach content on Indigenous peoples.
- Oversight for anti-Indigenous racism initiatives should be comprised of Indigenous and anti-racist experts.
- Accountability mechanisms should be in place for social and fiscal accountability.
- Develop reporting mechanisms and processes to meaningfully address racial discrimination against Indigenous students, faculty, staff, and colleagues.
- Integrate restorative approaches that are ethical, community specific, and locally situated.
- Compensate individuals who are asked to do work that is beyond their mandate.
- Allocate space for Indigenous people to accommodate ceremony, protocol, and personal space.
- Ensure culturally significant supports like Elders and Knowledge Keepers are available for students, faculty, and staff.
- Indigenous learners, faculty, and staff must be granted accommodation to attend events of cultural significance as part of cultural reclamation and to support the work that Indigenous learners, faculty, and staff undertake.