



## FAQs: Anti-Indigenous Racism

### What is anti-Indigenous racism?

- Anti-Indigenous racism is a form of race-based discrimination stereotyping, discrimination or injustice experienced by Indigenous peoples. Anti-Indigenous racism is predicated and perpetuated by the incorrect belief that Indigenous peoples, their cultures, and knowledge are inferior. Anti-Indigenous racism emerges from colonialism and the legacy of colonial policies in Canada.

### What is Anti-racism?

- The process of identifying, acknowledging, and eliminating systemic racism by addressing the power imbalances and harms caused to racialized groups.

### Background

Specific anti-Indigenous racism policies are uncommon at medical schools across Canada. To meaningfully address this issue, schools should begin developing policies that attend to the disparities Indigenous faculty and medical students experience during their time at medical schools. Advancing decolonization as a priority is essential and one of the first steps includes a full re-evaluation of existing policy(ies) that focuses on racism, and discrimination.

### Reassess, address, and develop new policies

- Equitable admissions policies
- Progress regulations
- Professionalism policies
- Curriculum development
- Assessment approaches
- Recruitment and retention strategies

### Develop specific anti-Indigenous racism policies and procedures.

- Develop in collaboration with Indigenous faculty, experts, and community organizations (where applicable).
- Consult with on-campus Indigenous groups.

### More specific areas of focus should consider the following questions:

#### How do we address anti-Indigenous racism in the classroom?

- Indigenous medical students can and do experience individual level, and vicarious anti-Indigenous racism during medical school. It is important that medical schools take steps to have policies and practices in place for Indigenous medical students to feel comfortable reaching out for support and having these serious issues addressed.

#### How do we actively engage in hiring practices that support the principles of anti-Indigenous racism?

- Hiring Indigenous faculty and staff is important, but it is not a full strategy for becoming an anti-racist institution. Mechanisms should be established to ensure that Indigenous staff and faculty are hired, promoted, and accelerated into roles where they are needed. Hiring targets should be implemented to ensure that medical schools are bringing in a sufficient number of Indigenous hires to meaningfully address anti-Indigenous racism. However, hiring Indigenous peoples will not solve the problem of anti-Indigenous racism alone. Policy changes will be required.