

Be the Change: Becoming an anti-racist leader in healthcare

The current problem



The Essential Transformation



The End-Goal

Racism exists in healthcare:

- Affects treatment of **patients** and our own **healthcare providers**.
- Contributes to an **unsafe environment and burnout**.

Racism in Canada:

- Ongoing discrimination and systemic racism towards **Indigenous peoples**, stemming from colonial practices causing power imbalances.
- Attitudes, prejudices, stereotypes and discrimination towards people of **African, Black, and Caribbean descent**.
- Also rooted in education and justice systems.



Foundational knowledge of historical racism and oppression



Foundational awareness of microaggressions and positionality



Motivation and action towards addressing racial inequities



Cessation of oppressive structures and racial inequities



Striving towards actualizing anti-racism and anti-oppression



Anti-racism:

Proactively recognizing the **existence of racism by identifying, preventing, reducing, and removing** racial inequities and power imbalances.

Anti-oppression:

Recognizing the **power imbalances** that attributes to exclusion of groups, and promoting an oppressive-free environment by **acknowledging intersectionality**.

