

# FAQ – Addressing Racism

## Some Key Tips

Racism is a human rights and public health issue. As reported in the medical training survey of 2021, 52% of Aboriginal and Torres Strait Islander trainees reported experiencing and/or witnessing bullying, harassment and/or discrimination (compared to 35% trainees nationally) with 49% reporting a moderate to major impact on their training.[1] This experience is backed up by the Australian Indigenous Doctors Association (AIDA)

- Acknowledge colonization and systemic racism, social, cultural, behavioural and economic factors which impact individual and community health.
- Recognise everyone has unconscious bias and the impact that it may have. Identification and addressing unconscious bias is necessary for developing a cultural safe and inclusive workplace.
- Recognise the importance of self-determined decision making in health care.
- Foster a safe working environment through your leadership to support Aboriginal and Torres Strait Islander rights and dignity.
- Encourage all staff to complete cultural safety training and it is up to date

## Be a good ally

- call out racism when witnessed
- support your trainees in addressing racist incidents
- Know your organisations policy on racism and discrimination
- Be aware of cultural load in your trainees
- Celebrate diversity

## Resources

- Racism- It stops with me campaign
- Racism – No way campaign
- <https://www.reconciliation.org.au/wp-content/uploads/2022/11/Australian-Reconciliation-Barometer-2022.pdf>
- AIDA Cultural Safety Program
- Unconscious Bias's Stacey A Gordon
- Australian Human Rights Commission Act 1986
- Racial Discrimination Act 1975
- <https://callitout.com.au/>
- Work Health and Safety Act

