

FACULTY OF MEDICINE & DENTISTRY (“FoMD”) Anti-Racism Policy

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Office of Accountability:	Vice Dean, Faculty Affairs
Office of Administrative Responsibility:	Vice Dean, Faculty Affairs
Approver:	Dean’s Executive Committee & Department Chairs
Scope:	Compliance with this FoMD policy extends to all Members of FoMD including academic staff, support staff, clinical faculty, learners.

1. Background:

Unfortunately, Racism has always been present in our society and built into the Health Care System. With the 2015 findings of the *Canadian Truth and Reconciliation Commission of Canada Calls to Action*, and the more recent resurgence of the Black Lives Matter movement, anti-racism has gained prominence in our conscience. The Faculty of Medicine and Dentistry (FoMD) Anti-Racism Commitment To Change (ARCTC) task force developed a Phase 1 Report, which includes thoughtful recommendations to prevent and eliminate racism within the faculty. This policy document is a formal acknowledgement of the importance of anti-racism for FoMD and outlines an approach to manage racism within our institution (for details, please see the ARCTC recommendations).

2. Definitions:

Race is a social construct used to classify people into different groups based upon general external physical characteristics such as colour of skin, hair texture, stature, and facial features.

Racism is a system in which one group of people exercises power over another group on the basis of “race.” It includes the belief in the inherent superiority and dominance of one “race” over all others. (Henry & Tator, 2006, p. 352).

Racism takes several forms and often works in tandem with at least one other form of racism to reinforce racist ideas, behaviors, and policies. Types of racism include, but are not limited to:

- **Individual racism** refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism in conscious and unconscious ways. Some of the cultural narrative about racism typically focuses on individual racism and fails to recognize systemic racism.

Example: Believing in the superiority of white people, not hiring a person of colour because “something doesn’t feel right,” or telling a racist joke.

- **Interpersonal racism** occurs between individuals. These are public expressions of racism, often involving slurs, biases, or hateful words or actions

Institutional racism occurs within an organization. These are discriminatory treatments, unfair policies, or biased practices based on race that result in inequitable outcomes for whites over people of color and extend considerably beyond prejudice. These institutional policies often never mention any racial group, but the outcome results in advantages for the dominant group. (Example: Recognising clinical signs in skin (jaundice, cyanosis, pallor, rashes, inflammation, bruising), for example, can be very difficult if the patient is dark skinned and the doctor has never been trained to recognise these signs in anything but light skin.

Structural racism is the overarching system of racial bias across institutions and society. These systems give privileges to white people resulting in disadvantages to people of color.

Example: Stereotypes of people of color as criminals in mainstream movies and media. (From Smithsonian National Museum of African American History and Culture - [Talking About Race.](#))

3. Policy:

- FoMD strives for and values equity, diversity and inclusiveness throughout the FoMD and **does not tolerate racism** in any form or situation.
- To enhance awareness of racism, FoMD will develop/enhance educational offerings about racism for learners, faculty and staff.
- To address structural and institutional racism, all existing and new policies, procedures and programs will be reviewed to ensure racial equity.

4. Reporting:

- All FoMD members are expected to either speak up against and/or report witnessed racism incidents.
- Any concerns about racism can be reported in many ways:
 - Report to a manager, supervisor, course leader, Department Chair, or other trusted Academic Staff or Faculty member.
 - Report via the FoMD [Professionalism Online Reporting System](#).
 - Report to the [UA Office of Office of Safe Disclosure and Human Rights](#).
 - Report to the [Alberta Human Rights Commission](#) if applicable.

5. Management:

Mechanisms available to leaders/supervisors to deal with Racism range from education, remediation, to discipline. These measures should be tailored to the circumstances including the seriousness, the frequency and the impact of the behavior.

Related documents:

[Anti-Racism Commitment To Change \(ARCTC\) recommendations and plan](#)
[Anti-Racism Commitment To Change \(ARCTC\) Strategic Work](#)
[Framework and Direction FoMD Strategic plan Social Accountability \(SA\)-EDI](#)