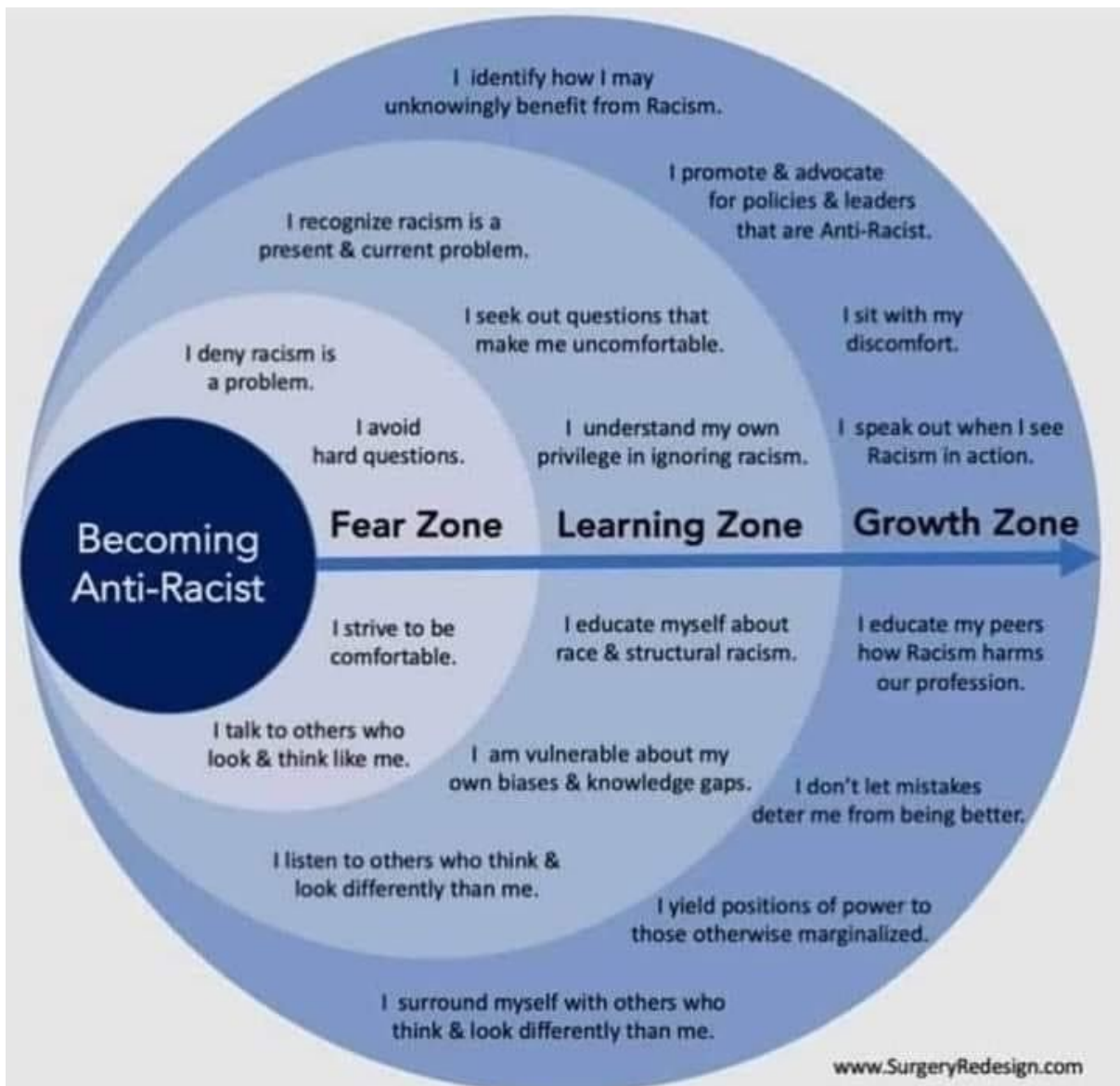


NOWEM

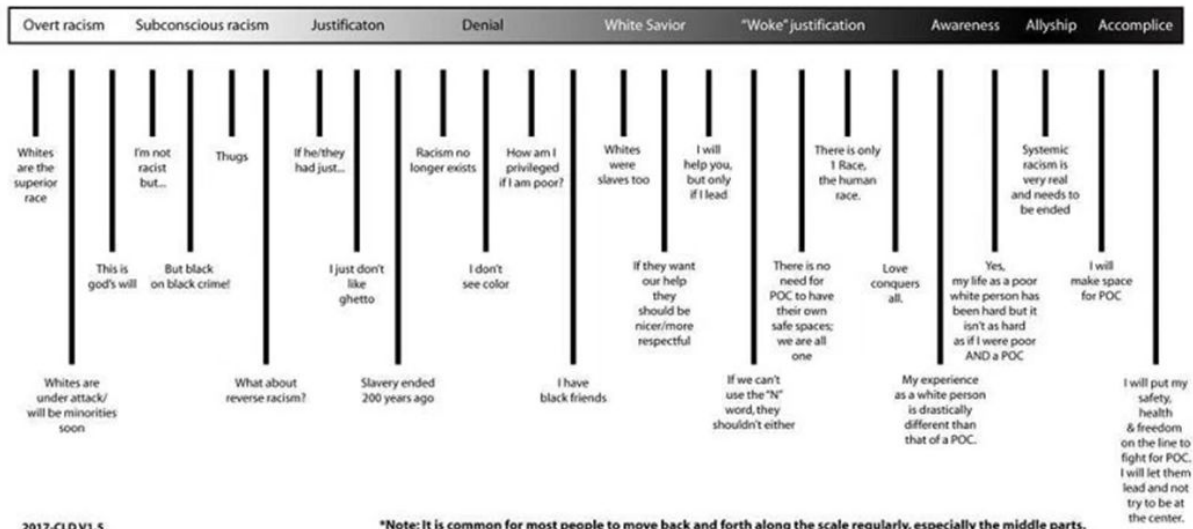
NETWORK OF WOMEN IN EMERGENCY MEDICINE

ANTI RACISM TOOLKIT

Webinar 23 July, 2020



Racism Scale: Where do you fall?



7 A's of Authentic Allyship



OVERT WHITE SUPREMACY

SOCIALLY UNACCEPTABLE

Aboriginal deaths in custody

NT Intervention

Stolen Generation

"Coconut"
"Banana"
"Abo"

Racial slurs

School to prison pipeline

COVERT WHITE SUPREMACY

Mass incarceration

SOCIALLY ACCEPTABLE

"Your English is so good"

Erasure of history

Assuming good intentions are enough

Dismissal of achievements

Denial of white privilege

Racial profiling

Virtuous victim narrative

Denial of racism

Celebrating Australia Day

Colour blindness

Blaming the victim

Housing/job discrimination

Refusal to adopt Uluru Statement

Fallacy of meritocracy

Racist mascots

"Its just a joke"

Not believing experiences of POC

Withholding funding for Aboriginal research and language safeguarding

Anti immigration policies/practices

Stark health and education inequities

White washing history



ADAPTED FROM SAFEHOUSE PROGRESSIVE ALLIANCE, 2005

Podcasts

Unlocking Us by Brene Brown

About Race- Reni Eddo-Lodge

Race Matters -Episode esp. 59 “I can’t breathe”

Always Was Always Will Be Our Stories - Marlee Silva

Tiddas 4 Tiddas - <https://www.facebook.com/tiddas4tiddas/> - a story sharing network that showcases successful Aboriginal and Torres Strait Islander women role models and their stories.

Books

White Fragility - Robin DiAngelo

How to be an Antiracist - Prof. Ibram X. Kendi

Me and White Supremacy - Layla Saad

Talking to My Country- Stan Grant

Growing Up Aboriginal in Australia - edited by Anita Hass

Growing Up Asian in Australia - Edited by Alice Pung

Instagram

@privtoprog, @nowhitesaviors, @ckyourprivilege, @frontlinemedics

[9 Anti-Racist Crusaders To Follow On Instagram Immediately](#)

@IndigenousX

Workshop

Spiritual Activism 101 - An anti-racism and inclusion workshop for soulful social justice. By Rachel Ricketts <https://www.rachelricketts.com/online-courses>

Videos

[Give Nothing To Racism](#)

[Bystander Anti-Racism Project](#)

[How to deconstruct racism, one headline at a time](#)

[Systemic racism: Australia’s great white silence](#)

[Journey of Health and Wellbeing \(for Aboriginal Peoples\)](#)

[Where are you from? The game](#)

Various resources

Online implicit bias test: <https://implicit.harvard.edu/implicit/australia/takeatest.html>

[Challenging Racism Project](#) - University of Western Sydney

Australian Human Rights Commission - [Racism Conversation Guide](#) (includes links to a number of videos): <https://www.humanrights.gov.au/our-work/publications>.

[Racial Discussion Resources | The Office of Diversity, Inclusion and Health Equity](#)

[Anti-Racism Resources from Australia and Beyond](#)

[Anti-racism resources for Australia](#)

[You can't say that!](#)

[Scaffolded Anti-Racist Resources](#)

Speak Up

[How to Speak Up when you witness Discrimination](#)

[PrivToProg Racism Interrupter- Phrases you can use everyday](#)

[Dear anti-racist allies: Here's how to respond to microaggressions](#)

[FrontlineMedics - The Language we use..](#)

[Bystander AntiRacism: A Review of the Literature](#)

[Recognizing and Reacting to Microaggressions in Medicine and Surgery](#)

Share Our Pride

"Share our Pride" is a free online resource developed by Reconciliation Australia to raise awareness of an Aboriginal and Torres Strait Islander perspective. It includes culture, history, exploring myths and developing respectful relationships and provides a good introductory basis for Australians in developing cultural competency.

Articles

As a black ER doctor, I see racism every day. It doesn't have to be that way - Khama Ennis
<https://www.washingtonpost.com/lifestyle/2020/06/11/let-me-explain-racism-i-face-an-er-doctor-protests-give-me-hope/?outputType=amp>

From Dr Khama Ennis's presentation:

[Unwanted Sterilization and Eugenics Programs in the United States](#)

[Tuskegee Study - Timeline](#)

[Report Brief. Unequal Treatment: What Health Care System Administrators Need to Know About Racial and Ethnic Disparities in Health](#)

[The Institute of Medicine report "Unequal Treatment": implications for academic health centers](#)

[Table 15. Life expectancy at birth, at age 65, and at age 75, by sex, race, and Hispanic origin: United States, selected years 1](#)

Bias against Indigenous Australians: Implicit association test results for Australia [online] -

Shirodkar, Siddharth. Journal of Australian Indigenous Issues, Vol. 22, No. 3-4, Dec 2019: 3-34. <https://search.informit.com.au/documentSummary;dn=150032703197478;res=IELIND>

Institutional racism - Dr Tim Soutphommasane, Race Discrimination Commissioner's speech 2017- Australian Human Rights Commission
[Institutional racism](#)

When talking about race don't wait to feel comfortable - Institute for Health Improvement
http://www.ihl.org/communities/blogs/when-talking-about-race-and-racism-dont-wait-to-feel-comfortable?utm_campaign=tw&utm_source=hs_email&utm_medium=email&utm_content=76289074&_hsenc=p2ANqtz-87o9ykXBOX25WUEriocPrhNR-xy6B-nzRYU2IH4cM0sJ6VnZN_2_IXYlhiA1tdRvD4bRj6sf23BWo3Wmr1eA2gPLWIGGsqZO7qAsej2IzPKHPBGaQ&_hsmi=76289074

[Black Lives Matter: A Commentary on Racism and Public Health](#)

Reading list on racism

https://www.hopkinsmedicine.org/diversity/_documents/SUGGESTED%20RACE%20EDUCATION%20READING%20LIST.pdf

Resources on bias mitigation

<https://u.osu.edu/breakingbias/tools-for-mitigating-bias/>

Diversity in the workplace

https://www.hopkinsmedicine.org/diversity/_documents/SUGGESTED%20RACE%20EDUCATION%20READING%20LIST.pdf

What it really means to be an anti-racist, and why it's not the same as being an ally

<https://www.businessinsider.com/what-is-anti-racism-how-to-be-anti-racist-2020-6?r=AU&IR=T>

Gibbs AJ, Malyona AC, McC Fritz ZB. Themes and variations: An exploratory international investigation into resuscitation decision-making. *Resuscitation* 26 Jan 2016.

Hsu CY, O'Connor M, Bullwinkel V, Susan Lee, Understandings of death and dying for people of Chinese origin. *Death Studies*, 33: 153-174, 2009

McCallum GB, Morris PS, Brown N, Chang AB. Culture-specific programs for children and adults from minority groups who have asthma. *Cochrane Database of Systematic Reviews* 2017, Issue 8. Art. No.: CD006580.

Nelson, J, Dunn, K, Paradies, Y, Pedersen, A, Sharpe, S, Hynes, M & Guerin, B 2010, Review of Bystander Approaches in Support of Preventing Race Based Discrimination, Victorian Health Promotion Foundation, North Carlton.

Paradies, Y, Chandrakumar, L, Klocker, N, Frere, M, Webster, K & Burrell, M 2009, Building on our strengths: a framework to reduce race-based discrimination and support

diversity in Victoria, Victorian Health Promotion Foundation (VicHealth), Melbourne
Victoria

Pedersen, A, Walker, I, Paradies, Y & B, G 2011, 'How to cook rice: Ingredients for teaching anti-prejudice', *Australian Psychologist*, vol. 46, no. 1, pp. 55-63.

Trener, B, Franklin, H & Paradies, Y 2010, Review of audit and assessment tools, programs and resources in workplace settings to prevent race-based discrimination and support diversity, Victorian Health Promotion Foundation, North Carlton.

ACEM resources

[ACEM Assessing Cultural Competence in Emergency Medicine](https://elearning.acem.org.au/course/view.php?id=539#section-2)
<https://elearning.acem.org.au/course/view.php?id=539#section-2>

[ACEM Indigenous Health and Cultural Competency Modules](https://elearning.acem.org.au/course/view.php?id=567)
<https://elearning.acem.org.au/course/view.php?id=567>

[ACEM COVID-19 Clinical Guidelines: Indigenous Community Recommendations](https://acem.org.au/Content-Sources/Advancing-Emergency-Medicine/COVID-19/Resources/Clinical-Guidelines/Indigenous-Community-Recommendations)
<https://acem.org.au/Content-Sources/Advancing-Emergency-Medicine/COVID-19/Resources/Clinical-Guidelines/Indigenous-Community-Recommendations>

Foundation Course in Cultural Competency (Māori)
<https://mauriora.co.nz>

Intercultural Learning for Medical Specialists
<https://elearning.acem.org.au/course/view.php?id=453>

Contributors

This toolkit was assembled by the NoWEM Anti-racism & Emergency Medicine expert panel:

- Dr Lai Heng Foong
- Dr Shantha Raghwan
- Dr Angela La Macchia
- Dr Khama Ennis
- Dr Nicole Leisis

NoWEM thanks the panel for sharing their expertise, their wisdom and their time for this project.



NOWEM
NETWORK OF WOMEN IN EMERGENCY MEDICINE

**Thursday 23rd July, 8pm
AEST**

Anti-racism & Emergency Medicine

**Join us online as we discuss
where we are and what we
can do**

[Register here](#)

Moderators:

Dr Shantha Raghwan (QLD)
Dr Lai Heng Foong (NSW)

Panelists:

Dr Khama Ennis (USA)
Dr Angela La Macchia (VIC)
Dr Nicole Liesis (WA)