

MAY 23, 2023

# ANTI-RACISM IN HEALTH CARE



## THE POWER OF NAMES

IS RACISM A VESTIGIAL FEATURE OF HUMAN EVOLUTION?

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GUIDE TO LEARN ABOUT RACISM

ASIAN HERITAGE MONTH  
JEWISH HERITAGE MONTH

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EMBRACING ANTI-RACISM  
IN HEALTH CARE = PANEL

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*Resources*

*Learning Courses*

*We acknowledge with gratitude that we live and work on the traditional, ancestral and unceded territories of the Coast Salish peoples – the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh U(Squamish), and Səlílwətał (Tsleil-Waututh) Nations.*

*Disclaimer Statement: The view points expressed in this publication are those of the writers and do not necessarily reflect the views of Providence Health Care, University of British Columbia and Fraser Health Authority.*



# ANTI-RACISM

/,æ.n.ti'reɪ.sɪ.zəm/

is the practice of actively identifying, challenging, preventing, eliminating and changing the values, structures, policies, programs, practices and behaviours that perpetuate racism. It is more than just being “not racist” but involves taking action to create conditions of greater inclusion, equality and justice.

## -IN PLAIN SIGHT REPORT

Taking place annually from May 23 to May 29, Anti Racism Awareness Week was proclaimed by the Government of British Columbia in 2021. This week is dedicated to celebrating diverse cultures, encouraging reflection on individual racial bias and working together to stand against racism.

The Anti-Racism in Health Care Magazine, is the first of its kind in BC and showcases the contributions of anti-racism leaders at the Fraser Health Authority, University of British Columbia's Faculty of Medicine (Office of Respect, Equity, Diversity and Inclusion) and Providence Health Care.

Together we hope that each person who reads the magazine understands how to take action towards racial equity in their day-to-day work in health care.

# IS RACISM A VESTIGIAL FEATURE OF HUMAN EVOLUTION?

**AUTHOR: BASAK (ASHLEY) SAHIN, AILEEN HSIEH**  
CENTRE FOR HEART LUNG INNOVATION, UBC - PHC



In his book *Snakes, Sunrises, and Shakespeare: How Evolution Shapes Our Loves and Fears*, Gordon H. Orians (Professor Emeritus of Biology at the University of Washington) writes "Throughout human history, we have distrusted people outside our clan, our tribe. We believe strangers will do us harm. Why? In deep time, hominids outside the family group were likely to be a raiding party."

Looking at racism through this lens is interesting, because it fosters an understanding that does not place the blame on one person, and it gives hope that it can be actioned on.

When you look at human evolution, most of it has taken place in primitive conditions, where anything that did not look like you or your tribe had a good potential of harming or killing you. It therefore makes sense that we have evolved to fear humans who don't look like us.

While in the modern day; we consciously know that our next-door neighbor that doesn't look like us wouldn't try to kill us; our evolutionary subconscious, which kept us alive for hundreds of thousands of years, has a say in our subconscious. And it requires a conscious effort to silence the irrational fear, a relic of our evolution that became obsolete with the exponential increase in the speed of human evolution due to industrial and technological advances. Our primitive and outdated fears have a lot of catching up to do.

# IS RACISM A VESTIGIAL FEATURE OF HUMAN EVOLUTION?

Once you start looking at racism as a fear of the unknown, one starts to think; wouldn't having knowledge help fix the problem? Wouldn't learning, understanding, and participating in other cultures, histories and viewpoints help fight racism?

In the UBC Centre for Heart Lung Innovation, located in St. Paul's hospital, part of Providence research on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliwətaɫ (Tseil-Waututh) Nations; we are blessed with a diverse community that nurtures a culture of sharing and celebrating each other. We try to celebrate special days for the cultures that our members belong to, learn about the history and traditions and connect through commonalities, and understand differences and the reasons for them.

We celebrate Lunar New Year with a potluck, we have people who share their unique talents, and we talk about other cultures and how they celebrate their new year, what kind of traditions overlap and what don't.

We celebrate Nowruz and ask: what did your ancestors base the beginning of the year on? How do you celebrate the bounty of a harvest?

We acknowledge Black History Month and Truth and Reconciliation and listen to the stories and learn learn learn.

We are scientists and we approach with curiosity and not trepidation.

Because when we learn, when we understand, when it is no longer an unknown, we can tell our evolutionary biases "no" we are not in danger and choose to be anti-racist.

So we invite everyone to learn, to listen, to share and to tell their stories, origins, history and culture and through this solidarity, maybe one day we can eliminate racism together.



# ACTION EQUITY

## Equity, Diversity and Inclusion Providence Health Staff Survey

Your voice matters.  
Equity matters.

PHC staff (union and non-union, research and medical staff) are invited to do our first ever EDI survey!

Questions? Email us at [edi@providencehealth.bc.ca](mailto:edi@providencehealth.bc.ca).

JOIN THE LAUNCH

May 31st, 2023

2:30 PM to 3:30 PM PT

Zoom ID: 817 1139 2038

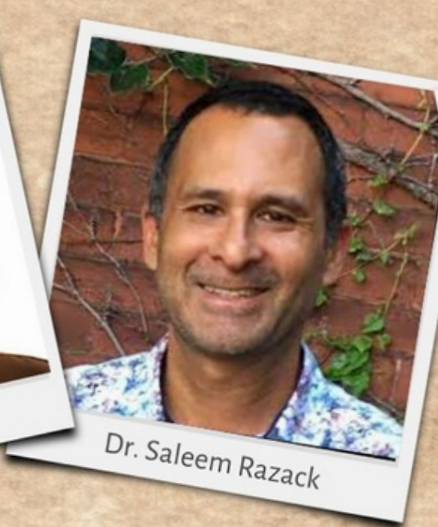
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**Providence  
Health Care**

How you want to be treated.

# Embracing Anti-racism in Health Care



Thursday, May 25th, 2023 | 12:00 PM - 1:30 PM

## EMBRACING ANTI-RACISM IN HEALTH CARE

The Province of BC has officially declared May 23-29, 2023 as Anti-Racism Week. In collaboration with Providence Health Care and the Faculty of Medicine is organizing a series of events and resources to commemorate this important week and foster anti-racism action across the healthcare sector in BC.

The highlight of the week will be the moderated panel discussion, [“Embracing Anti-racism in Health Care,” on Thursday, May 25th, from 12:00 to 1:30 pm.](#)

Hosted by Dr. Neila Miled Anti-Racism Advisor, REDI, UBC Medicine

The purpose of this panel is to shift the focus from mere awareness of racism to concrete anti-racism actions. The panel discussion will focus on practical ways we can promote anti-racism in our healthcare environments, education, and research.

## SPEAKER BIOS:

Dr. Manouzi is practicing Pediatric Emergency Medicine at BC Children’s Hospital and is a recipient of the 2020-2022 Hudson Scholar Award in Equity, Diversity, and Inclusion. He leads various health equity and anti-racism initiatives within the Emergency Department.

# EMBRACING ANTI-RACISM IN HEALTH CARE: SPEAKER BIOS



**Melissa Crump** is the Senior Director of Diversity, Equity and Inclusion, for the Provincial Health Services Authority. She has over 19 years of healthcare experience as a Registered Nurse within multiple health care settings such as youth corrections, youth mental health, gynecology, subacute and acute medicine, as well as infection control and prevention. As an Advanced Practise Nurse Leader, Melissa works within Leadership and Organization Development where her passion for improving patient and provider experience is actualized within the healthcare setting. Melissa's passion for change, engagement and complexity science has allowed her to facilitate, consult and share her knowledge on healthcare topics, as well as those that are meaningful to the black community.

**Dr. Razack** joined faculty at UBC/BC Children's Hospital on January 1, 2023, after a 25-year career as a pediatric intensivist and medical educator/education researcher at McGill University. He is a graduate of the University of Toronto. His research Interests in Medical Education include the intersection of assessment and professionalism with representation, equity, diversity, inclusion and anti-racism, for which he has had SSHRC and CIHR support.

He is the recipient of the AFMC May Cohen award for outstanding contributions to equity in medical education, the Haile T. Debas award for contributions to equity in the Faculty of Medicine and Health Sciences at McGill, and the Pediatric Chairs of Canada award for outstanding contribution to Medical Education. He is excited to start anew at UBC and hopes to serve in and contribute to the vibrant scholarly community in health professions education at UBC.

**Tania Dick**, a member of Dzawada'enuxw First Nations of Kingcome Inlet and a renowned Indigenous health care leader, has joined UBC as its first ever Indigenous Nursing Lead. The role was created at UBC Vancouver's School of Nursing to help guide work on reconciliation and prepare the next generation of nurses to uphold Indigenous Peoples' human rights and end racism in health care. Tania has survived racism and discrimination to become a specialist in Emergency and Aboriginal Health. She has been a RN in BC for 12 years and received a Masters degree in the Nurse Practitioner program at UBC in 2010 and is active in the ARNBC, becoming president elect in 2015 and president 2017-2019. Her goal is to empower nurses to use their voice, and work together to benefit both the nursing family and the health of all British Columbians

Moderator

[Register Here](#)



# INDIGENOUS CULTURAL SAFETY POLICY

Understand more about PHC's Indigenous Cultural Safety Policy.

Indigenous cultural safety reduces barriers to care, increases the quality and safety of services, positively impacts patterns of service utilization, improves clinical outcomes and leads to fewer inequities in health status between Indigenous and non-Indigenous people.

It also advances inclusion of Indigenous identity-affirming practices into provincial health care, such as embedding Indigenous ways of knowing in research practices, and making Indigenous-specific medical care available in hospital and other health care facilities.

Learn more about the [policy here: iwr@providencehealth.bc.ca](mailto:iwr@providencehealth.bc.ca)



MAY 2023

# ASIAN HERITAGE MONTH

SOURCE: UBC

May is officially recognized as Asian Heritage Month in Canada. Asian Heritage Month offers us an opportunity to learn more about the history of Canadians of Asian heritage and to recognize the struggles and challenges faced by Canadians of Asian descent, including racism, discrimination, and xenophobia. It is also an opportunity to celebrate their diverse contributions to our society.

Over the last two centuries, immigrants have journeyed to Canada from East Asia, Southern Asia, Western, Central and Southeast Asia, bringing our society a rich cultural heritage representing many languages, ethnicities and religious traditions. Asian Canadian Cultures in Canada Include:

## Celebrate With Us

We invite you to explore and learn more about the history and contributions of Canadians of Asian Heritage.



- East Asia: China, Japan, Korea, Mongolia, Taiwan
- South East Asia: Brunei, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand, East Timor, Vietnam
- South Asia: Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, Sri Lanka
- Western Asia: Armenia, Azerbaijan, Bahrain, Cyprus, Georgia, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, State of Palestine, Syria, Turkey, United Arab Emirates, Yemen
- Central Asia: Afghanistan, Kazakhstan, Turkmenistan, Uzbekistan, Tajikistan

MAY 2023

# ASIAN HERITAGE MONTH

SOURCE: UBC

We invite you to explore the following resources to learn more about the history and contributions of Canadians of Asian Heritage.

[History of Canadians of Asian Heritage](#): Learn about the histories of Canadians with Asian heritage and the struggles they faced to settle in Canada.

[Model Minority Myth](#): The complex myth of the 'model minority' illustrates the nuanced impacts of racism on Asian communities.

[Asia-Canada Timeline](#): Explore historical timeliness, and discoveries shaping the relationship of Asian and Canada.

[Why is heritage important?](#) Read an interview with Caroline Locher-Lo, PhD on the importance of heritage.

[The Virtual Museum of Asian-Canadian Cultural Heritage](#): A virtual connection of visual art, music, dance and so much more cataloguing Asian-Canadian cultural works.

[South Asian Canadian Heritage](#): From the South Asian Studies institute a virtual timeline of key historical milestones from the view of South-Asian Canadians.

[Timelines of Arabs in Canada](#): The Canadian Arab Institute shares a timeline of Arab-migration to Canada.



# JEWISH HERITAGE MONTH

SOURCE: UBC



May has been recognized in Canada as Jewish Heritage Month since March 2018 after a unanimous vote in the House of Commons: [Canadian Jewish Heritage Month Act](#). The intention is to remember and honour the contributions of Jews and Jewish communities that have made a difference to Canadian lives and to educate future generations about the role that Jewish Canadians have played and continue to play in communities across the country. Canada is home to approximately 400,00 Jews, more than 1% of the Canadian population and the third largest population of Jews in the Jewish Diaspora. Jewish Canadians have excelled in a wide range of endeavours including arts, medicine, law, philanthropy, entertainment and business making significant contributions to Canadian life. Each week in May, [B'nai Brith will share messages from prominent individuals recognizing Jewish Heritage Month](#).

Despite the positive contributions made by Jews here and around the world and despite the lessons learned from the Holocaust antisemitism in all its forms and expressions is not only present but on the rise in Canada and throughout the world. The annual audit by the Jewish Advocacy group B'nai Brith found record levels of antisemitism in Canada last year, with 2,799 anti-Jewish hate crimes, including beatings, vandalism of synagogues and swastikas in schools.

Discrimination, prejudice, harassment, vandalism, hate crimes and violence targeting Jews on the basis of prejudice and bigotry toward their religion and culture are everyday expressions of fear of and hatred towards Jews.

MAY 2023

# JEWISH HERITAGE MONTH

SOURCE: UBC



Despite the prevalence of these acts of aggression toward Jews they are often met with a strangely muted response and a tendency to “shrug off” antisemitism on the basis that “Jews don’t count”, reflecting a misguided view that Jews are part of the white privilege dominant class and should not be seen as oppressed. Antisemitism constructs its Jewish targets as the privileged and powerful which sets antisemitism outside of the circle of racism and discrimination with respect to which people will take a stand against.

We encourage all members of our community to reject complacency as a response to antisemitism and to stand in solidarity to condemn prejudice and acts of hatred and discrimination against Jews with the same vigor we condemn other expressions of racist and discriminatory attitudes and all forms of hate and discrimination.

Learn how to recognize and combat antisemitism. Learn about the history and diversity of the Jewish people and the history of antisemitism and its persistence on our campuses, and communities across Canada.





# WHAT'S IN A NAME? MORE THAN YOU THINK.

Author: Rubina Mahal, Director of Strategic Recruitment, and Equity, Diversity and Inclusion, Providence Health Care

It's a common scenario: a colleague mispronounces your name, you correct them, and everyone moves on. But what happens when the misnaming becomes a pattern, leaving you feeling undervalued, ignored and disrespected? In a world where names are an essential part of our identity, this issue is more than just a minor annoyance.

Let's explore the impact of misnaming and mispronunciation: why does it matter so much, and what message does it send?

Take local reporter, Neetu Garcha, who recently [made a public statement](#) that she will stop anglicizing her name – a practice she had been following since childhood in an attempt to “fit-in” that has been a source of inner conflict for years. Now, Neetu will start using the authentic Punjabi pronunciation.

Speaking to the importance of making an effort to pronounce someone's name correctly, she says “I know it's not an easy switch to make, but I do appreciate the effort, and I hope others feel inspired to honour their true self, heritage and identity.” Neetu's experience and those of many others underscores the significance of getting it right.

My parents took great lengths to name me, Rubina (and yet it's often shortened by others to Ruby, but more on that later). You see, they wanted to at the same time honour our family's religion as Sikh and choose a strong name to guide me through life, but also choose a name that was relatively easy to pronounce. As new immigrants to Canada, they were acutely aware of the discrimination and prejudice immigrants face because of their name, and they didn't want me to have additional barriers.

They proceeded with the Naam Karan, or naming ceremony, a spiritual practice where the baby's name is selected by randomly opening The Guru Granth Sahib, Sikh Holy Book. After Ardas, a brief prayer, the child's name is chosen using the first letter from the top of the left page. Knowing the incredible thought and effort that went into selecting my name, when it is shortened by others to Ruby, presumably for ease, I am compelled to make the correction time and again.

Mispronouncing, misspelling, or shortening someone's name without their consent are forms of micro-aggressions that can have a significant impact on individuals. Swapping last names for first names or otherwise altering a person's name without consent can be deeply disrespectful and can contribute to feelings of cultural erasure. It's important to recognize these actions as micro-aggressions and take steps to ensure that we honour people's names and identities with the respect they deserve.

Then there's the very common practice of anglicizing or mispronouncing names as we heard in Neetu's experience as a way to fit-in; however, when people feel that they need to compromise their identities for being socially easy, it undermines inclusivity.

On the contrary, making an effort to pronounce someone's name correctly is a powerful act of inclusivity and respect. It shows that you value their identity and are willing to put in the effort to learn how to say their name correctly, even if it means stepping outside of your linguistic comfort zone. By taking the time to get their name right, you send a strong message of respect and acceptance.



**NAMES MATTER. OUR NAMES ARE  
A CRUCIAL PART OF OUR IDENTITY  
— THEY HAVE MEANING.**

Next time you meet someone new (be it a patient or new friend) and you're not sure how to pronounce their name just say, "I don't want to mispronounce your name. Would you mind pronouncing it for me so I can get it right?" And don't forget to double and triple check that you are spelling someone's name right in written form.

Our names are an essential part of our identity, and getting them right is a powerful act of acknowledging and honouring who we are. Let's start with this simple yet crucial aspect of respect and inclusivity, and collectively commit to learning and getting it right. Because every time we honour someone's name, we honour their identity, and that's something truly powerful.

# LEARN ABOUT ANTI-RACISM

WHAT IS RACISM?

HOW DOES IT AFFECT ME, MY LOVED ONES, MY NEIGHBOURS, MY CO-WORKERS, AND MY COMMUNITY?

HOW DOES IT AFFECT THE LIVED EXPERIENCES OF IBPOC (INDIGENOUS, BLACK, AND PEOPLE OF COLOUR)?

WHAT IS THE HISTORY OF RACISM IN BC?

HOW CAN I BE AN ALLY FOR ANTI-RACISM AND POSITIVE CHANGE?



## Learn With Us

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Below, you'll find a list of provincial resources that can get you started on your learning journey.

Learning about racism can be emotionally heavy. Please ensure you take care of yourself as you explore the resources below.

This resource list was compiled by staff in Fraser Health Authority's Equity, Diversity, and Inclusion Department and are included as suggestions for learning; recommendations do not necessarily mean endorsement.

For more information, email: [diversity.services@fraserhealth.ca](mailto:diversity.services@fraserhealth.ca). The resource was produced on the traditional, ancestral and unceded territories of the Coast Salish and Nlaka'pamux Nations, and is home to six Métis Chartered Communities.



# RESOURCES

## READ

- [Challenging racist BC](#): This booklet illustrates the history of anti-racist activism in BC over the last 150 years.
- [Disaggregated demographic data collection in BC: The grandmother perspective](#): A report outlining the importance of collecting disaggregated data to advance human rights.
- [How do we solve structural racism? A 5x5 Review](#): This Yellowhead Institute Report highlights recommendations from the Truth and Reconciliation Commission, the National Inquiry into Missing and Murdered Indigenous Women and Girls, and more, into 5 themes related to structural racism.
- [VPL Picks: The Black Experience in North America](#): Vancouver Public Library's reading list focusing on Black Canadian and Black American experiences of racism.



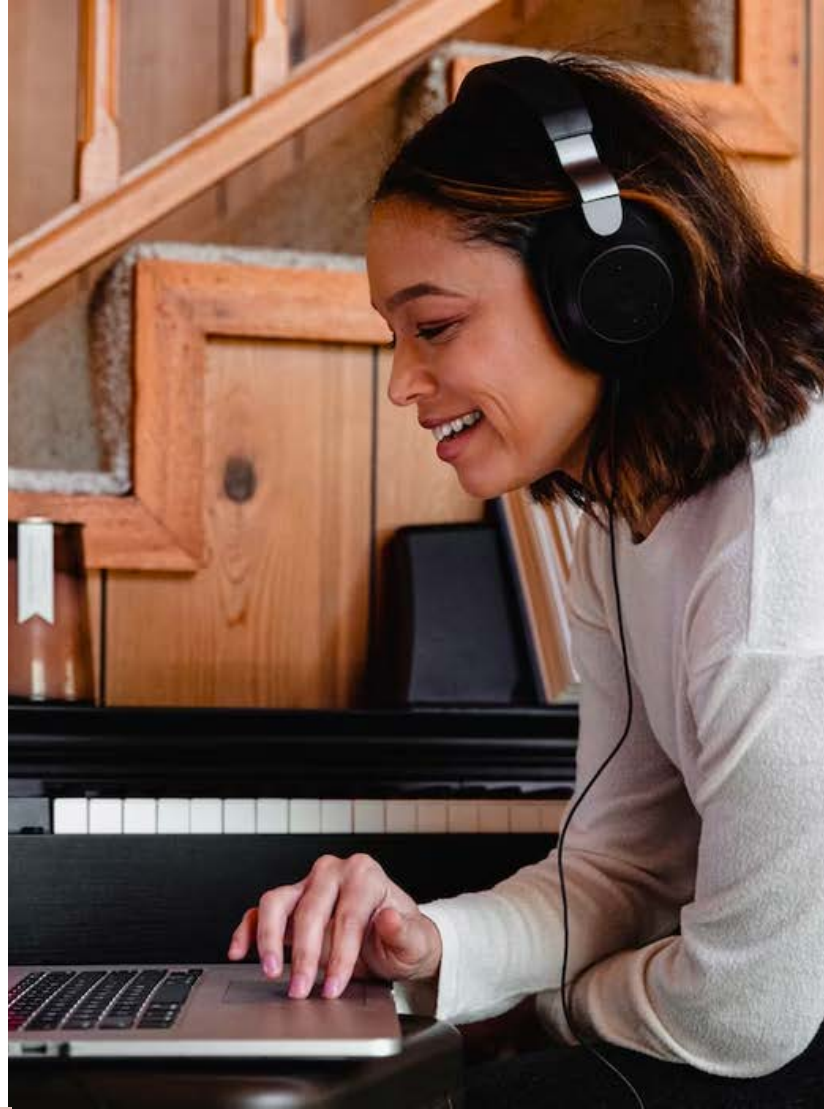
## WATCH

- [British Columbia: An Untold History](#): This 4-part series from the Knowledge Network showcases histories and stories from IBPOC communities.
- [Unmasking Racism – What are we going to do about it?](#): This CBC virtual town hall discusses systemic racism in our everyday lives in BC.
- [Anti-Racism Films](#): This list of films from the National Film Board features films on racism for educators to create meaningful classroom dialogues. The films are geared towards ages 12-15.

# RESOURCES

## LISTEN

- [All Our Relations: Finding the Path Forward:](#) Journalist Tanya Talaga discusses the legacy of the genocide of Indigenous peoples in this CBC Radio Massey Lecture.
- [The Nameless Collective Podcast:](#) This podcast series is hosted by a trio of historians, researchers and artists who delve into BC's archive to provide a space for untold stories of BC's South Asian community.
- [Residential Schools on Apple Podcasts:](#) This three-part podcast series commemorates the legacy of residential schools and honours the stories of residential school survivors, their families, and their communities.



## BRITISH COLUMBIA-BASED WEBSITES:

- [Anti-racism \(gov.bc.ca\):](#) This website outlines the Government of BC's initiatives to address racism.
- [Hogan Alley Society:](#) This non-profit society advocates for Black Vancouverites and highlights the history of Black communities in Vancouver.
- [Project 1907:](#) This website, created by a grassroots collective of Asian women, features Asian voices that have historically been underrepresented in our communities.
- [Resilience BC - End Racism and Hate:](#) Resilience BC is a network that brings communities together to end racism. Here you'll find information on how to report incidences of racism and hate crimes, learn more about racism, and connect to community organizations.
- [South Asian Canadian Legacy Project \(SACLPL\):](#) This website features a digital archive on South Asian Canadian histories.

# LEARN

## COURSES FOR THE UBC COMMUNITY:

UBC Faculty of Medicine's Respectful Environments, Equity, Diversity; Inclusion (REDI) Department offers a number of courses on EDI, Indigenous Perspectives, and Respectful Environments. This includes offerings such as:

- **Demystifying EDI:** This course explores issues around power, privilege, unconscious bias and white fragility and helps increase your understanding of how to transform culture.
- **We Haven't Even Begun the Conversation Yet: Establishing Meaningful Relationships:** This course discusses the historical and contemporary context of Truth and Reconciliation and how to create meaningful conversations and relationships.
- **Engaging in Difficult Conversations:** Conversations about equity and inclusion can be difficult. How do we react when someone raises concerns about our behavior? How can we safely identify the harmful conduct of others? This course examines strategies to engage in difficult conversations.

## EXTERNAL COURSES:

**Indigenous Canada:** This free online course from the University of Alberta is open to all and focuses on Indigenous Peoples' histories, contemporary perspectives, and discusses relationships between Indigenous Peoples and settlers.

**Anti-Racism:** This free online course about anti-racism is offered by BCIT.



## COURSES FOR HEALTH AUTHORITY STAFF:

Below are some e-learning options available on LearningHub. Please note that access to these courses varies by institution and health authority.

### Legend for Reference:

\* Currently open to all health authority staff

\*\* Currently open to Fraser Health Authority staff

+ Currently open to Fraser Health Authority, Interior Health Authority, Vancouver Island Health Authority, and Provincial Health Services Authority staff.

- **\*Diversity, Equity, and Inclusion Essentials - Through an Anti-Racism Lens:** This online course is offered by PHSA.
- **+San'yas Indigenous Cultural Safety:** Core Health Training: This online course is offered by multiple health organizations in BC. San'yas is a facilitated online course that helps you increase your knowledge and skills around Indigenous cultural safety.
- **\*Diversity Competency Module 2:** Cultural and Religious Literacy: This course aims to explain what it means to be culturally and religiously literate and why this is important in the provision of care. Finally, it will provide you with tools to understand your patient's/client's/resident's religious commitment as it relates to health.
- **\*Diversity Competency Module 6:** Providing Care to Refugees: This course is intended to create a level of understanding about who newcomers and refugees in our communities are and how we can help them in our practice.
- **\*\*Implicit Bias: Building a Common Understanding:** This course those in the healthcare field aims to help you understand what implicit biases are, examine different types of biases, unpack your own biases and their impact, and discover tools to address them.

# LEARN



# ANTI-RACISM MAGAZINE STAFF ACKNOWLEDGEMENT

Author	Is racism a vestigial feature of human evolution?	Basak (Ashley) Sahin, Aileen Hsieh Centre for Health Lung Innovation, UBC and St. Paul's
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Source	Indigenous Cultural Safety Policy	Providence Health Care
Source	Asian Heritage Month	UBC Medicine - REDI
Source	Jewish Heritage Month	UBC Medicine - REDI
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