

**Debrief of *In Plain Sight* Report:
20 Ideas & Recommendations for Addressing Anti-Indigenous Racism**

Cowichan District Medical Society, January 12th & 14th, 2021

Here are 20 ideas and commitments we heard from participants, with some additional recommendations included:

1. Read the full report (to know the problem well) and reflect on implications for professional practice and for the team. Set up regular team meetings to further discussions on the report and ICS practice assessment/evaluation.
2. Assess and inquire about funding for Indigenous roles. Prioritize hiring of Indigenous people in all roles, especially leadership. Hire an Elder in residence.
3. For meetings, planning and gatherings, identify a volunteer and/or tool to monitor the meeting through an antiracism lens to identify the racial impact of decisions. Challenge ourselves to look at the structures and processes every day in a new light.
4. Keep questioning, keep assessing personal biases, and reflect on assumptions, as well as checking in with each other to be aware of biases, as part of a regular, intentional process.
5. Collaborate with like-minded people through the creation of a community of safe practice, by building relationships, and/or mobilizing and creating an action plan together.
6. Learn and practice how to confront racism – develop courage and skill to ‘call in’ and ‘call out’ racism as appropriate. Make space to discuss incidents & practice responding; ask colleagues: “How do you like to get feedback (on behaviour that might be racist?)”.
7. Make complaint processes more open, consistent and effective.
8. Build relationships with Cowichan Tribes communities.
9. Examine the current office workplace culture, atmosphere, and client reception for Indigenous people. Do staff treat Indigenous clients well? How could interactions with Indigenous clients be improved? Recognize that well warranted mistrust is the starting place for many Indigenous people when accessing care. Set up service evaluation process.

Ask Indigenous people what their treatment has been like and what they need - keep connecting and following up, grounded in cultural humility.

10. Consider personal spheres of influence and ways to engage with colleagues who are resistant to the learning. If Indigenous people are not accessing health services with particular providers, follow up to find out where the barriers are and address them.
11. Hold other service providers accountable for unsafe care.
12. Explore Indigenous spirituality (as a part of treatment), bring up this topic with colleagues and check in with patients about how safe they feel with services provided.
13. Post signs – ie. "Racism and discrimination not tolerated here" that staff can point out to support and reinforce interventions when racism is seen or heard.
14. Add Anti-Indigenous racism questions to interview processes, job descriptions, standards for practice and staff performance reviews.
15. Incorporate recognition of anti-Indigenous racism and anti-racist response strategies as part of job skills training.
16. Assign someone to search for various racism intervention trainings online and enlist team to complete.
17. Take a San'yas Foundational course: '*Core Health*' or '*Core Mental Health*' training: <https://www.sanyas.ca/training/british-columbia> AND San'yas '*From Bystander to Ally*' anti-racism response training. (This is advanced training so you must complete a Core course to access.)
18. Set up team meetings to review the 13 (1.5 hour long) ICS webinars and discuss: National Indigenous Cultural Safety Learning Collaborative Series Webinars at www.icscollaborative.com
19. Approach people with curiosity when addressing inappropriate words/actions/behaviours, to encourage more dialogue.
20. Continually learn with other resources (See attached 'CULTURAL SAFETY LEARNING RESOURCES', including Laurie's thesis on the topic!).

Finally, start a personal reading goal and/or team Book Club...

Medicine Unbundled (Gary Geddes - white settler)

An Error in Judgment (Dara Culhane Speck- Indigenous author)

Settler Identity and Colonialism in 21st Century Canada. (Lowman and Barker- white settlers)

Structures of Indifference: An Indigenous Life and Death in a Canadian City (Logan McCallum –Indigenous author)

So You Want to Talk About Race. (Ijeoma Oluo – queer black female author)

How To Be An Anti-Racist (Ibram X. Kendi – black male author)

And support an Indigenous owned bookstore in B.C. while you're at it!:

Strong Nations: <https://www.strongnations.com/> (online bookstore in Nanaimo)

Massy Books: <https://www.massybooks.com/> (bookstore in Vancouver)

Iron Dog Books: <https://irondogbooks.com/> (bookstore & booktruck in Vancouver; does not deliver)