

SHEDDING LIGHT ON AND ENHANCING THE GROUNDWATER:

An audit and 3 year plan to address racism within DREAM



Special thanks to the team that is making this happen.



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Our goal is to:

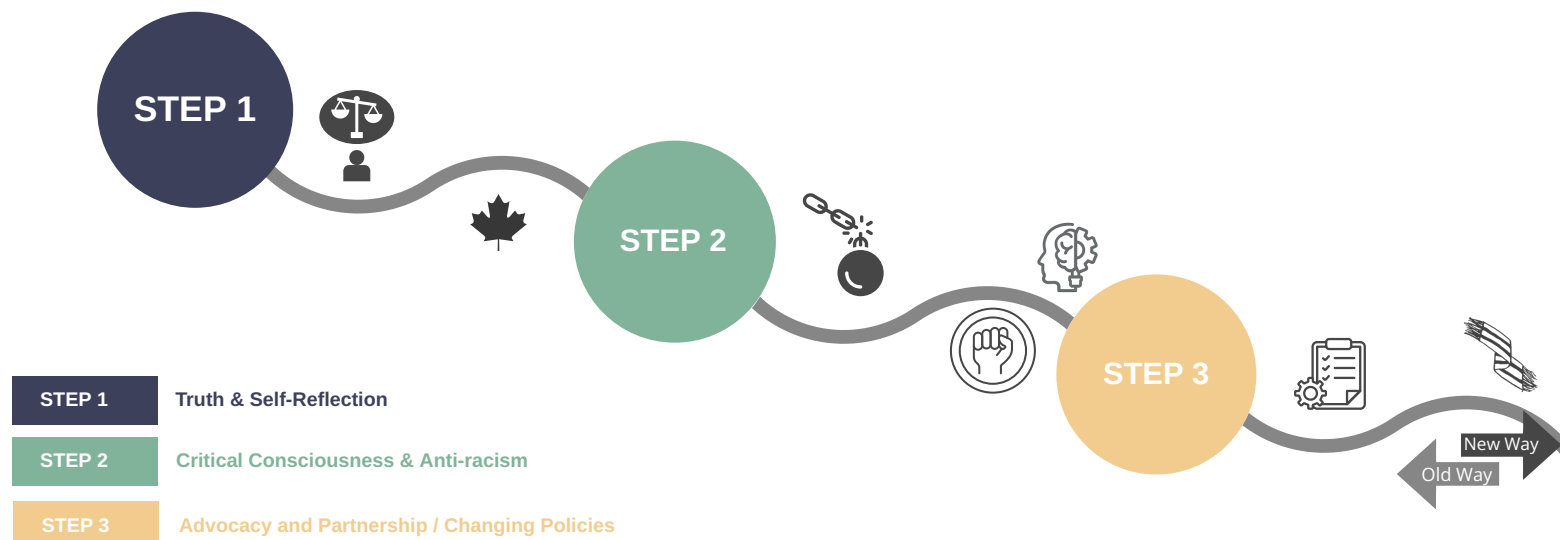
Establish a sustainable anti-racist culture within DREAM

What we heard:

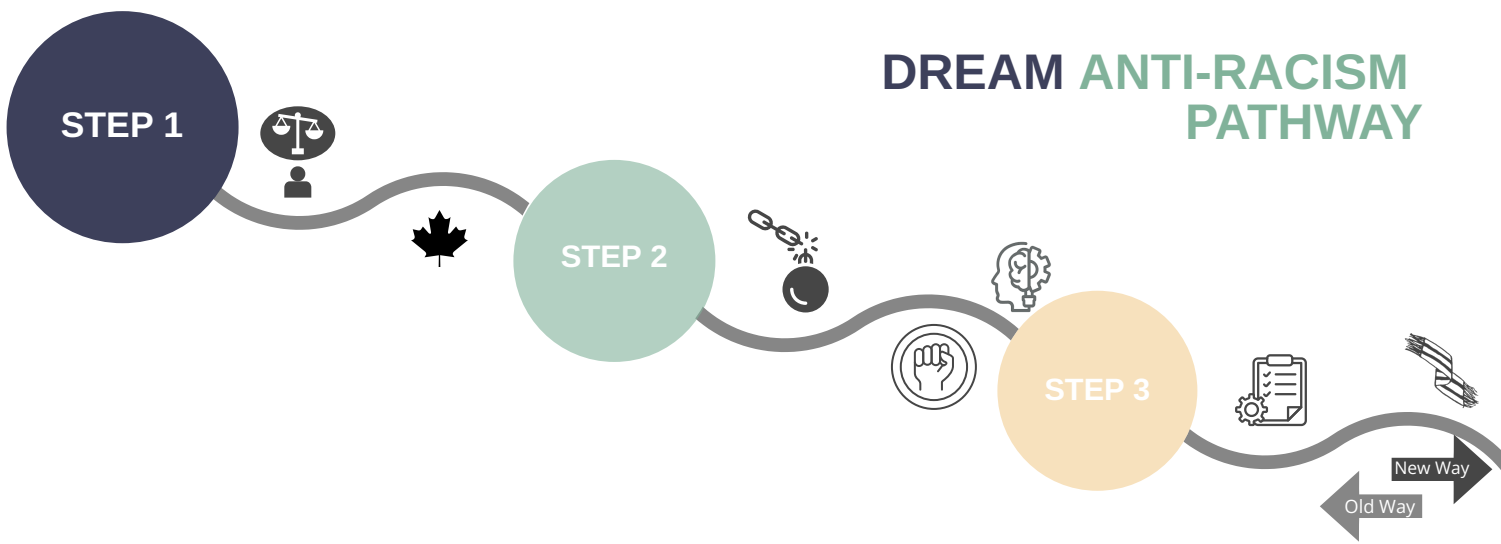
- The Rady Faculty of Health Sciences has an established policy for anti-racism but no one knows about it.
- DREAMs culture and actions do not reflect our reputation.
- The current culture within DREAM does not attract trainees who are Black, Indigenous and members of racialized minority communities.
- There is not an obvious path for reporting racism.
- What does justice look like when an incident occurs?

Policy changes for 2023:

- (1) Clear reporting structure for witnessing and/or experiencing racism(s) for trainees, staff, faculty within CHRIM.
- (2) Annual presentation and discussion about the RFHS Disruption of all forms of racism policy (invited member of U of M anti-racism team to present).
- (3) Survey of trainees, staff, faculty on our progress towards a culture of inclusivity and witnessing and/or experiencing racism(s) with examples highlighted from the policy. Publish results each September.
- (4) Annual dialogue-based sessions on topics related to bias and racism in research, academia and healthcare.
- (5) Adopt and track current research reporting and conduct policies/recommendations for integrating anti-racism into research practices.
- (6) Survey the DREAM activities and publications to ensure they align with the best practices (AHA, CIHI and CMAJ) guidelines). Publish results every September.



DREAM ANTI-RACISM PATHWAY



STEP 1

Truth & Self-Reflection

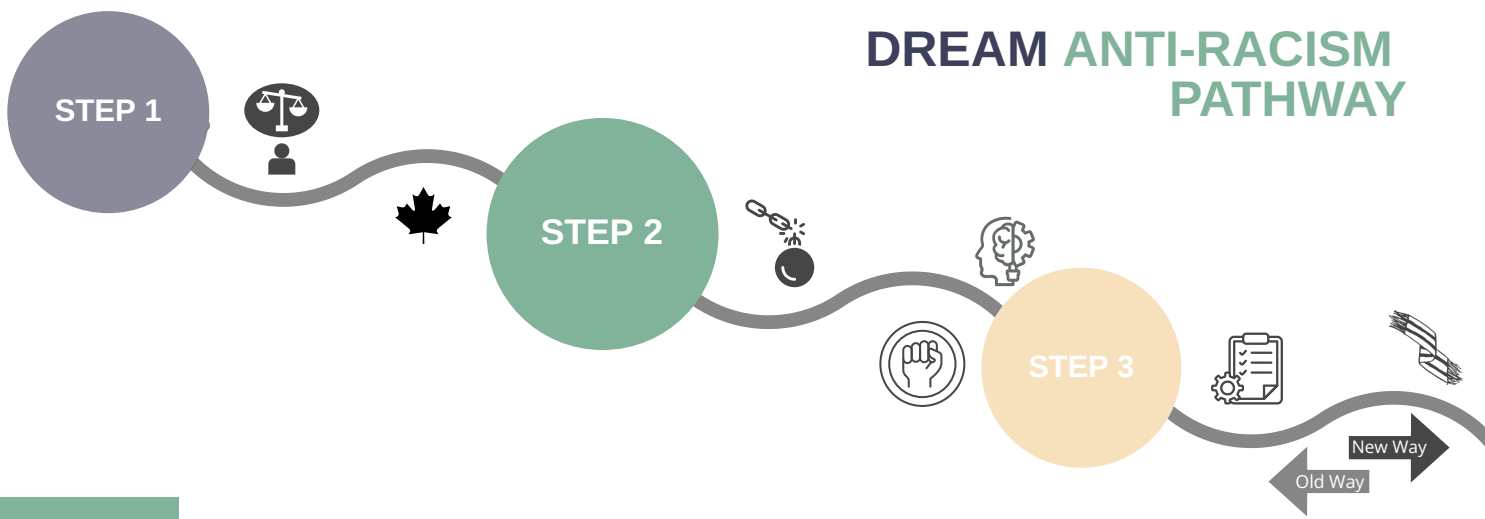
Theme Actions	Demonstrated commitment to anti-racism initiatives
2 day Wabishki Bizhiko Skaanj in person training (MyRoad and DAC)	Read the RFHS's Policy on the Disruption of all Forms of Racism
Blanket exercise (CHRIM)	Understands the rationale for and goals of the Disruption of All Forms of Racism Policy
Adopt the RFHS's Policy on the Disruption of all Forms of Racism	Disruption of all forms of racism policy: Learning module
Develop and review the policy for reporting racism within DREAM/CHRIM	MICST - san'yas training
Embed TRC calls to action #18-24 in our research	OCAP training
AHA best practices for racial and ethnic disparities: <ul style="list-style-type: none"> • Questions and strategies are informed by conceptual frameworks • Rationale and classification for inclusion of racialized populations • Diverse and inclusive study teams • Discuss results within conceptual framework • Avoid genetic explanations for disparities • **TRC call to action #18 • **Race vs racism as a variable 	Explore the history of anti-Black racism and a Black presence in Canada
	Annual critical reflection on your progress on addressing power, bias and interrupting racism
	Implicit bias website/test
Annual audit	CMAJ's new guidance on the reporting of race and ethnicity in research articles
	<u>CIHIs guidance on the reporting of race and ethnicity in research articles</u>

On-going checklist

- *Hiring committees consist of people who are Black, Indigenous and members of racialized minority communities*
- *Anti-racism lens for catalyst grants*
- *Inclusivity for invited speakers to include Black, Indigenous and members of racialized minority communities*
- *Publications with Black, Indigenous and members of racialized minority communities as partners*
- *Highlight the good work we are doing (KT)*
- *Follow up with participants/communities post research (ask how the engagement was, did they feel respected, heard and understood)*

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STEP 2

Critical Consciousness & Anti-racism

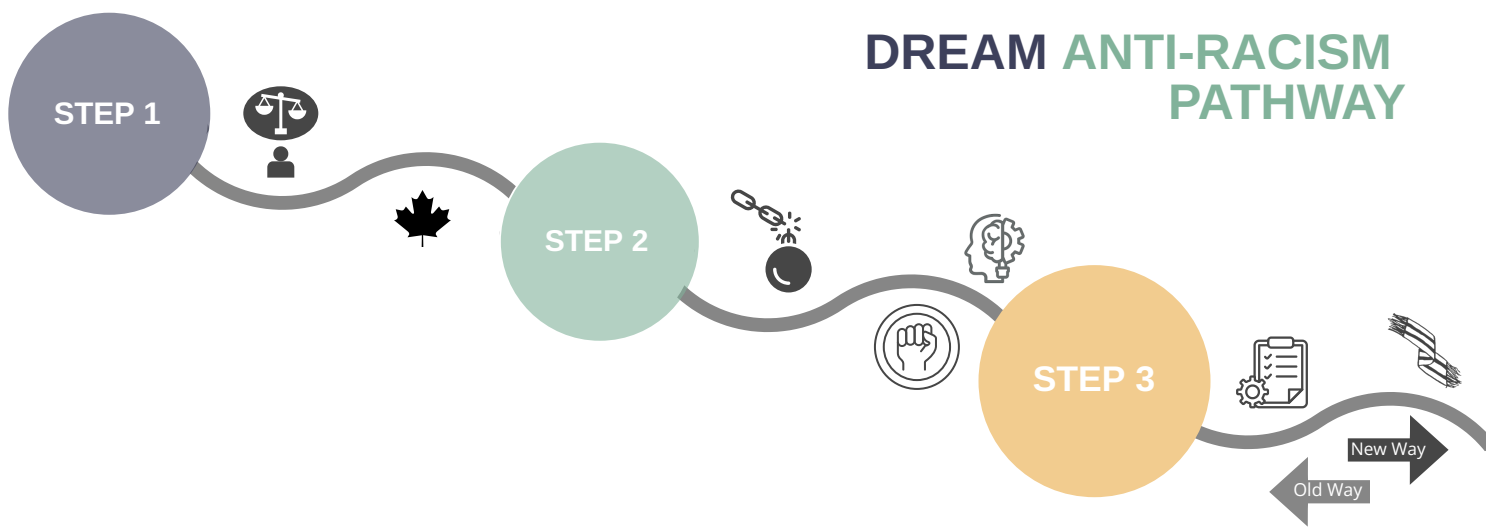
Theme Actions	Demonstrated commitment to anti-racism initiatives
Anti-racism training (A.R.T. program)	Review, share and use the policy for reporting racism
Dialogue/practice interrupting racism	Engage with the BRAID network at U of M
Actively recruit partners to engage in new research	Attend ceremony - connect with community
Race as a part of the theoretical framework. If you are not asking these questions it is bad science.	<p>Read some or all of these books:</p> <ul style="list-style-type: none"> • Me & White Supremacy - Layla Saad • Pedagogy of the oppressed - Paulo Freire • Nuances of Blackness in the Canadian Academy: Teaching, Learning, and Researching while Black • White Benevolence: Racism and Colonial Violence in the Helping Professions, eds. Amanda Gebhard, Sheelah McLean, and Verna St.Denis. • My grandmother's hands: Racialized trauma and the pathway to mending our hearts and bodies - Resmaa Menakem • Abolition. Feminism. Now - AY Davis, G Dent, E. R. Meiners, and Beth E. Richie • Between the world and me - Ta-Nehisi Coates • How to be an antiracist - Ibram X. Kendi
Annual audit	<p>Other resources:</p> <ul style="list-style-type: none"> • "Beyond shame, sorrow and apologies - action to address indigenous health inequities" Lovett, 2022 • "The groundwater of racial and ethnic disparities research" Nallamothu, 2021 • SERious EPI - S1E15: The pool is big enough for all of us: Representativeness with Dr. Jonathan Jackson • The Challenge of Health Equity in Clinical Research • Centre for Clinical & Translational Science & Training • U of M Anti-Racism Task Force website • U of M Anti-Racism Task force interim report • U of M Office of Anti-racism website • U of M library guides (on race, racism and anti-racism and the Scarborough Charter) • The Black Health Education Collaborative

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STEP 3

Advocacy and Partnership / Changing Policies

Theme Actions	Demonstrated commitment to anti-racism initiatives
<i>Co-design how to do this as a team</i>	
<i>Co-develop an Anti-racism Research Institute or Theme</i>	
<i>Restorative and transformative justice</i>	
<i>Annual audit</i>	

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