

## PRE SURVEY

"I would like to learn more about the health care experience of First Nations Peoples, including racism and biases (as well as reflect on my own internal biases), in order to provide the best care possible. I would also like to grow more in the area of intervening when Indigenous racism occurs in the healthcare system and how to have productive conversations with colleagues regarding this topic." – Trainee (September 2021)

## POST SURVEY

"I feel as though I have been able to recognize racism in the healthcare system, including the subtle forms in which it occurs on a daily basis. I also have grown from the conversations on how to question healthcare professionals when they say or do something racist. I have also learned a lot about how to create safe spaces in our practice and how to use our influence to create positive change." – Trainee (November 2023)

FNHSSM 10 week Anti-Indigenous training seeks to address systemic racism in healthcare, through the interruption of knowledge transfer from preceptors to trainees.

This training is for health care professionals who want to disrupt racism in health care and want to expand their scope of practice to include anti-racism engagement and practice in their work.

Training covers the following topics;

- Learning about colonialism and it's effects on Indigenous health
- Use of reflexivity as a mode of recognizing bias and stereotypes
- Sharing of tools that can be used to address and combat racism.

Thank you to our key partners and funders of Anti-Racism work.



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# Disrupting Indigenous Specific Racism: Moving Beyond Cultural Sensitivity in Healthcare



*10 week  
hybrid  
training*

## First Nations Health and Social Secretariat of Manitoba

Intergovernmental and Community  
Engagement Committee

## ABOUT US

FNHSSM's Anti-Indigenous Racism team consists of staff that are dedicated to:

- Addressing all forms of racism in the health care system and;
- To ensure First Nations people have equitable access to close the existing health care gaps between First Nations and all other Manitobans.

The Anti-Indigenous Racism Team have researched, delivered and continue to evaluate this 10-week training for health care professionals to address systemic racism in health care through the interruption of knowledge transfer from preceptors to trainees.

The Team undertakes this work without fiscal support and remains committed to the delivery and success of this training to help address the ongoing harms First Nations face when interacting and navigating the violent health care systems in our region.

## TARGET AUDIENCE

Health care professionals who want to eliminate and confront racism and integrate anti-Indigenous racism principles into their scope of practice.

Our goals are to:

- Expand health care professionals' cultural competency in their practice by understanding of the ongoing colonial effects on First Nations Health;
- Use reflexivity to recognize stereotyping; and
- Share tools that can be used to address and combat stereotyping in the field.

## TRAINING DELIVERY

- 10 week training that includes Orientation and Closing Circle
- 4-6 trainees are paired with 2-3 FNHSSM Anti-Racism Trainers
- 1 hour hybrid discussion-based format
- 1 hour of reading each week outside of discussion
- The assigned reading will lead discussion the following week
- Interactive Anti-Racism activities

## TRAINING OBJECTIVES

- Create an understanding of the levels of First Nation-specific racism within a "Canadian" context.
- Articulate ways that self knowledge can improve health outcomes for First Nation patients.
- Create an understanding of white/settler power and privilege.
- Design interventions to address First Nation-specific racism in their practice.
- Employing First Nations art, stories and other mediums to facilitate change.
- Increase confidence to address and call out racism.



NO TO RACISM

