

Anti-Racism Position Statement

Alberta Health Services (AHS) will combat racism and discrimination in all forms. AHS will lead by example with a goal to become a healthcare organization that is inclusive, respectful and treats everyone with fairness, equity and equality regardless of race.

AHS acknowledges:

- Racism, discrimination and intolerance exist within AHS. Indigenous, Black, People of Colour and Canadians of other ethnic identities endure the pain of racism, discrimination and oppression within our healthcare system.
- Racism is prejudice combined with social and institutional power.
- Racism has many forms: individual and systemic, subtle and overt, conscious and unconscious, passive and aggressive.
- The unique relationship between Indigenous peoples and the Crown, including Treaty Rights, the history of Métis peoples in Alberta, and the impacts of colonization on Indigenous peoples.
- Anti-Semitism and racism against Black, Asian and all People of Colour, is influenced and perpetuated by the historical and continued mistreatment of these persons in Canada.
- The impact of racism is magnified when race is layered with additional identity factors such as gender, ethnicity, sexual orientation, religion, age, ability and disability.
- Racism impacts the physical, mental, emotional, economic, social and spiritual health of our workforce and patients.
- Racism conflicts with our values of compassion, accountability, respect, excellence and safety and limits our ability to support our workforce and provide quality health services for all Albertans.

AHS commits to:

- Taking action against individual and systemic acts of racism and discrimination.
- Encouraging our workforce and patients to stand up and speak out against racism and discrimination, whenever and wherever it happens.
- Supporting, validating, and trusting our workforce and patients who've witnessed or experienced racism and discrimination.
- Building a workforce at all levels of the organization that is reflective of the diverse population we serve.
- Continuing to recognize and promote diversity in the workplace, so that we not only accept individual differences, we respect, embrace and celebrate those differences.

AHS will take action by:

- Working in partnership with Indigenous, Black and People of Colour communities to develop an anti-racism action plan to address all forms of racism at AHS.
- Identifying, understanding, and addressing the impacts of racial inequity and social determinants of health when reviewing new and existing policies and programs.
- Taking proactive steps towards Indigenous reconciliation in healthcare, guided by the *United Nations Declaration on the Rights of Indigenous Peoples* and the Truth and Reconciliation Commission.
- Providing anti-racism and discrimination training, including mandatory Indigenous Awareness training.
- Providing a safe reporting system and committing to respond to all reports of racism and discrimination.
- Developing resources, supports, and activities that foster the development of safer and more inclusive environments, where everyone feels welcomed, valued and respected.
- Measuring the outcome of our actions in how they reduce the impact of racism on our workforce and patients and inform ongoing quality improvement.

Standing together, AHS will create an organizational culture that embraces the diversity and inclusion needed to deliver safe and quality health services to all. To learn more and find more supports available to you, contact diversityandinclusion@ahs.ca.