A note from the IDEAA team

1 (Required)

Defining Antiracism
Antiracism vs. multiculturalism

2 (Required)

The Racialized Patient Experience
Racism in healthcare is pervasive

3 (Required)

Does Race Make a Difference?
How race-based discrimination disadvantages patients

4 (Required)

Implicit Biases in Healthcare
How unconscious biases manifest in treatments, diagnoses and quality of care

5 (Required)

Supporting Newcomers to Canada
Learn more about the Newcomer Experience

6 (Optional)
Dear reader,

We want to welcome you to Workbook #5: Antiracism.

In this workbook you will be introduced to specialized IDEAA curriculum that aims to enhance IDEAA-competency, and increase your knowledge of antiracism.

Learning objectives include:
- Become comfortable with IDEAA terminology such as antiracism.
- Gain awareness about the barriers to healthcare experienced by racialized communities.

We began this series to instill confidence in members of #TeamUHN in all areas of IDEAA, and to produce the next generation of inclusive leaders in healthcare.

We encourage you to complete this workbook at your own pace within a period of 0-6 months to give yourself the time you need to fully digest the material and explore this new and exciting curriculum.

In solidarity,

Jacquie & Zainab
Office of IDEAA
Antiracism

For many years, Canada has been described as a "multicultural" society as result of decades of immigration across the country.

Multiculturalism, while useful in describing societies rich in diversity, promotes tolerance of different cultures, people and lived experiences.

In contrast, antiracism is the active process of combatting race-based discrimination through allyship, dedicated resources towards education and systemic interventions.

As we look to the future of IDEAA work and towards a reality where there is 0 room for discrimination, we must shift our attitudes away from tolerant and passive concepts such as multiculturalism and towards active practices like anti-racism.
Now that you know the differences between multiculturalism and antiracism, in which ways do you think Toronto could benefit from an antiracist approach to promoting inclusion?
Learn more about Racialized Patient Experiences in Racial Disparities in Healthcare are Pervasive

Healthcare providers tend to have implicit biases that racialize patients. Minorities often receive different diagnoses, different treatments, and their health concerns are often dismissed. Learn more about the experience of patients who are racialized in the video linked above.
In the previous video we learned about the many ways in which racialized patients are treated differently than their non-racialized counterparts. Were you surprised to learn about these disparities? Why or why not?
Does race make a difference in the quality of healthcare we receive? Watch here.

Research indicates that even when given access to care racialized communities receive poorer quality of medical care than their non-racialized counterparts.

Experts believe that implicit and unconscious bias drives this systematic inequity. In order to combat these inequities, we have to first address our own internal biases.
Implicit biases in healthcare

In the patient-provider relationship, implicit bias manifests in the interactions, diagnoses and treatments that physicians provide to their patients.

As healthcare workers, we must remain vigilant in combatting these implicit biases by raising awareness and critical thinking around our own attitudes towards racialized communities.

Watch how implicit biases manifest in the healthcare setting here.
Research shows that exposure alone to negative stereotypes can influence our internal and unconscious biases. How can we do better in combatting these unconscious attitudes? Discuss one example below.
Learn more about Newcomer Patient Experience in *Are You New to Canada?*

Adjusting to a new country can be difficult and brings many challenges. Newcomers to Canada often face discrimination and mental health issues. Learn about how to provide support to newcomer patients in the video linked above.
What resources and tools can you use to support newcomer patients to make their experience with the healthcare system better?