
Levels of Racism

Marcia Anderson DeCoteau
PPH Staff Development Days
June 2016

Anti-Racism in Health Care

- ❖ Race
- ❖ Racism
- ❖ Whiteness
- ❖ Unsafe
- ❖ Uncomfortable

UNSAFE

Residential schools

Starvation

Medical experimentation without consent

Mass child apprehension

Discrimination in justice and health care systems

Deliberate small pox infections

UNCOMFORTABLE

Talking about race in a way that threatens sense of self-identity

Talking about race in a way that disrupts usual social relationships

Levels of Racism

Racial Microaggressions	Daily, commonplace verbal and nonverbal attacks (e.g. eye-rolling and invalidation)
Personally Mediated Racism	Discriminatory actions by member(s) of dominant group against Indigenous people or people of colour
Institutional Racism	Differential access to the goods, services and opportunities of society by race; evolutionary & embedded in structures
Epistemic Racism	The positioning of Western knowledge as superior, universal and the objective norm
Internalized Racism	When oppressed individuals or communities accept and believe discourses of their inferiority

Don't Understand Racism
Anti-Racist Behaviours

Understand Racism
Anti-Racist Behaviours

Don't Understand Racism
Racist Behaviours

Understand Racism
Racist Behaviours

