Racism Scale: Where do you fall?

<table>
<thead>
<tr>
<th>Overt racism</th>
<th>Subconscious racism</th>
<th>Justification</th>
<th>Denial</th>
<th>White Savior</th>
<th>&quot;Woke&quot; justification</th>
<th>Awareness</th>
<th>Allyship</th>
<th>Accomplice</th>
</tr>
</thead>
<tbody>
<tr>
<td>We are the superior race</td>
<td>I'm not racist, but...</td>
<td>If he/she had just...</td>
<td>Racism no longer exists</td>
<td>I don't care if I am poor</td>
<td>If they help, why should they be punished?</td>
<td>I will help you, but only if I see color</td>
<td>I am privileged to have been able to participate</td>
<td>I will make space for POC.</td>
</tr>
<tr>
<td>What about reverse racism?</td>
<td>Slavery ended 200 years ago</td>
<td>I just don't like the color of their skin</td>
<td>Races were slaves too</td>
<td>I don't see color</td>
<td>If they want our help, they should be more respectful</td>
<td>I am one race, the human race</td>
<td>My experience as a white person is substantially different than that of a POC</td>
<td>I will put my safety, health, and freedom above all else.</td>
</tr>
<tr>
<td>Whites are under attack</td>
<td>We will be monitors soon</td>
<td>There is no need for POC to have their own safe spaces</td>
<td>I chose my words carefully</td>
<td>I don't care if I am poor</td>
<td>There is no need for the POC to have their own safe spaces</td>
<td>I am the human race</td>
<td>I will make space for POC.</td>
<td></td>
</tr>
</tbody>
</table>

*Note: It is common for most people to move back and forth along the scale regularly, especially in the middle parts.*

7 A’s of Authentic Allyship

- **Take demonstrable action steps to establish equality & be accountable**
- **Assume**
- **Express sympathy that racism is affecting people of certain races**
- **Apologise**
- **Acknowledge**
  - Openly acknowledge that the problem needs to be dealt with
- **Do you have the appetite to immerse yourself in the complex, emotive world of race equality?**
- **Ask**
  - Ask questions about race, be curious, read, learn & educate yourself
- **Accept**
  - Accept there is really a problem. More data isn’t needed
- **Written by Yvonne Goghill**
  - Director, Social Justice Equity, YMCA Victoria
**Podcasts**
Unlocking Us by Brene Brown
About Race- Reni Eddo-Lodge
Race Matters -Episode esp. 59 “I can’t breathe”
Always Was Always Will Be Our Stories - Marlee Silva
Tiddas 4 Tiddas - [https://www.facebook.com/tiddas4tiddas/](https://www.facebook.com/tiddas4tiddas/) - a story sharing network that showcases successful Aboriginal and Torres Strait Islander women role models and their stories.

**Books**
White Fragility - Robin DiAmgelo
How to be an Antiracist - Prof. Ibram X. Kendi
Me and White Supremacy - Layla Saad
Talking to My Country- Stan Grant
Growing Up Aboriginal in Australia - edited by Anita Hass
Growing Up Asian in Australia - Edited by Alice Pung

**Instagram**
@privtoprog, @nowhitesaviors, @ckyourprivilege, @frontlinemedics
[9 Anti-Racist Crusaders To Follow On Instagram Immediately](https://www.instagram.com/)
@IndigenousX

**Workshop**
Spiritual Activism 101 - An anti-racism and inclusion workshop for soulful social justice. By Rachel Ricketts [https://www.rachelricketts.com/online-courses](https://www.rachelricketts.com/online-courses)

**Videos**
[Give Nothing To Racism](https://www.youtube.com)
Bystander Anti-Racism Project
How to deconstruct racism, one headline at a time
Systemic racism: Australia’s great white silence
Journey of Health and Wellbeing (for Aboriginal Peoples)
Where are you from? The game

**Various resources**
Online implicit bias test: [https://implicit.harvard.edu/implicit/australia/takeatest.html](https://implicit.harvard.edu/implicit/australia/takeatest.html)

**Challenging Racism Project** - University of Western Sydney


**Racial Discussion Resources | The Office of Diversity, Inclusion and Health Equity**

**Anti-Racism Resources from Australia and Beyond**

**Anti-racism resources for Australia**
You can't say that!

Scaffolded Anti-Racist Resources

**Speak Up**

How to Speak Up when you witness Discrimination

PrivToProg Racism Interrupter- Phrases you can use everyday

Dear anti-racist allies: Here's how to respond to microaggressions

FrontlineMedics - The Language we use..

Bystander AntiRacism: A Review of the Literature

Recognizing and Reacting to Microaggressions in Medicine and Surgery

**Share Our Pride**

"Share our Pride” is a free online resource developed by Reconciliation Australia to raise awareness of an Aboriginal and Torres Strait Islander perspective. It includes culture, history, exploring myths and developing respectful relationships and provides a good introductory basis for Australians in developing cultural competency.

**Articles**

As a black ER doctor, I see racism every day. It doesn’t have to be that way - Khama Ennis

[https://www.washingtonpost.com/lifestyle/2020/06/11/let-me-explain-racism-i-face-an-er-doctor-protests-give-me-hope/?outputType=amp](https://www.washingtonpost.com/lifestyle/2020/06/11/let-me-explain-racism-i-face-an-er-doctor-protests-give-me-hope/?outputType=amp)

From Dr Khama Ennis’s presentation:

Unwanted Sterilization and Eugenics Programs in the United States

Tuskegee Study - Timeline

Report Brief, Unequal Treatment: What Health Care System Administrators Need to Know About Racial and Ethnic Disparities in Health

The Institute of Medicine report "Unequal Treatment": implications for academic health centers

Table 15. Life expectancy at birth, at age 65, and at age 75, by sex, race, and Hispanic origin: United States, selected years 1

Bias against Indigenous Australians: Implicit association test results for Australia [online] -
Institutional racism - Dr Tim Soutphommasane, Race Discrimination Commissioner’s speech 2017 - Australian Human Rights Comission

Institutional racism

When talking about race don’t wait to feel comfortable - Institute for Health Improvement
http://www.ihi.org/communities/blogs/when-talking-about-race-and-racism-dont-wait-to-feel-comfortable?utm_campaign=tw&utm_source=hs_email&utm_medium=email&utm_content=76289074&hsenc=p2ANqtz-87o9ykXBOX25WUEriocPrhNR-xy6B-nzRYU2IH4eM0sJ6VnZN_2_IXYh1tA1tdRvD4br6sf23BWo3Wmr1eA2gPLW1GGsqZO7qAsej2lzPKHPBGaQ&hsmi=76289074

Black Lives Matter: A Commentary on Racism and Public Health

Reading list on racism
https://www.hopkinsmedicine.org/diversity/_documents/SUGGESTED%20RACE%20EDUCATION%20READING%20LIST.pdf

Resources on bias mitigation
https://u.osu.edu/breakingbias/tools-for-mitigating-bias/

Diversity in the workplace
https://www.hopkinsmedicine.org/diversity/_documents/SUGGESTED%20RACE%20EDUCATION%20READING%20LIST.pdf

What it really means to be an anti-racist, and why it’s not the same as being an ally
https://www.businessinsider.com/what-is-anti-racism-how-to-be-anti-racist-2020-6?r=AUIR=T


Paradies, Y, Chandrakumar, L, Klocker, N, Frere, M, Webster, K & Burrell, M 2009, Building on our strengths: a framework to reduce race-based discrimination and support
diversity in Victoria, Victorian Health Promotion Foundation (VicHealth), Melbourne 
Victoria


Trenerry, B, Franklin, H & Paradies, Y 2010, Review of audit and assessment tools, 
programs and resources in workplace settings to prevent race-based discrimination and 
support diversity, Victorian Health Promotion Foundation, North Carlton.

ACEM resources

ACEM Assessing Cultural Competence in Emergency Medicine

ACEM Indigenous Health and Cultural Competency Modules

ACEM COVID-19 Clinical Guidelines: Indigenous Community Recommendations
/Clinical-Guidelines/Indigenous-Community-Recommendations

Foundation Course in Cultural Competency (Māori)
https://mauriora.co.nz

Intercultural Learning for Medical Specialists

Contributors

This toolkit was assembled by the NoWEM Anti-racism & Emergency Medicine expert panel:

● Dr Lai Heng Foong
● Dr Shantha Raghwan
● Dr Angela La Macchia
● Dr Khama Ennis
● Dr Nicole Leisis

NoWEM thanks the panel for sharing their expertise, their wisdom and their time for this 
project.
Thursday 23rd July, 8pm AEST

Anti-racism & Emergency Medicine

Join us online as we discuss where we are and what we can do

Moderators:
Dr Shantha Raghwan (QLD)
Dr Lai Heng Foong (NSW)

Panelists:
Dr Khama Ennis (USA)
Dr Angela La Macchia (VIC)
Dr Nicole Lesis (WA)

Register here