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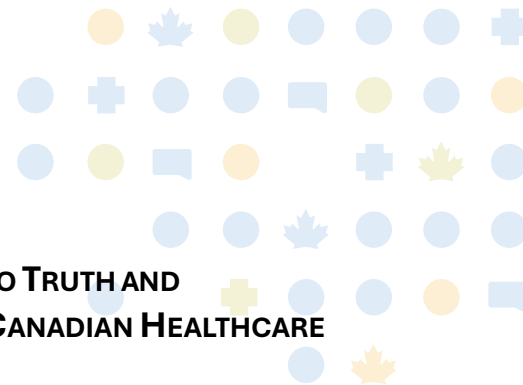
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JOINT STATEMENT ON ITS COMMITMENT TO TRUTH AND RECONCILIATION AND ANTI-RACISM IN CANADIAN HEALTHCARE DECEMBER 2024

Preamble

The Canadian Medical Forum (CMF) member organizations recognized the critical need to address racism within their organizations and in the medical profession. A Working Group was struck on Anti-Racism in Healthcare whose mandate is to propose areas of focus for CMF organizations to address Truth and Reconciliation and racism within their organizations and in the medical profession in Canada, including training environments. Although this statement, in the first instance, focuses on Black and Indigenous populations, the CMF recognizes that racism, discrimination and oppression toward all equity-denied populations must also be addressed.

While CMF member organizations are unique in their structures and mandates, they share a commitment to Truth and Reconciliation and anti-racism in healthcare.

Purpose

Both Truth and Reconciliation and anti-racism work support the eradication of anti-Black and anti-Indigenous racism, discrimination, and oppression in the healthcare and medical education systems of Canada. The following objectives, some of which are captured in CMF member organizational initiatives and/or statements, demonstrate CMF member organizations' commitment to Truth and Reconciliation and anti-racism.

Truth and Reconciliation

Truth and Reconciliation includes the act of listening, understanding, and acknowledging the truth about the harmful and systemic impacts of past and current treatment of First Nations, Inuit, and Métis Peoples. Members of the CMF commit to:

- Recognize that the systems that have brought harm to Indigenous people require transformational change to facilitate true healing of Indigenous Peoples.
- Collaboratively build meaningful, respectful, and sustainable relationships with Indigenous communities to build trust.
- Being guided by, and working with local, provincial/territorial, and national Indigenous leaders, Elders, Knowledge Keepers, and organizations.
- Recognizing that self-determination and connection to the land are central to the health and well-being of First Nations, Inuit, and Métis Peoples.
- Honoring and respecting Indigenous worldviews of health, medicine, and healing practices as legitimate.
- Recognizing the differences among and within First Nations, Inuit and Métis communities across Canada.



- Identifying and addressing legal, institutional, and epistemological barriers and inequities experienced by First Nations, Inuit, and Métis Peoples.
- Exercising and promoting cultural safety and humility by providing learning opportunities for elected officials and staff of CMF member organizations to enhance their understanding of Indigenous issues.
- Recognizing and addressing the intersectionality of barriers faced by equity-denied populations (e.g., race, religion, skin color, etc.). *
- Assuring an ongoing journey of unlearning and learning. *

Anti-racism in healthcare

Medical leadership must recognize and reverse the historical and current impacts of anti-Black and anti-Indigenous racism and discrimination in Canadian healthcare and medical education. This includes behaviours, practices, curricula, biases, barriers, and conditions that hinder equity, diversity, and inclusion. As such, members of the CMF commit to carrying out and/or advocating for the following:

- Engaging with Black and Indigenous communities in the development and implementation of policies and processes related to equity, diversity, inclusivity, anti-racism, cultural safety, and cultural humility.
- Increasing the number of well-supported Black and Indigenous people in leadership positions within our organizations.
- Providing learning opportunities for elected officials, staff, and members of CMF organizations to raise awareness of the impact of anti-Black and anti-Indigenous racism in the healthcare system.
- Assuring an ongoing journey of learning to be champions, sponsors, and mentors to members, patients, and the healthcare system, as aligned with the mandates of each signatory.
- Dismantling anti-Black and anti-Indigenous racism by instituting and/or advocating for policy change in areas of the healthcare and medical education systems, as aligned with the respective mandates of each signatory. *

The CMF will review the above-mentioned commitments annually at which time organizations will report on the persistent barriers and progress made in these areas.

** Objectives are relevant to Truth and Reconciliation and anti-racism in healthcare.*

