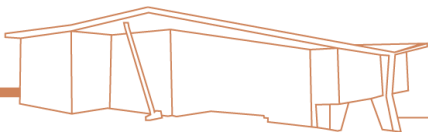


Anti-Indigenous Racism: Lessons from Reviews and Inquiries, Learnings for the Administration of Justice in Canada

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Key terms & concepts from *In Plain Sight* Report

Issues

- Racism
- Indigenous-specific racism / anti-Indigenous racism
- Systemic racism
- Prejudice
- Profiling
- Discrimination
- Privilege

Mindsets, practices, and tools

- Anti-racism
- Cultural humility

Desired outcomes

- Substantive equality
- Cultural safety
- Indigenous human rights recognition and protection
- Responsive and effective complaints processes

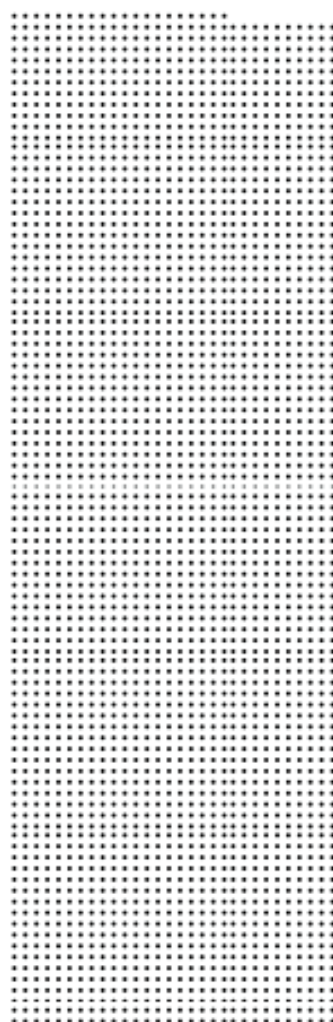
- November 30, 2020 Summary Report and Long Report
- February 4, 2020 Data Report

Summary report, long report, and data report available at
<https://engage.gov.bc.ca/addressingracism/>

WE HEARD FROM ALMOST 9,000 PEOPLE

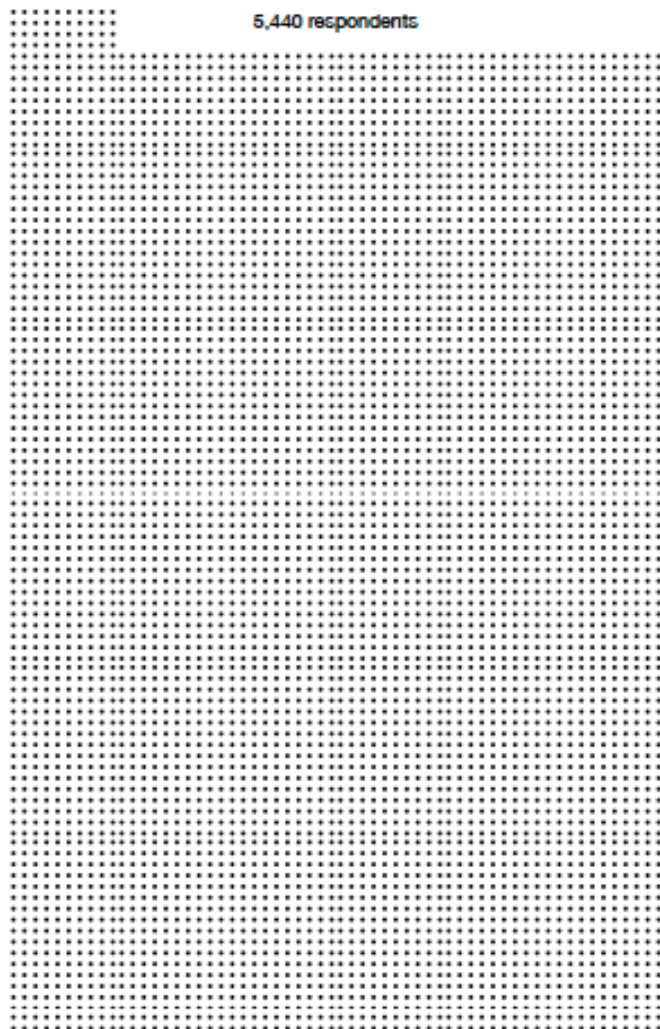
INDIGENOUS PEOPLES' SURVEY

2,780 respondents



HEALTH WORKERS' SURVEY

5,440 respondents



DIRECT EMAIL AND 1-800-NUMBER

800 respondents



KEY INFORMANT INTERVIEWS

150



WE ANALYZED HEALTH SECTOR DATA

185,000

Health utilization and health outcomes of First Nations and Métis individuals.

12,335

Indigenous respondents to the COVID-19 Speak survey.

3,026

Adults in the First Nations Regional Health Survey data.

1,246

Indigenous respondents to a Patient Reported Experiences Measurement Survey of emergency departments.

430

Complaints from Patient Care Quality Offices, Colleges and the First Nations Health Authority.

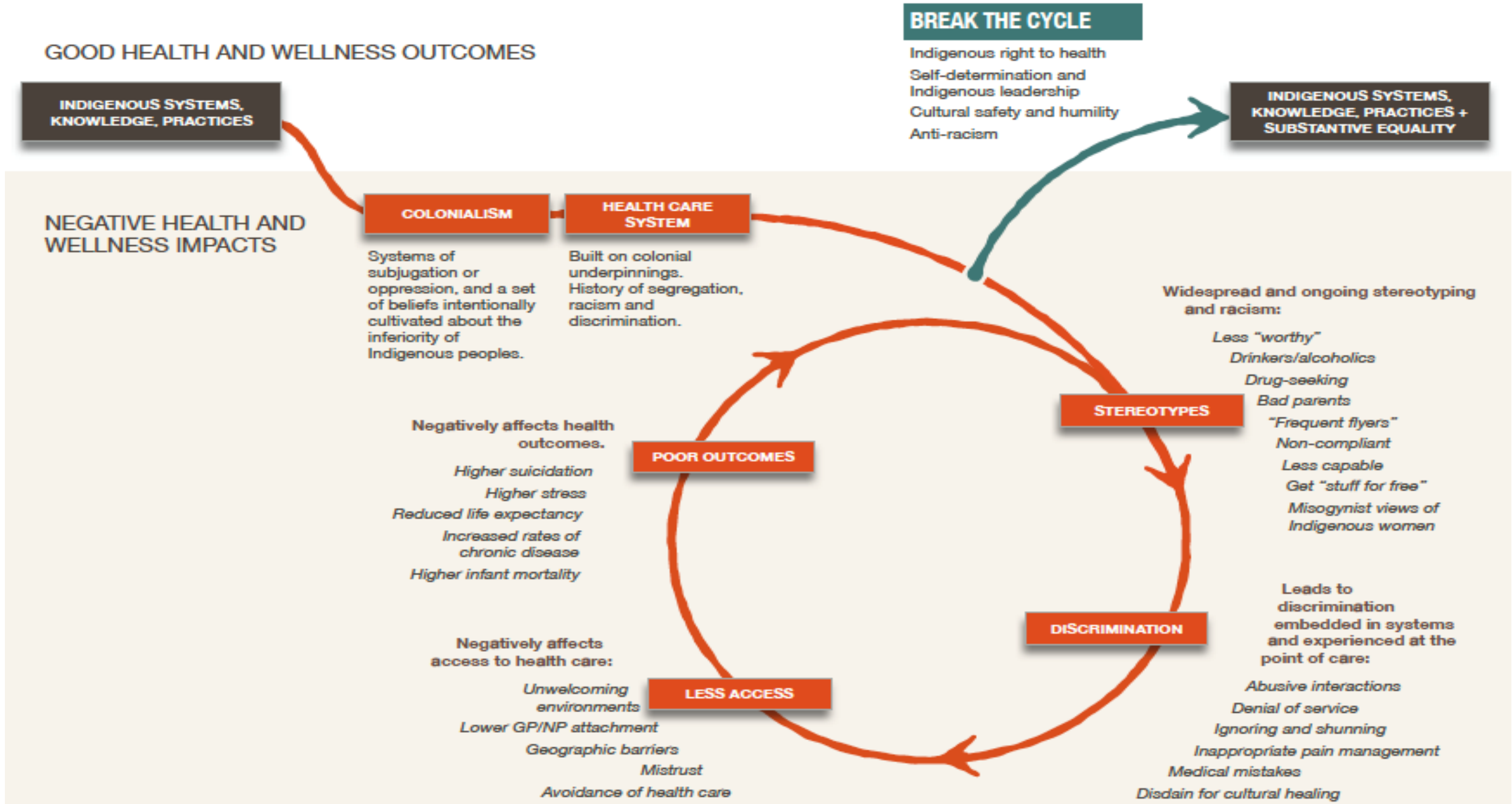
LITERATURE REVIEW

Submissions from health sector and Indigenous organizations
Detailed investigation of specific ER allegations
Investigation of other select cases
Extensive literature review of previous investigations, inquiries, and academic or historic findings
Dialogue with experts in Indigenous rights, Indigenous health/wellness, UNDRIP
Review of existing anti-racism/cultural safety initiatives already underway

What we learned about racism at point of care

- 84% of Indigenous respondents reported some form of discrimination in health care
- 35% of respondents had witnessed interpersonal racism or discrimination directed to Indigenous patients or their family/friends. This was 59% amongst Indigenous respondents only.
- 52% of Indigenous health care workers reported experiencing racial prejudice at work. 42% of white respondents reported witnessing racial prejudice towards health care workers.
- 13% of (531) health care workers made racist comments in the survey
- Top reported reasons why racism persists: 1) employees not willing to speak up; 2) lack of accountability by leadership to stop racist and discriminatory behaviour; 3) insufficient numbers of Indigenous health care professionals
- Would any of these findings be different if examined in relation to the administration of justice?

Analyzing the beliefs, attitudes sustaining racism in health



Any take aways for the Administration of Justice?

- Anti-indigenous racism has NOT been examined in any systemic way at point of interaction
 - Academic studies, police based justice stats, but not participatory assessment with file access
 - Experience of Indigenous peoples as described by Indigenous peoples with robust methodology
- Complaints and responding to racism—limited scope to address racism through quality of service complaints in justice system. Judicial councils, legal regulatory bodies and police accountability mechanisms have serious limits in relation to this subject.
- PIDA and workplace speak up culture? How much do we speak up?
- Anti-racism, cultural safety and humility training very limited
- Racism limits opportunities for Indigenous peoples in leaders in the legal system, suppressing change
- Implementing UNDRIP requires examining systems and processes for consistency with UNDRIP

Conclusion: Take Away Questions for Reflection

- Do we need a review of anti-indigenous racism in the administration of justice in Canada?
- Do we need more action to eliminate individual and systemic racism and discrimination against Indigenous peoples in the justice system? What actions are most strategic and necessary?
- Are we confident evidence from other public serving systems is NOT present in justice systems?

