



## **NSRRT Statement Regarding Racism in Nova Scotia**

Version 1 – approved July 19, 2021

Recent events have compelled the NSRRT to speak out and act against the multifaceted nature of racism in our communities across Nova Scotia. Black, Indigenous, and people of color (BIPOC) continue to be harmed by the damaging impacts of systemic racism and colonialism, including within the health care system.

The United Nations acknowledges African Nova Scotians as a distinct people, and we recognize the racism, discrimination and historical trauma that has impacted the lives of historical African Nova Scotians for over 400 years.

Indigenous peoples in Nova Scotia, and across Canada, continue to be impacted by intergenerational trauma caused by historical and ongoing racism, including residential schools. Honouring Indigenous peoples begins with acknowledging these atrocities and striving toward reconciliation by building meaningful equitable relationships respecting their culture and experience.

The perspectives of racialized communities and those who have lived the experience of discrimination and historical trauma, including patients, families, and healthcare professionals, can best inform strong and continued action. Racism is dehumanizing to everyone it impacts and is embedded in our society, in our culture, in our laws, in our health system, and in our attitudes.

The NSRRT has a responsibility to hold RTs accountable for the delivery of safe, quality care to all Nova Scotians. The Regulator's Standards of Practice and Code of Ethics for Respiratory Therapists prohibit any form of discrimination. As a profession we must be guided by the values of service, respect, and trust. The NSRRT condemns all forms of racism, discrimination, intolerance, and bigotry.

We must encourage perspectives from under-represented groups such as BIPOC, analyze where racism and colonialism are built into the foundations of our society, decenter dominant perspectives to make space for alternative perspectives, and confront the ways colonial racism has shaped belonging and exclusion in our society.

We are examining our processes and unconscious biases and holding ourselves accountable.

We are committed to:

- Promoting an inclusive work environment through education
- Listening, learning, and reflecting on how white privilege and systemic racism contribute to injustice and inequality in NS.
- Speaking up against racism and discrimination in all its forms and acting to change those within the profession.
- The acknowledgement of Indigenous lands both as an expression of gratitude and to honour the Indigenous people who have lived and worked on this land historically and presently.
- Valuing Indigenous ways of knowing along with Western ways of knowing in supporting a Two Eyed Seeing approach to healthcare.
- Dedicating time in our Board meetings and education events to discuss our approach to inclusivity, including implementation of a land acknowledgement.
- Engaging in meaningful conversations with friends, colleagues, stakeholders, and community leaders.

We look forward to sharing this work with our registrants and stakeholders on an ongoing basis. A society that is free of racism and discrimination requires an ongoing commitment.