

Illawarra Shoalhaven Local Health District



Racism. It stops with me.

We **stand up** for diversity and inclusion.
We **speak out** against racism.



For more information on how you can support diversity and inclusion in the workplace, visit the Diversity and Inclusion page on the ISLHD Intranet.

Illawarra Shoalhaven Local Health District



ISLHD's approach to Racism. It Stops With Me

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Illawarra Shoalhaven Local Health District



ISLHD workforce – 7790 people



192 staff identify as Aboriginal or Torres Strait Islander



~2000 staff speak a language other than English

ISLHD Workplace Behaviour Advisor role



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- Established 2018 – using Garling funding
 - Part of People and Culture Directorate
 - Responsible for coordinating the development of projects and initiatives to prevent and address instances of unacceptable behaviour across ISLHD
 - It is not the purpose of this role to manage complaints or deal directly with complainants.
 - These are managed through Workforce Support Teams
 - Unacceptable behaviour includes, but is not limited to, workplace bullying, harassment, sexual harassment, discrimination and racism

Speak Up! Initiative

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- Aims to provide independent and confidential practical advice
 - Promote self reflection and potentially (where appropriate) self resolution or assisted resolution
 - Prevent or reduce risk of workers compensation claims for psychological injuries
 - Reinforce that ISLHD is committed to providing a safe and respectful workplace for all staff, where everyone's contribution is valued and respected



Speak Up! hotline and email



- Hotline phone number and e-mail contact available for staff and managers to:
 - obtain confidential advice
 - report unacceptable workplace behaviour
- Dedicated Intranet site providing links to policies, procedures, QRGs & forms/templates, short videos & case studies, and further training

- Virtual and face-to-face Speak Up sessions available to managers and staff on monthly basis providing information on:
 - Behaviour that constitutes bullying, harassment, sexual harassment, discrimination and racism
 - Their role and responsibilities around prevention and management
 - What to do if they experience such behaviour
 - What to do if they witness such behaviour
 - Ways they can help to prevent bullying, harassment, sexual harassment, discrimination and racism from occurring in the workplace
 - Manager sessions includes sources of data that may be indicators of potential unacceptable workplace behaviour

Speak Up! Education – Racism



In 2023, added content around racism to Speak Up! Training for managers and staff

- Reference to a dedicated intranet webpage providing information on what constitutes racism and links to useful information
- Promote awareness of direct, indirect and systemic racism
- Review of case studies with group discussion
- Steps they can take to reduce potential of racism → set the standard and lead by example
- Cultural Competency & Humility https://www.youtube.com/watch?v=c_wOnJJExE
(acknowledgment of PsychHub)

Racism. It Stops with Me campaign



- October 2023 – February 2024
 - Video commitment from Chief Executive
 - 3 month communication campaign
 - Manager action
 - Bystander action
 - Where to get support
 - Intranet site and resources
- More work to do – coming in 24/25

