

# Commitment to preventing racism

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Mid North Coast Local Health District  
May 2024

Hayley Owen  
Manager, Diversity, Equity  
and Inclusion



# Acknowledgement of Country

I acknowledge the Gadigal people of the Eora Nation, the traditional custodians of the lands where we meet today. I pay my respects to Elders past, present and emerging and celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters of NSW.

I also acknowledge and pay my respects to our Aboriginal and Torres Strait Islander people joining us today.





# Our why

We all have a right to feel safe, valued and respected, no matter where we are.

Our PMES data shows our staff experience racism.  
It's a key workplace hazard.  
There is a case for change.



# Planning

**Objective:** achieve positive workplaces to support a healthy workforce, culture and a sense of belonging

Knowledge and research:  
program logic development

Key area #1  
Build conscious leadership

Key area #2  
Enhance awareness and education

Key area #3  
Redesign systems and processes

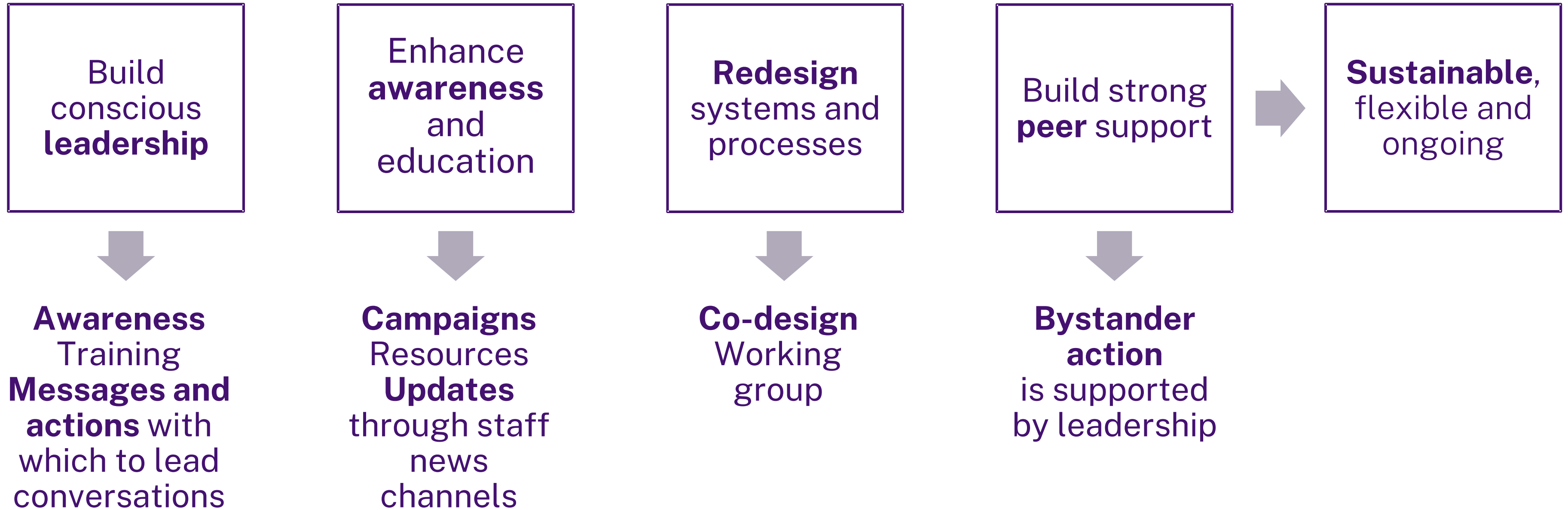
Key area #4  
Build strong peer support

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Key foundations of the Commitment to Preventing Racism:

- Co-designed
- Systematic
- Evidence-based
- Aligned
- Leadership-driven

# Key focus areas



# Racism. It Stops with Me



NSW GOVERNMENT  
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## Racism has no place here

**RACISM. IT STOPS WITH ME**

**Racism is hurtful, harmful and unlawful. We're committed to preventing racism.**

**RACISM. IT STOPS WITH ME**

Find out what we're doing:

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### Racism has no place here

**Our commitment**  
We all want to feel respected, valued and safe at work. Racism is hurtful and harmful. It affects a person's wellbeing, self-esteem, and sense of safety. It can create feelings of isolation, limiting education, work, and social opportunities. It goes against our values as a health organisation, breaches our Code of Conduct and is unlawful. Racism is not welcome in our hospitals, staffrooms, and community. We are committed to addressing, dealing with and preventing racism across the health district.

**What is racism?**  
Racism stems from the misguided belief that one race is superior to another. It's when people are treated unfavourably because of their race, nationality, skin colour, descent or ethnic background.  
**Casual or indirect:** racism occurs when an unintentional remark targets a person based on their racial background.  
**Direct:** racism occurs when people make deliberate comments, acts or gestures to hurt someone or a group of people based on their ethnic background or skin colour.  
**Systemic:** racism is embedded in institutions, policies and systems that govern our lives, continuing the cycle of discrimination and power imbalance.

**What can we do?**  
Implementing education, systems and processes to deal with and prevent racism at all levels. You're encouraged to speak up, be an ally, and report about what we're doing and how we're doing. Search 'racism' on the intranet. Email any questions to [divusion@health.nsw.gov.au](mailto:divusion@health.nsw.gov.au). We are committed to preventing racism.

**RACISM. IT STOPS WITH ME**





# Understand, identify, improve



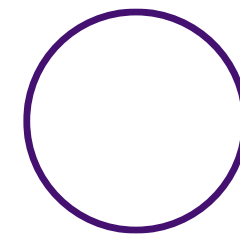




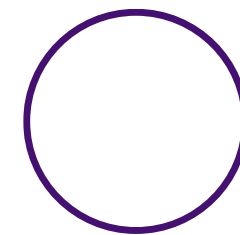
# Now, and beyond



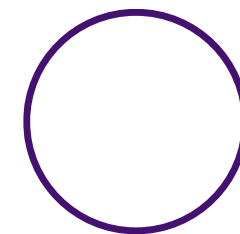
Staff-led co-design working group



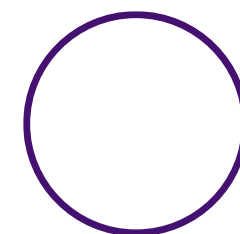
Executive, Governing Board and Senior Leader training -  
Creating an Anti-Racist Organisation



Human resources - policies, processes and  
more



Education, bystander action training and resources



Expanding awareness, conversations, networks and  
touchpoints to receive anti-racism message



# Thank you

Questions?

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