

The SESLHD Addressing Racism Strategy

An organisational response to racism within the health care setting

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Acknowledgement of Country



SESLHD acknowledges Aboriginal and Torres Strait Islander peoples of the Dharawal, Gadigal, Wangal, Gweagal and Bidjigal peoples as the Traditional Custodians of the lands we operate on. We pay our respects to Ancestors and Elders, past and present.

SESLHD is committed to honouring Aboriginal and Torres Strait Islander people's unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

Background

Research to Practice Forum 2018: Racism and its Impact on Health



South Eastern Sydney Local Health District

SESLHD RESEARCH TO PRACTICE FORUM

WESTERN SYDNEY UNIVERSITY

Bystander anti-racism videos, impact

Attitudes to cultural diversity, acknowledgement of racism and pro-social disposition, post intervention and six month follow-up.

| | Control group (%agree) | Watched the Bystander anti-racism video (%agree) | Watched Is Australia Racist? (IAR) (%agree) | Read the Ordinairness Report (%agree) |
|--|------------------------|--|---|---------------------------------------|
| It is a good thing for society to be made up of different cultures | 75.6 (73) | 87.5 (80.6) | 76.1 (74.0) | 80.5 (76.0) |
| There is racial prejudice in Australia | 74.4 (74.7) | 85.5 (80.5) | 81.0 (74.0) | 73.4 (78.7) |
| If you were to witness a racial incident you would take action | 36.4 | 47.6 | 43 | 41.3 |

Reduced Islamophobic sentiment in 3.464 million people (44% compared to 68.2% of the control group), effect endured for one-third of those.

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Development of a strategy

- Evidence of racism in our workplace
- Collection of personal stories
- The social context of 2020
- Advisory group establishment with CE executive sponsorship
- Literature review of organisational change to address racism
- Addressing Racism Strategy endorsed by Executive Council

Initiatives to date

- Presentations at Leadership Forums
- Manager training
- Video resources for health care teams
- Factsheets for managers and staff
- Addressing Racism Intranet page
- Communication campaign – screen savers; newsletter articles; CE broadcast
- Consumer facing posters
- Staff training – Bystander intervention

Training module

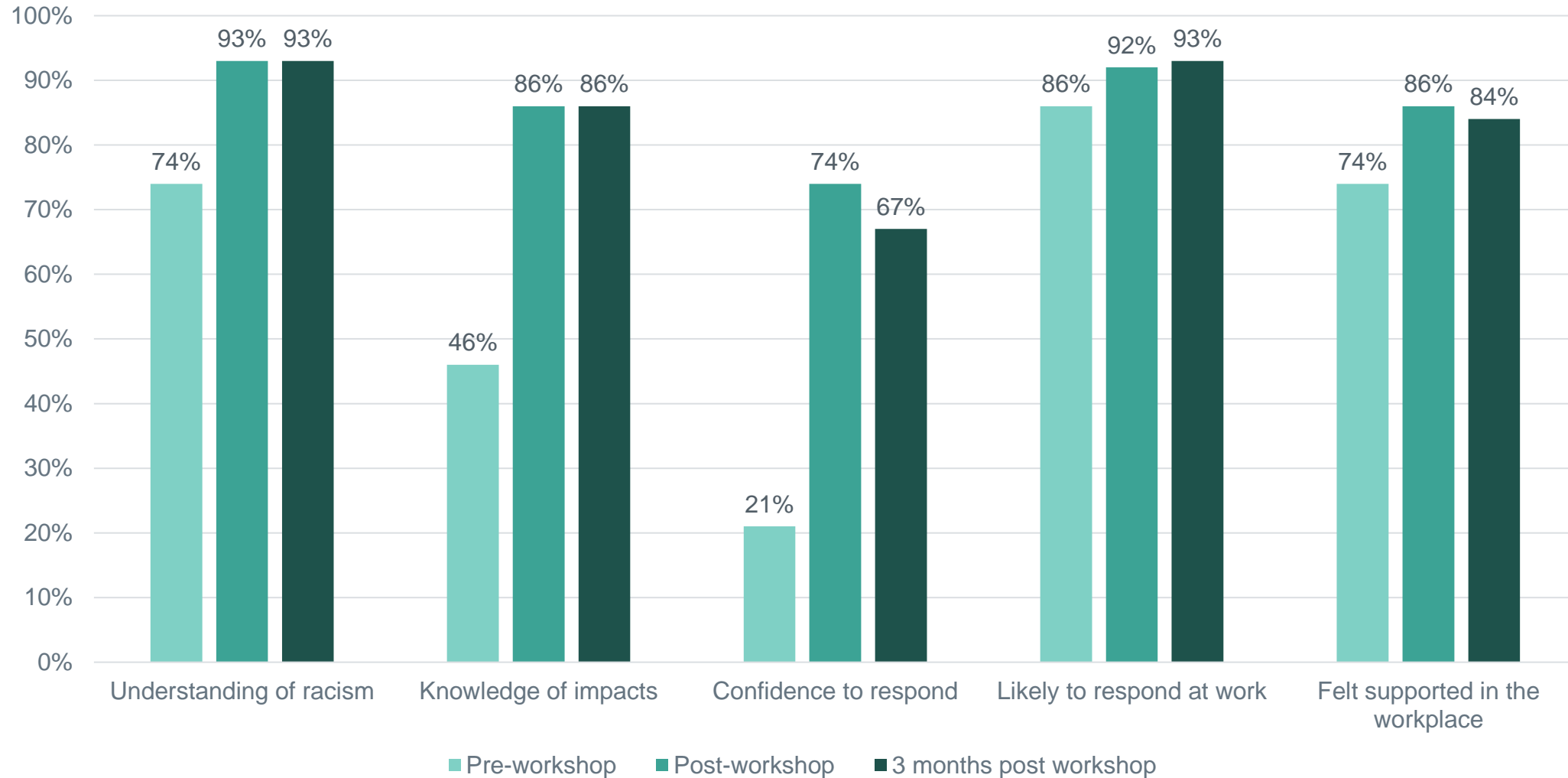
- Developed in partnership with SESLHD Aboriginal Health Unit
- Co-designed with Aboriginal staff and staff from CALD backgrounds
- Piloted in early 2021
- Delivered to >3700 staff in SESLHD
- Now embedded in Corporate Orientation





Training impact evaluation

Survey data collected pre-workshop (n=686);
post-workshop (n=460) and 3 months follow-up (n=247);
linked data for first two surveys (n=324);
linked data for all three surveys (n=98)



Participant feedback

84%

better understanding of how to respond to racism

92.7%

considered the workshop useful

87.2%

would recommend to other colleagues

“A significantly large cohort of participants expressed their approval and gratitude for the training as it created an opportunity to discuss a sensitive and important issue in an open manner¹.”

Measuring reach



73% aware of 'Racism Harms. Act on it' key message



59% aware of screensaver messaging



34% aware of intranet page



33% aware of SESLHD newsletter articles



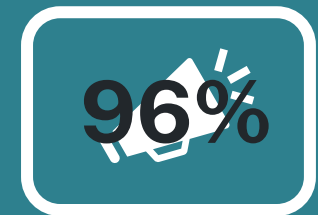
30% aware of factsheets



29% aware of CE narrated video resource



15% aware of CE livestream messages



Other evaluation measures

- PMES results

| PMES Question | Response | 2019 | 2021 | 2022 | 2023 | Over time |
|---|--|------|-------|-------|-------|---------------------|
| In the past 12 months experienced racism in the workplace | Yes | 9% | 6.4% | 6.4% | 6.3% | Decrease now steady |
| Reported racism experienced in last 12 months | Yes | N/A | 27% | 26.7% | 24.6% | Slight Decrease |
| Why you didn't report racism experienced (Top 4) | I thought there would be negative consequences | N/A | 37.7% | 33% | 33.9% | Slight Decrease |
| | I didn't think it would be confidential | N/A | 33.8% | 21.4% | 28.5% | Slight Decrease |
| | I didn't think it would be taken seriously | N/A | 46.9% | 42.7% | 32.6% | Decrease |
| | I didn't think it would make a difference | N/A | 59.2% | 57.8% | 48.5% | Decrease |
| Overall satisfied with how handled | Yes | N/A | 22% | 39.5% | 50.6% | Increase |

- Reporting to HR

Next steps



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- 2024 Research to Practice Forum
 - Additional training for managers to respond to reports of racism
 - Sustainability of bystander anti-racism intervention training
 - A refreshed suite of staff and patient/carer facing resources
 - Continue to monitor PMES results & HR reporting
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