DALHOUSIE UNIVERSITY
FACULTY OF MEDICINE

ANTI-OPPRESSION POLICY	Policy Sponsor: Dean, Faculty of Medicine
	Accountability & Administrative Responsibility: Serving and Engaging Society
	Effective Date: 01 September 2024

A. Background and Purpose

The Faculty of Medicine is committed to providing an environment free of all forms of oppression, discrimination, and bias, where all people are treated with respect and dignity. This Anti-Oppression Policy extends to all individuals involved in the Faculty of Medicine and reflects our dedication to promoting equity, diversity, inclusion, accessibility, and respect for all individuals within our academic community.

The purpose of this policy is to create an inclusive and equitable environment by actively identifying, challenging, and addressing systemic inequalities and power imbalances.

B. Application

For the purpose of this policy, anti-oppression is articulated and described to guide us in our actions and interactions with others including the following principles:

- ***Accessibility*** is the inclusive practice of ensuring there are no barriers preventing interaction with, or access to both the built and learning environment within the Faculty of Medicine.
- ***Accountability*** is our commitment to continuously evaluate and improve our efforts for promoting anti-oppressive practices and policies within the Faculty of Medicine.
- ***Diversity*** is the condition of having a broad range of differences in the Faculty of Medicine, represented in its people, perspectives, policies, programs, and practice.
- ***Equity*** is a process that takes diversity and differences into account through fair and non-discriminatory approaches and practices, to ensure inclusion. We are committed to promoting fairness and justice by actively identifying and addressing systemic barriers that contribute to oppression and discrimination.
- ***Inclusion*** is an outcome where community members experience equal access to opportunities for education, employment, promotion and success in the Faculty of Medicine and a sense of belonging and engagement in the life and work of the Faculty of Medicine and the institution. We recognize and value the diverse backgrounds, experiences, and perspectives of all individuals within our faculty, including learners, faculty members, staff, community, and patients.
- ***Reconciliation*** is the process of healing relationships between Indigenous people and non-Indigenous Canadians and addressing wrongs of the past.

- ***Respect*** is our commitment to uphold the dignity and worth of every person within our community and strive to create an environment where all individuals feel valued and respected.

This policy is governed by the Faculty of Medicine, and does not supersede any relevant Faculty, University, or Health Authority policy, or any relevant regulation or law. Where an existing policy applies, the relevant policy and procedure will be followed and the authority of the governing body for that policy will be respected. See list of relevant policies and procedures in Appendix A.

C. DEFINITIONS

For this Policy, the Faculty of Medicine uses the following definitions:

Discrimination: When a person makes a distinction (through an act, behaviour, or practice), whether intentional or not, based on a characteristic or perceived characteristic that is protected under Human Rights legislation. The Statement on Prohibited Discrimination indicates Dalhousie University's commitment to safeguarding students and employees against all forms of prohibited discrimination at university-sponsored organizations, activities, and programs as well as in the course of work or study.

Oppression: The systematic subjugation of one group by a more powerful group for the social, economic, and political benefit of the more powerful group. This is supported by networks of laws, rules, policies, and procedures, along with the attitudes, values, and actions of individuals. The outcome for those groups targeted by oppression is prolonged, cruel, and unjust treatment and control.

Systemic Oppression: Practices, policies, laws, and standards that disadvantage a particular group or category of people.

Individual Oppression: Demeaning and oppressive behaviour towards and treatment of a particular group or category of people, expressed through individual attitudes, beliefs, and values.

Anti-Oppression: The work of actively challenging and removing oppression perpetuated by power inequalities in society, including both systemic oppression and individual expressions of oppression. Anti-oppression is a way of naming oppression that happens based on a person's identities. Anti-oppression is a practice that works toward ending that mistreatment, oppression, violence toward a particular group(s).

Intersectionality: The ways in which a person holds multiple, unique, and complex identities and experiences of privilege and oppression

D. Principles

1. The Faculty of Medicine recognizes that certain people and populations in our society face oppressive experiences because of individual and systemic unequal power related to race, colour, culture, ethnicity, language and linguistic origin, ability, socio-economic class, age (children, youth, seniors), ancestry, nationality, place of birth, religion or faith or other forms of conscientiously held beliefs, sex, gender (including gender identity and expression), sexuality (including sexual orientation), family status (including marital status), and residency/migratory status in Canada.

2. The Faculty of Medicine recognizes that individuals may have power in some way, sometimes in more than one way, even though they can experience oppression in another way or multiple, combined ways. For example, someone who experiences oppression because of race, may have some degree of privilege and power because of gender.

3. The Faculty of Medicine recognizes that unequal power operates both at a personal level in interactions between people, and at a systemic level through rules, structures, and practices. We come together because we recognize the need for broad change, and the need for combating oppression in and through our work.

4. The Faculty of Medicine values the contributions of every individual who supports us in fulfilling our mission. The Faculty of Medicine recognizes that discriminatory and oppressive acts and mechanisms can prevent individuals in our work from engaging with the Faculty of Medicine in a way that fully reflects their ability, experience, and contributions. We recognize that such barriers can limit not only their contributions, but also their potential to engage with the Faculty of Medicine at all levels, particularly at the levels of leadership.

5. The Faculty of Medicine recognizes that individuals and groups who are disempowered and marginalized because of discrimination have the capacity to make choices and act on their own behalf to bring about change that will eliminate oppression for themselves and others.

6. The Faculty of Medicine recognizes that understanding, acknowledging, and working to eliminate oppression is a learning process for all. We recognize that people can be at different stages in the learning process. We recognize that we all need to make the effort to learn, create opportunities for learning, assist each other in the learning process, and ensure that resources (i.e., monetary and time) are allocated for faculty and staff to engage in the learning process.

7. In alignment with this policy, each unit and department within the Faculty of Medicine will be guided by the principles of Equity, Diversity, Inclusion, and Accessibility (EDIA). It is the responsibility of each unit and department to revise and update their current policies and guidelines to ensure that their operational requirements adhere to the overarching principles of the Anti-Oppression Policy and ensure ongoing evaluation of these guidelines.

E. Procedures

1. Establishment of Anti-Oppression Committee: Create a dedicated Anti-Oppression Committee composed of diverse stakeholders, including faculty members, learners, staff, and community representatives. This committees will be responsible for overseeing the implementation of the Anti-Oppression Policy and coordinate related activities. The Committee will be created through a call for nominations/applications and will normally meet eight (8) times per year, or more frequently if required. The Committee may develop terms of reference, which must be consistent with this Policy and approved by the Associate Dean, Serving and Engaging Society.

2. EDIA Department Leads: Department heads should appoint, or designate EDIA leads within their departments who will be responsible for championing EDIA initiatives, fostering inclusivity, and addressing equity-related issues. Allocate sufficient resources, including funding, staff support, and time, to support EDIA initiatives within departments, and participate in the EDIA Department Leads Committee. Work with EDIA leads to identify specific needs and priorities and advocate for the necessary resources from senior leadership.

3. Allocation of Resources: The Faculty of Medicine will allocate sufficient resources, including funding, staff time, and administrative support, to support the implementation of the anti-oppression policy.

4. Education and Capacity Building: The Faculty of Medicine provides education and capacity-building opportunities for faculty members, staff, and learners to enhance their understanding of anti-oppression principles and develop the skills necessary to implement them effectively. Offer specialized training for key stakeholders, such as department chairs and administrators.

5. Promotion and Recognition: The Faculty of Medicine will recognize and celebrate achievements and milestones in advancing anti-oppression goals within the Faculty of Medicine. Highlight success

stories, share best practices, and showcase the positive impact of anti-oppression efforts on the academic community and beyond.

F. Evaluation and Reporting

This policy will be disseminated to all faculty members, staff, and learners within the Faculty of Medicine and will be reviewed annually to ensure its effectiveness and relevance.

While the responsibility for upholding the Anti-Oppression Policy rests with each individual and all units within the Faculty of Medicine, the Serving and Engaging Society (SES) leadership will play a crucial role in overseeing the review, evaluation, and monitoring of the policy.

Regular training will be conducted to reinforce the principles outlined in this policy and to promote a culture of inclusivity, equity, and respect within our academic community.

Review Note: This policy is to be reviewed every three years to ensure its continued relevance and effectiveness. The next scheduled review date is 01 September 2027.

APPENDIX A – Relevant Policies and Procedures

This policy is intended to complement Canadian law, policies, guidelines, and codes of conduct established for the profession of medicine, and other policies, regulations and ethical standards that govern students, residents, faculty, and staff of Dalhousie University's Faculty of Medicine.

Please note that this document includes a small sample of policies and procedures to illustrate the overlapping work and complementary areas.

Faculty of Medicine

- Dalhousie Medical School Professionalism Policy
- UGME – Process for Addressing Breaches of Professionalism by Undergraduate Medical Students
- UGME – Breaches of Professionalism Form
- UGME – Personal Harassment Policy for Medical Students and Residents
- PGME – Personal Harassment Policy for Postgraduate Medical Education
- PSAC Collective Agreement for Postdoctoral fellows
- Dalhousie Graduate student Calendar: Dalhousie Academic Calendars - View Calendar
- Faculty of Medicine Promotion and Tenure Guidelines
- Dalhousie University Regulations Concerning Tenure and Promotion
- DFA Collective Agreement

Dalhousie University

- Dalhousie Employment Equity Plan
- Dalhousie Employment Equity Policy
- Dalhousie Accessibility Plan
- Understanding Our Roots: Nestimuk tan wtapeksikw Task Force on Settler Misappropriation of Indigenous Identity
- African Nova Scotian Strategy
- Truth and Reconciliation Commission Reports
- Sexualized Violence Policy
- Statement on Prohibited Discrimination
- Personal Harassment Policy
- Gender Affirmation Policy

Health Authorities

- NSHA Respectful Workplace Policy
- For IWK and Horizon policies, please contact Office of Community Partnerships and Global Health

Regulatory Bodies

- CACMS Standards and Elements
- CMA Code of Ethics and Professionalism
- CanMEDS Framework (Role: Professional)
- CPSNS – Undergraduate Medical Education – Professional Responsibilities
- CPSNS – Postgraduate Medical Education – Professional Responsibilities
- CPSNB – Professional Misconduct (Regulation #9)

Legislation

- NS Human Rights Act
- NB Human Rights Act
- NS Medical Act
- NB Medical Act