



June 24, 2020

Statement from the School of Nursing, UBC Okanagan on anti-racism commitments

As a school educating health care professionals, we are adamant in our condemnation of violence, anti-Black and anti-Asian racism and the continued racism and oppression that is directed at Indigenous communities.

We must address these issues directly and resolutely. As faculty and staff, we are committed to building a more inclusive campus community, and we will work closely with UBC Equity and Inclusion, UBCO Academic Leadership, our students, the health care community and other colleagues to develop comprehensive responses to pervasive racism and inequity.

As Registered Nurses, we are guided by a [Code of Ethics](#) that requires us to honour dignity, promote justice, and provide unbiased, high-quality care. We recognize that we can and must do more on these issues.

With that understanding, we commit to:

- **Working with UBC President, Santa Ono to implement the commitments made in his [statement of June 1, 2020](#).**
- **Holding ourselves and our colleagues accountable** as we challenge and unlearn behaviours and practices rooted in White privilege, including:
 - Hosting internal conversations to reflect on our own perspectives, biases, and privileges
 - Incorporating learning about our own perspectives, biases, and privileges into our training and development programs
- **Educating on the subject of racism and inequity:**
 - Distributing and promoting anti-racism resources
 - Developing a framework for community members to grow their skills to combat racism
 - Reviewing curricula through an anti-racism and equity lens, with an intention of designing curricula that invites and enables students in our program to engage in this work

Beyond these commitments, we will be vocal in our advocacy and support for trained social workers and mental health nurses to be essential in wellness checks in the community. We will advocate for the centering of Black, Asian and Indigenous voices and anti-racism and decolonizing approaches across the university's curriculum and programs, including those in our Nursing programs.

If you need wellbeing support, please reach out in confidence to any member of the School of Nursing leadership team. You also have free, confidential access to [UBCO Health and Wellness](#) (providing counselling support for students) or the [Employee and Family Assistance Program](#) (for faculty and staff). If



you feel you have faced discrimination while working or studying at UBC, please contact the [UBC human rights team](#).

As UBC President Santa Ono has pointed out, it is incumbent upon each of us to think about the role we can play in fighting racism. The [post on solidarity and anti-racist action](#) from our colleagues in the Equity and Inclusion Office offers helpful guidance.

We will stand together in education and our professional practice to eliminate racism and inequity.

Sincerely,

A handwritten signature in cursive script that reads "Marie Tarrant".

Marie Tarrant
Director, School of Nursing
UBC Okanagan