



School of Rehabilitation Science
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School of
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REACHING FURTHER

Justice, Equity, Diversity and Inclusion Resource List(optional, self-directed learning) for Clinical Instructors Supporting the McMaster MSc(PT) Program

Reviewed and Updated: June 2022

Disclaimer:

The resource list below has been collated as an initiative within the Anti- Racism, Anti Bias, Anti-Oppression Physiotherapy Committee as a part of an ongoing commitment to provide barrier-free access to information that is particularly relevant to Physiotherapists as it relates to justice, equity, diversity and inclusion. It is completely recognized that this is by no means a comprehensive or exhaustive list, nor will it ever be, and it is intended to be evolving as new resources become available. The resources on this list have not been formally vetted and are meant to provide students and faculty options based on their personal reflection. If you would like to add a resource to the list, please connect with the Physiotherapy ARABAO Committee or the Director of Clinical Education.

Open Access Library

Orthopaedic Division, Canadian Physiotherapy Association

IDEA Resources – Tools to address Inequity, Discrimination, Equity and Anti-racism in Physiotherapy

Discrimination is a powerful determinant of health. In recent months, we have heard loud and clear that we need to change our behaviours within our own clinical practices and beyond in our efforts to support meaningful, lasting change in physiotherapy, healthcare and the world. As part of our commitment to understanding and combatting racism and discrimination and their role as a health crisis, the NOD has created this Resource Library in an effort to create a hub for clinicians to grow their understanding of how racism and discrimination affect health, our practice and our profession. We invite you to explore, share and consider contributing additional resources! Join us, as we seek to be catalysts for change in the healthcare world, ultimately improving the health and lives of Black, Indigenous and People of Colour.

- <https://www.orthodiv.org/resources/idea-resources/>

Global Health Division, Indigenous Health Subcommittee, Canadian Physiotherapy Association

- <https://physiotherapy.ca/global-health-division/practice-resources/indigenous-health-resources>

Professional Association/ Organization Resources

BBIPOC Student Collective (Black, Brown, Indigenous and Other racialized identities)- In partnership with National Student Assembly, Canadian Physiotherapy Association

- Initiative with the National Student Assembly of the CPA. More information about this group can be found on Facebook (Oct 14 2020 post)

<https://www.facebook.com/CPANationalStudentAssembly/>. The main contact is Mari Udarbe Han (udarbem@gmail.com)

Black Physiotherapy Association (BPTA)

- The role of the BPTA will include providing networking and mentorship opportunities, increasing the voice of Black PTs within the profession and the healthcare system and inspiring Black youth to enter the field. For more information, please reach out to Meredith Smith at meredith.smith@utoronto.ca or review post at : <https://www.orthodiv.org/resources/idea-resources/>

International Centre for Disability and Rehabilitation

- The International Centre for Disability and Rehabilitation (ICDR) is a centre in the Rehabilitation Science Sector at the University of Toronto, and is committed to advancing research and education in the rehabilitation sciences to improve the lives of people with disabilities worldwide. <http://icdr.utoronto.ca/about>
- The ICR groups may also be of interest to students: <http://icdr.utoronto.ca/our-community>

American Physiotherapy Association

- <https://www.apta.org/apta-and-you/diversity-equity-and-inclusion>

UK Chartered Society of Physiotherapists

- https://www.csp.org.uk/system/files/publication_files/E%26D-toolkit-2020-mobile.pdf

World Physiotherapy

- <https://world.physio/sites/default/files/2020-04/PS-2019-Diversity-and-inclusion.pdf>

World Health Organization

- World Health Organization [governance/constitution, health topics. Available from <https://www.who.int>

Ontario Human Rights Commission

- <https://www.ohrc.on.ca/en/race-policy-dialogue-papers/racial-inequality-access-health-care-services>

Articles and Research

- <https://methods.cochrane.org/equity/projects/evidence-equity/progress-plus>

Perspectives of Racialized Physiotherapists in Canada on Their Experiences with Racism in the Physiotherapy Profession

- https://www.researchgate.net/publication/333326078_Perspectives_of_Racialized_Physiotherapists_in_Canada_on_Their_Experiences_with_Racism_in_the_Physiotherapy_Profession

The coin model of privilege and critical allyship: implications for health

- <https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-019-7884-9>

Social determinants of health are associated with physical therapy use: a systematic review

- <https://pubmed.ncbi.nlm.nih.gov/34083223/>

An exploration of the experiences of physical therapists who identify as LGBTQIA+: navigating sexual orientation and gender identity in clinical, academic, and professional roles.

- https://academic.oup.com/ptj/article-abstract/102/3/pzab280/6478874?redirectedFrom=fulltext&casa_token=tqTGsn1rP68AAA:XyVMTf4taCixfas_tUKHLAO8_RTmofCiV768sr-mjZQpiQNalnyEiE0ikORZLBPc04FQC_Bb5nDuA

Beyond a Statement of Support: Changing the Culture of Equity, Diversity, and Inclusion in Physical Therapy.

- https://academic.oup.com/ptj/article-abstract/101/12/pzab212/6362882?redirectedFrom=fulltext&casa_token=WUpFYOa5E4AAAAA:7neTMhrRhRLTolcXS83OLckUIMWWa4fajq4DGlegv8o2Rb9WdcLxCVrnaEzx4Udrl2icK7uMd4X67g

Gender Identity and Pronoun Use

- https://www.childrenshospital.org/sites/default/files/media_migration/d9874254-a495-45a4-afbb-9ee7096bd4d8.pdf

Strengthening the Therapeutic Relationship: Identifying and Addressing Implicit Bias

- https://www.collegept.org/blog/college-blog/2022/04/11/strengthening-the-therapeutic-relationship-identifying-and-addressing-implicit-bias?utm_source=newsletter&utm_medium=email&utm_campaign=academic_may22

Courses/Presentations and Videos

Indigenous Cultural Safety, Collaborative learning Series

- <https://www.icscollaborative.com/webinars>

Gender Awareness for Physiotherapists- Sponsored by the Orthopaedic Division

- <https://www.embodiaapp.com/webinars/559-gender-awareness-for-physiotherapists-sponsored-by-the-orthopaedic-division-orthopaedic-division-canadian-physiotherapy-association>

The Internet is Free: Progressing Past Awareness and Towards Racial Justice in Physiotherapy - Sponsored by the Orthopaedic Division

- <https://physiotherapy.ca/internet-free-progressing-past-awareness-and-towards-racial-justice-physiotherapy-sponsored>

Justice in Health

- Massachusetts Public Health Association (MPHA), MPHA's 2020 Virtual Breakfast Honouring Dr. Camara Jones [recorded Friday, September 18th, 2020] Available at <https://mapublichealth.org/mphas2020-virtual-breakfast/>

Indigenous Canada –University of Alberta

- <https://www.coursera.org/learn/indigenous-canada>

The urgency of Intersectionality

- <https://www.youtube.com/watch?app=desktop&v=akOe5-UsQ2o>

5 Tips for being an Ally

- https://www.youtube.com/watch?v=_dg86g-QIM0

Resources in French

- <https://www.figsante.gc.ca/2020/10/01/pour-des-soins-dignes-et-respectueux-exempts-de-racisme/>

Taking Action Against Microaggressions (ASHA 2021)

- o [Recognizing Microaggressions: Am I Doing That?](#)
- o [Experiencing Microaggressions: How Can I Respond?](#)
- o [Witnessing Microaggressions: What Can I Do?](#)
- o [Combatting Microaggressions: How Can I Help?](#)

Bystander Intervention Scenarios

<http://www.alanberkowitz.com/bystander-scenarios.php>

Curriculum/ Education Toolkits/ Resources

McMaster University: <https://mi.mcmaster.ca/inclusive-teaching/#tab-content-5-principles-of-inclusive-teaching>

McMaster University: [Equity Diversity and Inclusion - Unconscious Bias Risk Factors and Mitigating Strategies](#) – from Dr. Arig al Shaibah's June 2017 presentation to McMaster School of Rehabilitation Science

Queen's University: <https://healthsci.queensu.ca/academics/edi>

Queen's University: <https://healthsci.queensu.ca/academics/edi/style-guide>

University of California San Francisco: <https://medschool.ucsf.edu/differences-matter/action-groups/focus-area-3>

Columbia University in the City of New York: <https://ctl.columbia.edu/resources-and-technology/resources/inclusive-teaching-guide/principle-1/>

Columbia University in the City of New York: <https://ctl.columbia.edu/resources-and-technology/resources/inclusive-teaching-guide/principle-5/>