

Indigenous Institute of Health and Healing  
**ONGOMIIZWIN** — Clearing the Path for Generations to Come


# Ten Ways Organizations Get in Their Own Way on “Indigenous Achievement”/ “Reconciliation”/ “Diversity”/ “Inclusion”/ “Anti-Racism”

Marcia Anderson, MD MPH FRCPC  
February 12, 2019




UNIVERSITY  
OF MANITOBA


Rady Faculty of  
Health Sciences




1. They don't know which  
one they are doing.




2. They focus on the the disadvantaged as the focus of intervention instead of the structures that disadvantage.




3. They don't embed their goals across policies, business practices, or operations and thus reinforce the status quo.




4. They act as though they believe policies, knowledge, and processes are objective and colorblind and that their organization is a meritocracy.



5. They don't name or  
attend to whiteness  
(except to uphold it).




6. They have a threshold for how much disruption to whiteness they will tolerate and don't tell us what it is or pretend there isn't one.




7. They label us  
destructively disruptive  
when we cross the  
threshold regardless of  
whether commitments  
have been achieved.






8. They (knowingly or not) want a physical mosaic but a mental and behavioural melting pot/ hegemony.



9. They believe a single story  
and thus fail to imagine that  
things can actually be  
different and be better.



10. They don't understand that for us time is of the essence and enforce the privileged timeline of slow-moving, institutional incremental change.



# Moving forward

- Get uncomfortable and don't let yourself off the hook
- Have the tough conversations and make the tough decisions
- Judge yourself only by your impacts and the outcomes you are achieving