

Anti-Racism Statement of Commitment

Nepean Blue Mountains Local Health District recognises the inherent value of all people and their right to a safe and equitable workplace where their rights and identity are protected with dignity and respect.

There are similarities and differences in how racism and racial discrimination impacts different communities. We acknowledge the unique experience of First Nations Peoples, the historical and ongoing trauma of colonisation and the need for truth telling.

Racial discrimination in all its forms is unlawful and will not be tolerated under any circumstances at Nepean Blue Mountains Local Health District. The Racial Discrimination Act 1975(Federal) and the Anti-Discrimination Act 1977(NSW) make it unlawful to discriminate against a person because of their colour, nationality, descent and ethnic, ethno-religious or national origin.

Racism is an attitude or behaviour that results in unfair or unfavourable treatment based on the erroneous assumption that one race or ethnicity is superior to another.

Racism can occur at an individual and a systemic level. It can manifest in the actions and attitudes of individuals or be embedded in the systems, policies or practices of an organisation.

The Chief Executive, Board and Executive Leadership Team of Nepean Blue Mountains Local Health District are deeply committed to stopping and preventing systemic and interpersonal racism in our workplace and will work towards becoming a culturally safe and antiracist organisation.

We commit to identify, challenge and eliminate discriminatory practices and seek to confront all forms of racism.

We encourage all staff to speak up against racism, reflect on their own implicit and unconscious bias and share in the responsibility of ensuring we have a workplace where all staff feel safe and respected.