

We, the Royal Australian and New Zealand College of Psychiatrists (RANZCP), take great pride in the cultural diversity of our membership and cherish the vibrant communities of Australia and Aotearoa/New Zealand. As the principal organisation representing the medical specialty of psychiatry in Australia and Aotearoa/New Zealand, we have a responsibility to ensure that everyone, regardless of their background, can access mental health care in a safe, equitable way.

We acknowledge the detrimental effects that racism has on patients, including their family and whānau, staff and students within our healthcare systems. Racism leads to poor mental health outcomes and can act as a barrier to people from culturally and linguistically diverse backgrounds seeking the support that they need.

Racism and discrimination experienced by Aboriginal and Torres Strait Islander, Māori and Pacific peoples is of particular concern for our College. We must grapple with the harmful legacy of colonisation; the fragmentation of Aboriginal and Torres Strait Islander, Pacific and Māori culture and kinship, dispossession, displacement, disease, genocide, assimilation, discrimination and racism. Such intergenerational trauma is rooted in continuing socioeconomic inequity.

Our College is enhanced by our diverse membership, and we value the creativity, innovation and perspective that members from diverse cultural backgrounds bring to the profession, including international and local medical graduates. We are committed to engaging with them to better understand their experiences of racism within psychiatry and act accordingly.

Our College recognises the work needed to address racism within psychiatry and communities, and commits to:

- Understanding racism, including its structural, unconscious, institutional and systemic forms, and its links with colonisation.
- Engaging with our Aboriginal and Torres Strait Islander and Māori members and community members to advance our understanding about racism, first people and the impact of colonisation.
- Engaging with expert members from diverse cultural backgrounds to understand broad experiences of racism in psychiatry.
- Developing a structured framework to address and eliminate racism through the progression of specific and measurable actions.
- Ensuring transparency of process and accountability for these actions, inclusive of our College's [Reconciliation Action Plan](#).
- Developing and actioning the recommendations of new Position Statements for our members: 'Racism and the mental health and wellbeing of the psychiatric workforce' and 'Racism and the mental health and wellbeing of communities'.
- Engagement with the Council of Medical Colleges New Zealand to incorporate best practice for cultural safety in medical training, in keeping with the Cultural Safety Training Plan.
- Sustaining our focus and evaluating the progress towards our goal to eliminate racism.



The RANZCP's condemnation of all forms of racism is outlined across various items within our Code of Ethics. This statement builds on the existing work our College has done in this space:

- Position Statement 42: [Acknowledging the Stolen Generations](#) and [Apology for the role played by psychiatrists in the Stolen Generations](#)
- Position Statement 50: [Aboriginal and Torres Strait Islander mental health workers](#)
- Position Statement 68: [Recognition of Aboriginal and Torres Strait Islander peoples in the Australian Constitution](#)
- Position Statement 96: [The relevance of religion and spirituality to psychiatric practice](#)
- Position Statement 104: [Whānau Ora](#)
- Position Statement 105: [Cultural Safety](#)
- Position Statement 107: [Recognising the significance of Te Tiriti o Waitangi](#)

Dr Elizabeth Moore
President

About the Royal Australian and New Zealand College of Psychiatrists (RANZCP)

The RANZCP is a membership organisation that prepares doctors to be medical specialists in the field of psychiatry, supports and enhances clinical practice, advocates for people affected by mental illness and advises government on mental health care. The RANZCP is the peak body representing psychiatrists in Australia and New Zealand and as a binational college has strong ties with associations in the Asia-Pacific region. The College has over 7900 members, including more than 5600 qualified psychiatrists and almost 2200 members who are training to qualify as psychiatrists.