

Anti-Racism and Discrimination Prevention in Health Practitioner Education and Assessment

HPAC Forum accreditation authorities are united in a clear position. **Racism and discrimination have no place in healthcare, education, or professional practice.** We recognise the [Ministerial Policy Direction](#) to improve the health practitioner response to racism and discrimination. As stewards of accreditation and assessment for Australia's regulated health professions, HPAC Forum members play a critical upstream role in shaping the capability, behaviour, and values of the future health workforce. This responsibility extends beyond clinical competence. It includes embedding cultural safety, ethical practice, and inclusive care as core professional expectations.

HPAC Forum accreditation authorities have undertaken significant work to embed Aboriginal and Torres Strait Islander cultural safety within accreditation standards, graduate capabilities and assessment processes, consistent with the [National Scheme's Aboriginal and Torres Strait Islander Cultural Safety Strategy](#). This includes requirements relating to culturally safe care, inclusive learning environments, engagement with First Nations expertise, and strengthening assessor capability. These approaches have informed curriculum design, learning outcomes, assessment and accreditation processes across professions. They have supported shared learning and collaboration between accreditation authorities.

HPAC Forum accreditation authorities recognise that anti-racism and discrimination prevention extends beyond Aboriginal and Torres Strait Islander cultural safety. HPAC Forum members are working individually and collectively to strengthen a sector-wide approach to anti-racism and discrimination prevention. This includes addressing bias, supporting respectful learning environments, and strengthening expectations relating to ethical practice and inclusive communication for diverse and multicultural communities.

Across all professions, accreditation authorities are already incorporating elements relevant to anti-racism and discrimination prevention within accreditation standards, graduate capabilities and assessment approaches. These include expectations relating to:

- culturally responsive and inclusive practice,
- recognition of social and cultural determinants of health,
- reflective practice,
- professional behaviour, and
- learning environments free from discrimination.

Accreditation processes also commonly include guidance to education providers, evaluation of curriculum and assessment, and development of assessor capability to support consistent interpretation of standards.

Building on this foundation, HPAC Forum accreditation authorities collectively commit to strengthening approaches that support anti-racism and discrimination prevention across all regulated health professions.



HPAC Forum members commit to:

- strengthening alignment across accreditation approaches by considering how anti-racism and discrimination prevention are reflected within accreditation standards, guidance and evidence expectations, while recognising profession-specific contexts
- promoting the development of graduate capabilities that support inclusive communication, critical reflection, recognition of bias, and the delivery of respectful and equitable care for diverse communities
- enhancing assessor capability to identify, evaluate and support education and training that addresses racism and discrimination, including through shared learning and professional development opportunities across accreditation authorities
- continuing collaborative development and sharing of resources, guidance and leading practices to support education providers in embedding anti-racism and discrimination prevention in curricula, teaching, assessment and work-integrated learning

Collaborative development of guidance, shared learning, and partnership with Ahpra, National Boards, and stakeholders will support sustainable system-wide change. This will continue to strengthen accreditation and assessment approaches that build health workforce capability in anti-racism and discrimination prevention.

These actions reinforce a simple goal. A health workforce equipped to practise free from racism and discrimination, and to deliver safe, respectful, and equitable care for all communities.



The [Health Professions Accreditation Collaborative \(HPAC\) Forum](#) brings together leaders and expertise from across Australia's health accreditation community to strengthen collaboration, share insights, and support high-quality, innovative accreditation practices. Our [Members](#) include representatives from all accreditation authorities within the National Regulation and Accreditation Scheme (NRAS)