**Forum on Behavioral Science in Family Medicine 2020: Keynote Presentation**

**Racism and Persistent Disparities:  Difficult Conversations on the Road to Equity**

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This presentation was intended to describe how to approach the topic of racism in medical education settings. Drs. Fraser and Hood Watson each shared their perspectives on the problem of racism in medicine, medical education and society in general. They both outlined how they addressed racism and health equity in their institutions, especially in light of recent events surrounding George Floyd’s murder and the ensuing protests. Below is a brief summary with some practical tips they presented. For more information on this presentation and more extensive resource lists, please contact Dr. Fraser at [kathryn.fraser@hailfax.org](mailto:kathryn.fraser@hailfax.org) or Dr. Hood Watson at [watsonkh@musc.edu](mailto:watsonkh@musc.edu).

**Tips for Incorporating Conversations about Racism into Residency Education**

As a behavioral faculty member, you may have been faced with having to decide where you stand on feelings about race and racism in society and in your educational setting. Although there is no one straightforward answer on how to do this, there are some things you can do to facilitate effective conversations. Below are a few tips that can help get you started. Bear in mind that this is an ongoing process that takes time and careful consideration.

1. Set up meetings to check in with residents/faculty/staff after any racial incidents.
2. Prepare for those meetings by setting goals and objectives for what you want to accomplish.
3. Review literature on how to have effective discussions about race.
4. Familiarize yourself with the history of various racial groups regarding health care in the U.S. Learn about how disenfranchisement and cruelty in health care practices may have shaped individuals’ feeling about racism.
5. Become familiar with various terms and issues that may come up during the discussion.
6. Do your own research on implicit bias. Complete some parts of the Implicit Association Test yourself.
7. Find a partner to lead the discussions with you if possible. Have conversations with that person regarding their conceptions of race and racism prior to a large group discussion.
8. Be prepared for a variety of responses: some will be grateful for the discussion, others confused about the need to have discussions, others resistant to having those discussions, etc.
9. Tailor the discussion to the needs of the various groups (ex. faculty may desire or need a deeper level of discussion; residents may need to process various experiences from working in the hospital; clinical/clerical staff may be less inclined to see racism in medicine as a significant social justice issue).
10. Check in with your BIPOC (Black Indigenous People of Color) learners separately if you are able. They may be trying to process emotions that they don’t feel comfortable talking about in the larger group.
11. Be honest about not having all the answers. There is no quick fix to the generations of racial strife in our country.
12. Try to make this an ongoing conversation that is viewed as part of the fabric of your residency or educational institution. The more routine and regular these discussions become, is the more effective they will be when addressing these difficult issues.
13. Strive to be a program that creates a safe space for people to talk about these kinds of issues in a supportive manner, without judgment and criticism. This won’t happen overnight, but the more you discuss it, the more likely it is that you will achieve that goal.
14. Utilize resources to implement an anti-racism curriculum in your residency. Include training for faculty, residents and staff. Incorporate half day workshops for activities that need time for processing, as well as doing hourly talks periodically.
15. Recognize that diverse providers improve healthcare outcomes for diverse patient populations and consider how you can diversify your residency program (highlighting support programs; having applicants meet with URM residents/faculty; market positions through means that will be likely to reach diverse groups of applicants).

**Resources**

1. **Association of American Medical Colleges (AAMC) Statement on Police Brutality and Racism in America and Their Impact on Health, June 1,** now endorsed by APA, AADPRT,  Association for Academic Psychiatry, Association of Directors of Medical Student Education in Psychiatry, American Association of Chairs of Departments of Psychiatry, American College of Psychiatrists

[https://www.aamc.org/news-insights/press-releases/aamc-statement-police-brutality-and-racism-america-and-their-impact-health](https://urldefense.com/v3/__https:/www.aamc.org/news-insights/press-releases/aamc-statement-police-brutality-and-racism-america-and-their-impact-health__;!!LXKydnYPWvo3!UoIvMasvAuMp8YVk3iEQUzrZp4skIk4POhJ6qrG8zH03zAeriqekvBXBqNI7-qMceczlCw$)

1. **AAMC Press Conference: Racism and Health: How and Where to Make Changes, June 12**

[https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/press-conference-racism-health](https://urldefense.com/v3/__https:/www.aamc.org/what-we-do/mission-areas/diversity-inclusion/press-conference-racism-health__;!!LXKydnYPWvo3!UoIvMasvAuMp8YVk3iEQUzrZp4skIk4POhJ6qrG8zH03zAeriqekvBXBqNI7-qNiHvXK6A$)

**Transcript**:

[https://www.aamc.org/system/files/2020-06/ocomm\_press-conference-racism-and-health-transcript-06122020.pdf](https://urldefense.com/v3/__https:/www.aamc.org/system/files/2020-06/ocomm_press-conference-racism-and-health-transcript-06122020.pdf__;!!LXKydnYPWvo3!UoIvMasvAuMp8YVk3iEQUzrZp4skIk4POhJ6qrG8zH03zAeriqekvBXBqNI7-qP7FUTfFA$)

1. **AAMC MedEd PORTAL**

**Anti-Racism in Medicine Collection**

[https://www.mededportal.org/anti-racism](https://urldefense.com/v3/__https:/www.mededportal.org/anti-racism__;!!LXKydnYPWvo3!UoIvMasvAuMp8YVk3iEQUzrZp4skIk4POhJ6qrG8zH03zAeriqekvBXBqNI7-qN5vXiSJA$)

**Diversity, Inclusion, and Health Equity Collection**

[https://www.mededportal.org/diversity-inclusion-and-health-equity](https://urldefense.com/v3/__https:/www.mededportal.org/diversity-inclusion-and-health-equity__;!!LXKydnYPWvo3!UoIvMasvAuMp8YVk3iEQUzrZp4skIk4POhJ6qrG8zH03zAeriqekvBXBqNI7-qO1GIHaCw$)

1. **Book lists by Francis Lu, MD -** **35 books on cultural psychiatry** **and related topics relevant to teaching medical students, psychiatry residents and fellows.**

[https://a.co/dj5VhZn](https://urldefense.com/v3/__https:/a.co/dj5VhZn__;!!LXKydnYPWvo3!UoIvMasvAuMp8YVk3iEQUzrZp4skIk4POhJ6qrG8zH03zAeriqekvBXBqNI7-qM476YKbQ$)

1. **Books on racism, anti-racism, and more**.

[https://a.co/7uIwHU3](https://urldefense.com/v3/__https:/a.co/7uIwHU3__;!!LXKydnYPWvo3!UoIvMasvAuMp8YVk3iEQUzrZp4skIk4POhJ6qrG8zH03zAeriqekvBXBqNI7-qNoA9TneA$)

1. **AAMC Statement on Executive order on Combating Race and Sex Stereotyping**

[www.aamc.org/news-insights/press-releases/...](https://urldefense.com/v3/__https:/www.aamc.org/news-insights/press-releases/aamc-statement-executive-order-combating-race-and-sex-stereotyping__;!!LXKydnYPWvo3!XyooPri9-BpXj8SJ4H7PvV6vgr4zTPQjAtGBkMfDj2fXUjN9fChQDoo8cdiaNzA-Ho3k1w$)

1. **Racism in care leads to health disparities, doctors and other experts say as they push for change**

Read in The Washington Post: <https://apple.news/AjcGdtFxjSCaf0eABDLYVkQ>

1. **Toolkit for Teaching About Racism in the Context of Persistent Health and Healthcare Disparities**

<https://resourcelibrary.stfm.org/resourcelibrary/viewdocument/toolkit-for-teaching-about-racism-i?CommunityKey=2751b51d-483f-45e2-81de-4faced0a290a&tab=librarydocuments>

1. **Systemic Racism and Health Disparities: A Statement from Editors of Family Medicine Journals**

<https://www.aafp.org/journals/afp/content/Racism_statement.html>

**Recommended Books**

These books shine a particular light on how racism has influenced American medicine and the way that minorities, particularly African Americans, have been mistreated by the health care system.

**DeShazo, R. D. (2018). *The racial divide in American medicine: Black physicians and the struggle for justice in health care*. Jackson: University Press of Mississippi.**

**Roberts, D. (2012). *Fatal Invention: How Science, Politics, and Big Business Re-create Race in the Twenty-first Century*. New York: The New Press.**

**Skloot, R. (2011). *The immortal life of Henrietta Lacks*. Toronto, Ontario: SparkNotes.**

**Washington, H. A. (2008). *Medical Apartheid The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present*. New York: Harlem Moon.**