Diversity, Equity, Inclusion, and Anti-Racism (DEIA) Resources
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I welcome suggestions. Please share with others. I have no financial disclosures.
This document is located at
https://www.admsep.org/subpages/resources/deiaresources.pdf
The top 30 items are highlighted and "***."

I. Professional Organization Websites
II. Websites of Foundations, Universities and Higher Education, State Governments,
and Other Organizations
III. Federal Government Websites
IV. Online Training Resources including Curricula
V. Journals and Online Peer-Reviewed Resources on DEIA
VI. Examples of Websites of University Departments of Psychiatry on DEIA

I. Professional Organization Websites

1. Association of American Medical Colleges (AAMC)
a. ***Equity, Diversity, & Inclusion https://www.aamc.org/what-we-do/equity-diversity-inclusion and this outstanding 2022 summary of activities:
https://www.aamc.org/media/62421/download?attachment

> 1. David Acosta, MD, Chief Diversity and Inclusion Officer:
> https://www.aamc.org/who-we-are/our-leadership/biography/david-acosta-md
>
> 2. ***Advancing Diversity, Equity, and Inclusion in Medical Education
> https://www.aamc.org/what-we-do/equity-diversity-inclusion/advancing-diversity-equity-and-inclusion-medical-education
>
> 3. "Achieving excellence through equity, diversity, and inclusion"
> https://www.aamc.org/news-insights/achieving-excellence-through-equity-diversity-and-inclusion
>
> 4. Diversity and Inclusion Toolkit Resources

https://www.aamc.org/professional-development/affinity-groups/cfas/diversity-inclusion-toolkit/resources

5. Diversity 3.0 Learning Series
https://www.aamc.org/what-we-do/diversity-inclusion/learning

6. Council of Faculty and Academic Societies (CFAS) Diversity & Inclusion Toolkit
https://www.aamc.org/professional-development/affinity-groups/cfas/diversity-inclusion-toolkit

7. Diversity in Medicine: Facts and Figures 2019
https://www.aamc.org/data-reports/workforce/report/diversity-medicine-facts-and-figures-2019

8. ***American Medical Association (AMA)-AAMC "Advancing Health Equity: A Guide to Language, Narrative and Concepts" (10/21) "Reference this guide for definitions and background information on DEI topics covered in the DICE Inventory."
https://www.ama-assn.org/system/files/ama-aamc-equity-guide.pdf

9. Equity, Diversity, & Inclusion Initiatives
https://www.aamc.org/what-we-do/equity-diversity-inclusion/initiatives

b. Group on Diversity and Inclusion (GDI)
https://www.aamc.org/professional-development/affinity-groups/gdi

Guides, Toolkits and Webinars
- ***Diversity and Inclusion Strategic Planning Toolkit, a summary of Diversity and Inclusion in Academic Medicine: A Strategic Planning Guide
- The NIH Scientific Workforce Diversity Interactive Toolkit
- New Diversity and Inclusion Officer Toolkit (PDF)
- The Way Forward: A Logic Model for Diversity and Policy Programs
- Webinars

c. Group on Women in Medicine and Science (GWIMS)
https://www.aamc.org/professional-development/affinity-groups/gwims

1. GWIMS Toolkit
https://www.aamc.org/professional-development/affinity-groups/gwims/toolkit

2. The State of Women in Academic Medicine
https://www.aamc.org/data-reports/faculty-institutions/report/state-women-academic-medicine
3. Gender Equity in Academic Medicine

https://www.aamc.org/news-insights/gender-equity-academic-medicine

4. Sexual and Gender Harassment Resources
https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/harassment

5. Women of Color Initiative
https://www.aamc.org/data-reports/women-of-color

6. Women Faculty of Color Toolkits
https://www.aamc.org/professional-development/affinity-groups/gwims/women-of-color-initiative-toolkits

d. *** "Diversity" and "Inclusion" AAMC Definitions
https://www.aamc.org/professional-development/affinity-groups/gdi

e. *** "Underrepresented in Medicine" AAMC Definition
https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/underrepresented-in-medicine

f. Health Equity Research and Policy
https://www.aamc.org/what-we-do/mission-areas/medical-research/health-equity

Note: "Health Inequity" and "Health Care Inequity" AAMC Definitions

g. Diversity, Equity, and Inclusion measurement questionnaires/scales for institutions

1. Diversity Engagement Survey (DES) (2015, updated 6/23: now administered by University of Massachusetts Medical School at https://www.umassmed.edu/pqhs/diversity-and-inclusion/diversity-engagement-survey/ and https://www.diversityengagementsurvey.com)
https://www.aamc.org/about-us/equity-diversity-inclusion/engagement-survey

2. ***Diversity, Inclusion, Culture, and Equity (DICE) Inventory (4/2021) "is a specialty product designed for academic medicine professionals striving to understand and improve the diversity and inclusion within their institution. This product is delivered as a Microsoft Excel spreadsheet that asks for your input on a proprietary set of questions about your organization and generates a report that assesses your institution's culture for diversity, inclusion and equity."
https://store.aamc.org/diversity-inclusion-culture-and-equity-dice.html

"The Power of Collective Action: Assessing and Advancing Diversity, Equity, and Inclusion Efforts at AAMC Medical Schools" (11/2022). This report presents the aggregated findings from the 101 medical schools that completed the Diversity, Inclusion, Culture, and Equity (DICE) Inventory. The report provides a baseline illustration on the current state of activities, policies, or procedures pertaining to

DEI in medical schools and expands on reported practices to aid all medical schools in bolstering their DEI efforts moving forward. https://store.aamc.org/the-power-of-collective-action-assessing-and-advancing-diversity-equity-and-inclusion-efforts-at-aamc-medical-schools.html

3. Achieving Inclusion Excellence in Academic Medicine: Foundational Principles of Inclusion Excellence (FPIE) Toolkit (4/2021) https://store.aamc.org/foundational-principles-of-inclusion-excellence-fpie-toolkit.html

h. Unconscious Bias Resources for Health Professionals
https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/unconscious-bias-training

A related website is Project Implicit with the Implicit Association Test at https://implicit.harvard.edu/implicit/index.jsp

i. Understanding Allyship and Responding to Microaggressions through Bystander Intervention Workshops
https://www.aamc.org/professional-development/affinity-groups/gip/understanding-allyship-and-responding-microaggressions-through-bystander-intervention-workshops

j. Creating and Sustaining a Diverse and Culturally Responsive Workforce
https://www.aamc.org/news-insights/diversity-issues

k. Holistic Review
https://www.aamc.org/services/member-capacity-building/holistic-review

l. Racism and Health
https://www.aamc.org/news-insights/racism-and-health

1. AAMC Statement on Police Brutality and Racism in America and Their Impact on Health, (6/1/20) https://www.aamc.org/news-insights/press-releases/aamc-statement-police-brutality-and-racism-america-and-their-impact-health

2. AAMC Statement on Executive Order on Combating Race and Sex Stereotyping, 9/24/20 [President Biden signed a new Executive Order that cancelled this Executive Order on 1/20/21.] https://www.aamc.org/news-insights/press-releases/aamc-statement-executive-order-combating-race-and-sex-stereotyping

3. AAMC Framework for Addressing and Eliminating Racism at the AAMC, in Academic Medicine, and Beyond, (10/7/20) https://www.aamc.org/addressing-and-eliminating-racism-aamc-and-beyond

4. Racism and Health: A Reading List

https://www.aamc.org/news-insights/racism-and-health-reading-list

5. AAMC Statement on President Biden's Actions on Advancing Equity, Preventing Discrimination, and Supporting Underserved Communities, (1/21/21) https://www.aamc.org/news-insights/press-releases/aamc-statement-president-biden-s-actions-advancing-equity-preventing-discrimination-and-supporting

6. AAMC Statement on Dismantling Racism in Academic Medicine, (2/23/21) https://www.aamc.org/news-insights/press-releases/aamc-statement-dismantling-racism-academic-medicine

7. Creating Action to Eliminate Racism in Medical Education (1/21) https://www.aamc.org/media/50581/download

8. Anti-racism Resources
https://www.aamc.org/about-us/equity-diversity-inclusion/anti-racism-resources

m. AAMC Center for Health Justice
   https://www.aamchealthjustice.org

1. The Principles of Trustworthiness
https://www.aamc.org/trustworthiness
- The Principles of Trustworthiness Community Video
- The Principles of Trustworthiness
- The Principles of Trustworthiness Toolkit
- The Principles of Trustworthiness Workshops: https://vimeo.com/572761768

2. Advancing Health Equity: A Guide to Language, Narrative and Concepts
https://www.aamchealthjustice.org/narrative-guide

3. Community Engagement Framework

4. Community Engagement Toolkits

5. Health Equity System

n. Exploring Faculty Salary Equity at U.S. Medical Schools by Gender and Race/Ethnicity   https://store.aamc.org/exploring-faculty-salary-equity-at-u-s-medical-schools-by-gender-and-race-ethnicity.html

o. Healthcare Executive Diversity and Inclusion Certificate Program
https://www.aamc.org/professional-development/leadership-development/hedic

p. ***Diversity in Medical School Admissions (7/12/23)

Look for the webinar: "Planning for the SFFA v. Harvard and UNC SCOTUS Decisions" (3/2023) https://vimeo.com/806008317

AAMC Deeply Disappointed by SCOTUS Decision on Race-Conscious Admissions
https://www.aamc.org/news/press-releases/aamc-deeply-disappointed-scotus-decision-race-conscious-admissions

"We're Committed to Diversity: A Message from AAMC President and CEO David J. Skorton, MD" video
https://vimeo.com/841278863

"An ill-advised Supreme Court decision could impact health care in underserved communities" https://www.cnn.com/2023/07/24/opinions/affirmative-action-scotus-medical-school-admissions-skorton-trinity

AAMC FAQ (7/13/23): https://www.aamc.org/media/68771/download?attachment

q. Action Collaborative for Black Men in Medicine
https://www.aamc.org/about-us/equity-diversity-inclusion/action-collaborative-black-men-
medicine?utm_source=sfmc&utm_medium=email&utm_campaign=aamcnews&utm_content=newsletter

2. **American Association of Directors of Psychiatry Residency Training (AADPRT)**
Anti-racism and Diversity Resources
https://www.aadprt.org/program-administrators/anti-racism-and-diversity-resources
(If the hyperlink does not work, then copy and paste the link.)

3. **Association of Directors of Medical Student Education in Psychiatry (ADMSEP)**
Diversity, Equity, Inclusion, and Anti-Racism Resources [this document]
https://www.admsep.org/htmly/2020/10/diversity-equity-and-inclusion-resources

4. **Accreditation Council for Graduate Medical Education (ACGME)**
Diversity, Equity, and Inclusion
https://www.acgme.org/initiatives/diversity-equity-and-inclusion/

Newsroom and Blog Updates on Diversity, Equity, and Inclusion
https://www.acgme.org/initiatives/diversity-equity-and-inclusion/newsroom-and-blog-updates-on-diversity-equity-and-inclusion/

    a. ACGME Common Program Requirements (CPR) (all Residency Training Programs of all specialties)
https://acgme.org/Portals/0/PFAssets/ProgramRequirements/CPRResidency2020.pdf

    b. ACGME Common Program Requirements (CPR) (all Fellowship Training Programs of all specialties)
https://acgme.org/Portals/0/PFAssets/ProgramRequirements/CPRFellowship2020.pdf

    The ACGME's **Common Program Requirements** address diversity, equity, and inclusion and expectations for Sponsoring Institutions and programs. Individual Review Committees review multiple data points provided by Sponsoring Institutions and programs annually to determine substantial compliance with all ACGME requirements including the following:

- Section I.C. Addresses recruitment and retention of a diverse and inclusive workforce.
- Requirement II.A.4.a).10. specifies the need for program directors to cultivate an environment in which residents and fellows can raise concerns and provide feedback without fear of intimidation or retaliation.
- Section V begins to address evaluation and asks programs to collect data on ultimate board certification rates of its graduates, with the intent of decreasing reliance on first time pass rates as a measure of excellence.
- Requirement VI.B.6. states that programs and Sponsoring Institutions must provide a professional, and respectful environment free from discrimination, harassment, mistreatment, abuse, or coercion.

1. *** CPR on diversity and inclusion (new, effective 7/1/19; renewed 7/1/22) in both documents:
    "IC. The program, in partnership with its Sponsoring Institution, must engage in practices that focus on mission-driven, ongoing, systematic recruitment and retention of a diverse and inclusive workforce of residents (if present), fellows, faculty members, senior administrative staff members, and other relevant members of its academic community. (Core)

    Background and Intent: It is expected that the Sponsoring Institution has, and programs implement, policies and procedures related to recruitment

2. *** CPR on ACGME Competencies [bolded key terms added]

    a. Professionalism

    "Residents must demonstrate competence in **respect and responsiveness to diverse patient populations**, including but not limited to diversity in gender, age, culture, race, religion, disabilities, national origin, socioeconomic status, and sexual orientation."

    b. Patient Care and Procedural Skills

    "Background and Intent: Quality patient care is safe, effective, timely, efficient, **patient-centered, equitable, and designed to improve population health**, while reducing per capita costs. (See the Institute of Medicine [IOM]'s *Crossing the Quality Chasm: A New Health System for the 21st Century*, 2001 and Berwick D, Nolan T, Whittington J. *The Triple Aim: care, cost, and quality. Health Affairs.* 2008; 27(3):759-769.)."

    c. Medical Knowledge

    "Residents must demonstrate knowledge of established and evolving **biomedical, clinical, epidemiological and social-behavioral sciences**, as well as the application of this knowledge to patient care."

    d. Interpersonal and Communication Skills

    "Residents must demonstrate competence in communicating effectively with patients, families, and the public, as appropriate, across a **broad range of socioeconomic and cultural backgrounds**."

    e. Systems-based Practice

    "Residents must demonstrate an awareness of and responsiveness to the larger context and system of health care, including the **social determinants of health**, as well as the ability to call effectively on other resources to provide optimal health care."

c. Clinical Learning Environment Review (CLER)
https://www.acgme.org/What-We-Do/Initiatives/Clinical-Learning-Environment-Review-CLER

    Resources and Documents
    https://www.acgme.org/What-We-Do/Initiatives/Clinical-Learning-Environment-Review-CLER/Resources-and-Documents

    Focus on "Health care quality (including health care disparities)" in these documents:

National Report of Findings 2018 (JGME 2018)
Executive Summary – National Report of Findings 2018
CLER Pathways to Excellence Version 2.0

CLER National Report of Findings 2021
"In general, clinical learning environments do not appear to engage all their residents and fellows in their organization's efforts to design, evaluate, and improve patient safety and health care quality, including health care disparities."
https://www.acgme.org/globalassets/pdfs/cler/2021clernationalreportoffindings.pdf

d. 2020 ACGME Strategic Plan Summary, 10/20 [now mentions diversity, inclusion, and equity]
https://www.acgme.org/Portals/0/PFAssets/PublicationsPapers/Strategic%20Plan%20Summary.pdf?ver=2020-10-22-114251-953

e. ACGME Equity Matters
https://www.acgme.org/what-we-do/diversity-equity-and-inclusion/ACGME-Equity-Matters/

https://www.ama-assn.org/education/improve-gme/william-mcdade-md-phd-discusses-health-equity-and-resident-education (7/21)

f. Barbara Ross-Lee, DO, Diversity, Equity, and Inclusion Award "recognizes efforts to achieve diversity, equity, and inclusion in the graduate medical education (GME) community…The award recognizes ACGME-accredited Sponsoring Institutions and programs, as well as specialty organizations working to diversify the underrepresented physician workforce and create inclusive workplaces that foster humane, civil, and equitable environments."
https://www.acgme.org/what-we-do/initiatives/awards/diversity-and-inclusion-award/

g. ACGME statement on Medical Education Racial Discrimination Allegations (2/17/2021)
https://www.acgme.org/newsroom/2021/2/acgme-statement-on-medical-education-racial-discrimination-allegations/

h. Letter to the GME Community from Thomas J. Nasca, MD, MACP, President and Chief Executive Officer of the ACGME: Why Workforce Diversity Matters to Health Care and Graduate Medical Education (6/13/23)
https://www.acgme.org/newsroom/2023/6/letter-to-the-gme-community-why-workforce-diversity-matters-to-GME/

Follow-Up to Dr. Nasca's June 13 Letter to the Community after Supreme Court Decision Regarding College Admissions and Race

i. Medically Underserved Areas and Populations
https://www.acgme.org/initiatives/medically-underserved-areas-and-populations/

5. *** **Liaison Committee on Medical Education (LCME)** [bolded key terms added]
https://lcme.org/publications/#Standards
The LCME accredits medical education programs leading to the M.D. degree in the United States and Canada. Several LCME accreditation standards are relevant to cultural competence, disparities and diversity in a medical school setting.

Standard 3: Academic and Learning Environments
3.3   **Diversity/Pipeline Programs and Partnerships**

A medical school has effective policies and practices in place, and engages in **ongoing, systematic, and focused recruitment and retention** activities, to achieve **mission-appropriate diversity outcomes** among its **students, faculty, senior administrative staff**, and other relevant members of its academic community. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical school admission and the evaluation of program and partnership outcomes.

3.4   **Anti-Discrimination Policy**

A medical school has a policy in place to ensure that it does not discriminate on the basis of age, disability, gender identity, national origin, race, religion, sex, sexual orientation or any basis protected by federal law.

3.5   **Learning Environment/Professionalism** [Both this standard and one below could include issues related to diversity and inclusion, discrimination, racism, and bias.]
A medical school ensures that the learning environment of its medical education program is conducive to the ongoing development of explicit and appropriate professional behaviors in its medical students, faculty, and staff at all locations. The medical school and its clinical affiliates share the responsibility for periodic evaluation of the learning environment in order to identify positive and negative influences on the maintenance of professional standards, develop and conduct appropriate strategies to enhance positive and mitigate negative influences, and identify and promptly correct violations of professional standards.

3.6   **Student Mistreatment**

A medical school develops effective written policies that define mistreatment, has effective mechanisms in place for a prompt response to any complaints, and supports educational activities aimed at preventing mistreatment. Mechanisms

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for reporting mistreatment are understood by medical students, including visiting medical students, and ensure that any violations can be registered and investigated without fear of retaliation.

Standard 7: Curricular Content

7.1 **Biomedical, Behavioral, Social Sciences**

The faculty of a medical school ensure that the medical curriculum includes content from the biomedical, **behavioral, and socioeconomic sciences** to support medical students' mastery of contemporary medical science knowledge and concepts and the methods fundamental to applying them to the health of individuals and populations.

7.5 **Societal Problems** [This section could include the social determinants of health and mental health.]

The faculty of a medical school ensure that the medical curriculum includes instruction in the diagnosis, prevention, appropriate reporting, and treatment of the medical consequences of **common societal problems**.

7.6 **Cultural Competence and Health Care Disparities**

The faculty of a medical school ensure that the medical curriculum provides opportunities for medical students to learn to recognize and appropriately address **biases in themselves, in others, and in the health care delivery process**. The medical curriculum includes content regarding the following:
- The diverse manner in which people perceive health and illness and respond to various symptoms, diseases, and treatments
- The basic principles of **culturally competent health care**
- Recognition of the **impact of disparities in health care on all populations and potential methods to eliminate health care disparities**
- The knowledge, skills, and core professional attributes needed to provide effective care in a multidimensional and diverse society

6. **American Psychiatric Association (APA)**
a. *** Diversity and Health Equity
https://www.psychiatry.org/psychiatrists/cultural-competency

Section 1: Education: CME webinars, toolkits, fact sheets and other educational content specifically for diverse and vulnerable populations: African Americans; Appalachian people; American Indian, Alaska Native & Native Hawaiians; Asian Americans; Hispanics/Latinos/as; LGBTQ people; Women; Other vulnerable populations including immigrants/refugees and Muslims.

Section 2: Engagement Opportunities: APA components and caucuses, awards, resident/fellow fellowships, and networking opportunities aimed at supporting and increasing diversity within APA and psychiatry.

Section 3: Advocacy and News: Relevant press releases, position statements, and advocacy resources to help psychiatrists advocate for the needs of minority and underserved populations.

b. *** Presidential Task Force on Structural Racism Throughout Psychiatry (2020 to 2021)
https://www.psychiatry.org/psychiatrists/structural-racism-task-force

Glossary of Terms
https://www.psychiatry.org/psychiatrists/structural-racism-task-force/glossary-of-terms

c. APA Board of Trustees Structural Racism Accountability Committee
https://www.psychiatry.org/psychiatrists/structural-racism-task-force/structural-racism-accountability-committee?utm_source=Internal-Link&utm_medium=Side-Hero

d. APA's Apology to Black, Indigenous and People of Color for Its Support of Structural Racism in Psychiatry and Historical Addendum, 1/18/21
https://www.psychiatry.org/newsroom/apa-apology-for-its-support-of-structural-racism-in-psychiatry

Historical addendum
https://www.psychiatry.org/newsroom/historical-addendum-to-apa-apology

e. APA Leadership Statement on Anti-Asian American Racism and Mental Health, 3/22/21
https://www.psychiatry.org/news-room/apa-blogs/apa-blog/2021/03/apa-leadership-statement-on-anti-asian-american-racism-and-mental-health?utm_source=Internal-Link&utm_medium=Banner-Row&utm_campaign=Stop_AAPI_Hate

f. Presidential Task Force on Social Determinants of Mental Health (2021 to 2022)
https://www.psychiatry.org/psychiatrists/social-determinants-of-mental-health-task-force/social-determinants-of-mental-health-task-force

Final Report (12/22)
https://www.psychiatry.org/getmedia/b73d3f7b-94dd-4a52-9267-e83328247325/2022-APA-TFSDMH-Board-of-Trustees-December-Report.pdf

g. APA website on Mental Health and Faith Community Partnership
https://www.psychiatry.org/psychiatrists/cultural-competency/engagement-opportunities/mental-health-and-faith-community-partnership

h. Resource Documents
https://www.psychiatry.org/psychiatrists/search-directories-databases/library-and-archive/resource-documents

Access the Resource Documents (selected) below either from the URL above OR by clicking on the hyperlink below, which will download a PDF to your download file.

- o 2022
- ***Social Determinants of Mental Health in Children and Youth https://www.psychiatry.org/getattachment/a03e07c5-bba9-4ac7-b434-9183b1e0b730/Resource-Document-Social-Determinants-of-Mental-Health-Youth.pdf
- Position Statement on the Impact of Structural Racism on Substance Use and Substance Use Disorders https://www.psychiatry.org/getattachment/d064beb0-999b-4122-873c-2eab251a958a/Position-Impact-of-Structural-Racism-on-Substance-Use.pdf
- Position Statement on the Mental Health Needs of Immigrants and People Affected by Forced Displacement https://www.psychiatry.org/getattachment/cff13d1c-a18a-470a-b890-1c0e49bf2d7f/Position-Mental-Health-Needs-of-Immigrants-Forced-Displacement.pdf

- o 2021
- ***Advocating for Anti-Racist Mental Health Policies with a Focus on Dismantling Anti-Black Racism
- Ethics at the Interface of Religion, Spirituality, and Psychiatric Practice

- o 2020
- ***How Psychiatrists Can Talk to Patients and Families About Race and Racism
- ***Social Determinants of Health
- Developing a Global Mental Health Curriculum in Psychiatry Residency Programs

  2018
- Assessment and Treatment of Gender Dysphoria and Gender Variant Patients

  2017
- Mental Health and Climate Change
  2013
- Cultural psychiatry as a specific field of study relevant to the assessment and care of all patients

  2010
- Xenophobia, immigration and mental health

  2006

- [Religious/spiritual commitments and psychiatric practice](#)

i. Position Statements Policy Finder (official APA positions)
https://www.psychiatry.org/home/policy-finder
Access the Position Statements (selected) below by searching for them at the URL above:

- Impact of Structural Racism on Substance Use and Substance Use Disorders, 2022
- Mental Health Needs of Immigrants and People Affected by Forced Displacement, 2022
- Racism and Racial Discrimination in the Psychiatric Workplace, 2021
- Misogyny and Gender Bias and Their Adverse Effects on the Health of Women, 2021
- Immigration, Children, Adolescents, and their Families, 2021
- Abortion and Women's Reproductive Health Care Rights, 2020
- On Diversity, 1999, 2017
- Diversity and Inclusion in the Physician Workforce, 2019
- Psychiatrists from Underrepresented Groups in Leadership Roles, 1994, 2017
- Discrimination Against International Medical Graduates, 2001, 2017
- Affirmative Action, 1977, 2017
- Mental Health Equity and the Social and Structural Determinants of Mental Health, 2018
- Resolution Against Racism and Racial Discrimination and Their Adverse Impacts on Mental Health, 2018
- Bias-Related Incidents, 2015
- Police Brutality and Black Males, 2018
- Addressing Racial and Ethnic Health Disparities in Substance Use Disorder Treatment in the Justice System, 2019
- Xenophobia, Immigration, and Mental Health, 2020
- Mental Health Needs of Undocumented Immigrants, 2020
- Care of Medically Vulnerable Migrants in the United States, 2019
- Mental Health of Foreign Nationals on Temporary Protected Status, 2019
- Separation of Immigrant Children and Families, 2018
- Detained Immigrants with Mental Illness, 2013

- Discrimination Against Religious Minorities, 2018
- Religious Persecution and Genocide, 2018

- Issues Related to Homosexuality, 2013
- Issues Related to Sexual Orientation and Gender Minority Status, 2020
- Treatment of Transgender (Trans) and Gender Diverse Youth, 2020
- Discrimination Against Transgender and Gender Diverse Individuals, 2018
- Access to Care for Transgender and Gender Diverse Individuals, 2018

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- Mental Health and Climate Change, 2017

j. Caucus of Black Psychiatrists Resource Documents
https://www.dropbox.com/sh/npsutb7ogghnpss/AADsp3y_klWqwo-1Tyq6FSbna?dl=0

<mark>k. ***DSM-5-Text Revision (3/22)</mark>
<mark>Fact Sheets including "Attention to Culture, Racism, and Discrimination in DSM-5-TR"</mark>
<mark>https://www.psychiatry.org/psychiatrists/practice/dsm/educational-resources/dsm-5-fact-sheets</mark>

l. "Physicians: SCOTUS Decision Jeopardizes Patient-Physician Relationship, Penalizes Evidence-Based Care" [APA, American College of Physicians, American Academy of Family Physicians, American Academy of Pediatrics, American College of Obstetricians and Gynecologists] (6/24/22)
http://www.groupof6.org/dam/AAFP/documents/advocacy/prevention/women/ST-G5-SCOTUS-DobbsVJackson-062422.pdf

m. "Major Mental Health Associations [American Psychiatric Association, American Psychological Association, NASW] decry U.S. Supreme Court decision overturning Roe v. Wade" (6/24/22): https://www.socialworkers.org/News/News-Releases/ID/2504/Major-Mental-Health-Associations-decry-US-Supreme-Court-decision-overturning-Roe-v-Wade

7. **American Psychoanalytic Association**
Position Statements
https://apsa.org/position-statements
Access the Position Statements (selected) below by searching for them at the URL above or clicking on the hyperlinked Position Statement:

- Holmes Commission on Racial Equality in the American Psychoanalytic Association https://apsa.org/commission-on-racial-equality
- 2018 — Position Statement on Discrimination and Violence Against Women
- 2016 — Position Statement on Inflammatory Political Rhetoric
- 2015 — Position Statement on Refugee Resettlement
- 2015 — Position Statement on Human Trafficking
- 2015 — Position Statement on Campus Sexual Violence
- 2014 — Position Statement on Race-Based Violence and Racial Profiling
- 2013 — Position Statement on the Elimination of All Forms of Discrimination Against Women
- 2012 — Position Statement on Attempts to Change Sexual Orientation, Gender Identity, or Gender Expression
- 2012 — Position Statement on Sexual Orientation, Gender Identity, and Civil Rights
- 2012 — Position Statement on the Impact of Bullying and Harassment on Gender Non-Conforming and LGBT Youth

8. **American Association for Community Psychiatry (AACP)**
***Self-Modification of Anti-Racism Tool (SMART)
https://www.communitypsychiatry.org/resources/smart-tool

9. **American College of Psychiatrists**
Vision Statement on Diversity, Respectful Inclusion, and Equity (9/21)
https://www.acpsych.org

10. **American Academy of Child and Adolescent Psychiatry (AACAP)**
a. Racism Resource Library (updated 1/2023)
https://www.aacap.org/AACAP/Families_and_Youth/Resource_Libraries/Racism_Resource_Library.aspx

b. Cultural Diversity Resource Center (updated 3/2023)
https://www.aacap.org/aacap/families_and_youth/resource_centers/Cultural_Diversity_Resource_Center/Home.aspx

   AACAP's Practice Parameter for Cultural competence in Child and Adolescent Psychiatric Practice
   https://www.aacap.org/App_Themes/AACAP/Docs/practice_parameters/Cultural_Competence_Web.pdf

   Diversity and Culture Curriculum

c. Asian American and Pacific Islander Resource Library (updated 1/2023)
https://www.aacap.org/AACAP/Families_Youth/Resource_Libraries/Asian_American_and_Pacific_Islander_Resource_Library/AACAP/Families_and_Youth/Resource_Libraries/AAPI_Resources.aspx?hkey=dea3b100-bb04-4efb-a849-6a2e22a2ca62

d. Youth at the Border Resource Library (10/2021)
https://www.aacap.org/AACAP/Families_Youth/Resource_Libraries/Youth_at_the_Border_Resource_Library/AACAP/Families_and_Youth/Resource_Libraries/Youth_Border.aspx?hkey=e6321efb-01ff-49f9-9fb5-ce02e7283dd4

e. Military Families Resource Center (6/2022)
https://www.aacap.org/AACAP/Families_Youth/Resource_Centers/AACAP/Families_and_Youth/Resource_Centers/Military_Families_Resource_Center/Home.aspx

11. **American Board of Psychiatry and Neurology**
Diversity, Equity, and Inclusion (DEI)
https://www.abpn.com/about/diversity-equity-and-inclusion-dei/

   a. Statement on Racism and Health Disparities, 6/22/20
   https://www.abpn.com/wp-content/uploads/2020/06/ABPN-Statement-on-Racism-and-Health-Disparities.pdf

b. Diversity, Equity, and Inclusion Statement and Policy, 4/2022
https://www.abpn.com/wp-content/uploads/2022/12/DEI-statement-and-policy.pdf

12. **Society for the Study of Psychiatry and Culture (SSPC)**
www.psychiatryandculture.org
>   a. Outstanding webinar library including a Cultural Psychiatry 101 series on the DSM-5 Outline for Cultural Formulation
>
>   b. Transcultural Psychiatry journal is the official journal of SSPC
>   https://journals.sagepub.com/home/tps

13. **World Association for Cultural Psychiatry (WACP)**
https://waculturalpsy.org
>   Note: Statement on Covid-19 and Vulnerable Populations, September, 6, 2020
>   https://waculturalpsy.org/wacp-news/statement-on-covid-19-and-vulnerable-populations/
>
>   World Congress of Cultural Psychiatry Sept. 14-17, 2022, Rotterdam
>   https://www.wacp2022.org

14. **World Psychiatric Association**
a. Transcultural Psychiatry Section (WPA-TPS) https://www.wpa-tps.org

b. Religion, Spirituality, and Psychiatry https://www.wpanet.org/religion-spirituality-and-psychiatry

Position Statement on Spirituality and Religion in Psychiatry (2023 revision)
https://www.wpanet.org/_files/ugd/842ec8_6c6220f8d4e14367960b7af3740e484d.pdf

15. **American Medical Association**
a. AMA policy: racism as a public health threat, 11/16/20
https://www.ama-assn.org/press-center/press-releases/new-ama-policy-recognizes-racism-public-health-threat
https://www.ama-assn.org/delivering-care/health-equity/ama-racism-threat-public-health

b. Medical school diversity
https://www.ama-assn.org/education/medical-school-diversity

c. AMA Organizational Strategic Plan to Embed Racial Justice and Advance Health Equity
https://www.ama-assn.org/about/leadership/ama-s-strategic-plan-embed-racial-justice-and-advance-health-equity

d. Health Equity Education Center
https://edhub.ama-assn.org/health-equity-ed-center

e. Center for Health Equity
https://edhub.ama-assn.org/ama-center-health-equity

f. 11 Tips to Integrate Health Equity Content into Medical Education (key take home points)
- Give cultural context to case-based learning.
- Discuss how systemic racism and bias cause health disparities.
- Call attention to the demographics tables in research.
- Be inclusive.
- Differentiate facts from myths.
- Scrap stand-alone lectures on health equity.
- Factor in current events and popular culture.
- Promote diversity among faculty.
- Don't ask a single person to speak for their entire community.
- Ask for help, regardless of your level of expertise.
- Lean into the issue.

https://www.ama-assn.org/delivering-care/health-equity/11-tips-integrate-health-equity-content-medical-education

https://journalofethics.ama-assn.org/article/integrating-health-equity-content-health-professions-education/2021-03

g. Curricular Diversity and Inclusion: Outline for Self-Study and Action Plans (excellent resource)
https://www.ama-assn.org/system/files/2020-07/curricular-diversity-inclusion-self-study.pdf

h. Behavioral Health Integration (BHI) Collaborative
https://www.ama-assn.org/press-center/press-releases/physician-collaboration-accelerate-behavioral-health-integration
https://www.healthaffairs.org/do/10.1377/forefront.20220706.603540 (7/22)

16. **American College of Physicians**
Racial Health Disparities, Prejudice and Violence
https://www.acponline.org/advocacy/where-we-stand/racial-health-disparities-prejudice-and-violence

17. **American College of Surgeons**
Task Force on Racial Issues: Report of Recommendations
https://www.facs.org/-/media/files/about-acs/committees/acs_anti_racism_task_force_report_recommendations.ashx

18. **American Academy of Family Physicians**
 AAFP Center for Diversity and Health Equity

    The EveryONE Project

https://www.aafp.org/family-physician/patient-care/the-everyone-project.html

Implicit Bias Resources
https://www.aafp.org/family-physician/patient-care/the-everyone-project/toolkit/implicit-bias.html

Health Equity
https://www.aafp.org/dam/AAFP/documents/advocacy/prevention/equality/BKG-HealthEquity.pdf

"Let's Achieve Health Equity by Teaching Future FPs" (see also embedded links and especially the implicit bias training facilitator's guide)
https://www.aafp.org/news/blogs/freshperspectives/entry/20210429fp-equity.html

"Coming Together in Action for Equity, Diversity, and Inclusion" article
peek-2021-0026.pdf (stfm.org)

"How to Identify, Understand, and Unlearn Implicit Bias in Patient Care" article
How to Identify, Understand, and Unlearn Implicit Bias in Patient Care (ymaws.com)

"How to Spot and Tactfully Handle Discrimination in the Health Care Setting" article
How to Spot and Tactfully Handle Discrimination in the Health Care Setting -- FPM (aafp.org)

"From race-based to race-conscious medicine: how anti-racist uprisings call us to act" article From race-based to race-conscious medicine: how anti-racist uprisings call us to act (ymaws.com)

"New STFM Podcast Tackles Implicit Bias, Microaggressions" (4/22)
https://www.aafp.org/news/education-professional-development/implicit-bias-microaggressions-podcast.html

Tools Help FPs Give Culturally, Linguistically Appropriate Care (4/23)
https://www.aafp.org/news/inside-aafp/mhm-2023-clas-resources.html

19. **American College of Cardiology**
https://www.acc.org/about-acc/diversity-and-inclusion

20. **American Academy of Pediatrics**
a. American Academy of Pediatrics Equity and Inclusion Efforts
https://www.aap.org/en/about-the-aap/american-academy-of-pediatrics-equity-and-inclusion-efforts/

b. Words Matter: AAP Guidance on Inclusive, Anti-biased Language

https://www.aap.org/en/about-the-aap/american-academy-of-pediatrics-equity-and-inclusion-efforts/words-matter-aap-guidance-on-inclusive-anti-biased-language

21. **Massachusetts Medical Society**
Antiracism Action Plan www.massmed.org/Patient-Care/Health-Topics/Antiracism,-Diversity,-and-Equity/MMS-Antiracism-Action-Plan/

22. **National Academies of Sciences, Engineering, and Medicine**

a. Resources on Diversity, Equity, and Inclusion
https://www.nationalacademies.org/topics/resources-on-diversity-equity-and-inclusion

b. Acknowledging Structural Racism's Direct and Negative Impact on Health
https://nam.edu/programs/culture-of-health/structural-racism-impact-on-health/

c. Racism and Associated Health Impacts
https://nam.edu/racism-and-associated-health-impacts/

d. *Addressing Diversity, Equity, Inclusion, and Anti-Racism in 21st Century STEMM Organizations* (7/21)
https://www.nap.edu/download/26294

e. Culture of Health
https://nam.edu/programs/culture-of-health/

Systems Impact on Historically and Currently Marginalized Populations webinar and paper series (3/23)
https://www.dropbox.com/scl/fi/mifa97kr1jztnvqyb6d8c/1.GP_Table-of-Contents.docx?dl=0&rlkey=67imjzql57dd09ay5k3qongye

Health Equity (1/23)
https://home.liebertpub.com/spcoll/health-equity-in-communities-of-color/1157/

f. *Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations: Beyond Broadening Participation*
(2/2023) https://doi.org/10.17226/26803.
https://nap.nationalacademies.org/read/26803/chapter/1

g. *Diversity, Equity and Inclusion Action Plan: 2023-2028*
https://nap.nationalacademies.org/download/26918

h. *Federal Policy to Advance Racial, Ethnic, and Tribal Health Equity* (7/23)
https://nap.nationalacademies.org/catalog/26834/federal-policy-to-advance-racial-ethnic-and-tribal-health-equity?utm_source=HMD+Email+List&utm_campaign=87a4834593-EMAIL_CAMPAIGN_2022_05_09_03_15_COPY_01&utm_medium=email&utm_t

erm=0_211686812e-87a4834593-
180190069&mc_cid=87a4834593&mc_eid=8f67c0d0d5

i. Office of Diversity and Inclusion Annual Report 2022-2023: Turning Vision into Action to Implement Diversity, Equity, and Inclusion Initiatives https://nap.nationalacademies.org/catalog/27200/office-of-diversity-and-inclusion-annual-report-2022-2023-turning?utm_source=NASEM+News+and+Publications&utm_campaign=8a7c41f8f9-EMAIL_CAMPAIGN_2023_08_07_01_17&utm_medium=email&utm_term=0_-8a7c41f8f9-%5BLIST_EMAIL_ID%5D&mc_cid=8a7c41f8f9&mc_eid=48917580fe

23. **American Public Health Association**
    a. Racism and health
    https://www.apha.org/topics-and-issues/health-equity/racism-and-health

    b. Health equity https://www.apha.org/topics-and-issues/health-equity

    c. Social determinants of health
    https://www.thenationshealth.org/content/infographics-social-determinants-health

    d. Mental health https://www.apha.org/topics-and-issues/mental-health

    e. Climate change https://www.apha.org/topics-and-issues/climate-change

24. **American Psychological Association**
    a. Public Interest Directorate https://www.apa.org/pi
    The APA Public Interest Directorate applies psychology to the fundamental problems of human welfare and social justice and the promotion of equitable and just treatment of all segments of society through education, training and public policy.

    b. Public Interest guidelines and standards provide psychologists with the rationale and guidance for advancing multiculturalism, diversity, and social justice in psychological education, research, practice.

    • APA Guidelines for Psychological Practice for People with Low-Income and Economic Marginalization Up for review in approximately 2029.

    • ***APA Guidelines on Race and Ethnicity in Psychology Up for review in approximately 2029.

    • Assessment of and intervention with persons with disabilities. Up for review in approximately 2021.

- *[Evaluation of dementia and age-related cognitive change](). Up for review in approximately 2021.

- *** *[Multicultural guidelines: An ecological approach to context, identity, and intersectionality, 2017]().

- Guidelines for Psychological Practice with Sexual Minority Persons, 2021
www.apa.org/about/policy/psychological-practice-sexual-minority-persons.pdf

- *[Psychological practice with older adults](). Up for review in approximately 2023.

  *Developed by APA's Public Interest Directorate to aid psychologists in their practice with special populations.

c. <u>Professional practice guidelines</u> are designed to guide psychologists in practice regarding particular roles, populations or settings, and are supported by the current scholarly literature but do not focus upon specific disorders or treatments. [selected]

- [APA guidelines for psychological practice with boys and men (PDF, 443KB)](). Up for review in approximately 2028.

- [APA guidelines for psychological practice with girls and women (PDF, 496MB)](). Up for review in approximately 2028.

- [Professional practice guidelines: Guidance for developers and users (PDF, 219KB)](). Up for review in approximately 2025.

- [Psychological evaluations in child protection matters](). Up for review in approximately 2021.

- *[Psychological practice with older adults](). Up for review in approximately 2023.

- *[Transgender and gender nonconforming people (PDF, 617KB)](). Up for review in approximately 2022.

- APA guidelines for Psychological Practice for People with Low-Income and Economic Marginalization, 2019
www.apa.org/about/policy/guidelines-lowincome.pdf

  *Developed by APA's Public Interest Directorate to aid psychologists in their practice with special populations.

d. Racism, bias, and discrimination
https://www.apa.org/topics/racism-bias-discrimination.html

e. Health disparities https://www.apa.org/topics/racism-bias-discrimination/health-disparities

https://www.apa.org/pi/health-equity/resources

f. Health equity (updated 4/22)
https://www.apa.org/pi/health-equity

> Advancing Health Equity in Psychology (10/21)
> https://www.apa.org/about/policy/advancing-health-equity-psychology
>
> Report of the 2021 American Psychological Association Presidential Task Force on Psychology and Health Equity (8/22)
> https://www.apa.org/pi/health-equity/report.pdf

g. Equity, diversity, and inclusion
https://www.apa.org/about/apa/equity-diversity-inclusion
https://www.apa.org/topics/equity-diversity-inclusion

> Equity, Diversity and Inclusion Framework (4/21)
> https://www.apa.org/about/apa/equity-diversity-inclusion/framework.pdf
>
> Inclusive Language Guidelines (second edition 2023)
> https://www.apa.org/about/apa/equity-diversity-inclusion/language-guide.pdf
>
> The Racial Equity Audit Report (2/22)
> https://www.apa.org/about/apa/addressing-racism/racial-equity-audit-report.pdf
>
> Racial Equity Action Plan (7/22)
>
> Updates on APA's EDI and racial equity work (7/23)
> https://www.apa.org/about/apa/addressing-racism/updates
>
> Monitor article on EDI (1/23)
> https://www.apa.org/monitor/2023/01/trends-expanding-edi-roles

h. Lesbian, gay, bisexual, transgender https://www.apa.org/topics/lgbt/index.html and APA publishing https://www.apa.org/pubs/highlights/lgbtq

i. Socioeconomic status https://www.apa.org/topics/socioeconomic-status/index.html

j. Women & men https://www.apa.org/topics/women-men/index.html

k. Immigration https://www.apa.org/topics/immigration/index.html

l. Climate change https://www.apa.org/practice/programs/dmhi/research-information/climate-change

m. Apology to People of Color for APA's Role in Promoting, Perpetuating, and Failing to Challenge Racism, Racial Discrimination, and Human Hierarchy in U.S. (10/21) https://www.apa.org/about/policy/racism-apology

> APA FAQs on the Apology
> https://www.apa.org/about/apa/addressing-racism/frequently-asked-questions
>
> APA Press Release on the Apology
> https://www.apa.org/news/press/releases/2021/10/apology-systemic-racism

n. Role of Psychology and APA in Dismantling Systemic Racism Against People of Color in U.S. (10/21) https://www.apa.org/about/policy/dismantling-systemic-racism

o. Advising Congress on Social Determinants of Health Caucus (10/21) https://www.apaservices.org/advocacy/news/social-determinents-health-caucus?_ga=2.223431195.1823773014.1637577787-1032372502.1635017127

p. Abortion and mental health
https://www.apa.org/topics/abortion

q. APA supports right of educators to do their jobs without political interference "The current attacks on discussing diversity, equity and inclusion run counter to the psychological research that informs EDI and the principles of academic freedom outlined by the American Association of University Professors in 1940 https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure and endorsed by APA in 1961." https://www.apa.org/news/press/releases/2023/02/educators-jobs-political-interference

r. "Psychological Science Explains Why Some Feel Threatened By Equity, Diversity, And Inclusion Initiatives" (April 19, 2023)
Related resources (PDF, 73KB)
Transcript (PDF, 1MB)

s. APA Policy Statement on Equitable and Inclusive Student Admissions in Higher Education (8/7/23)
https://www.apa.org/about/policy/statement-equitable-inclusive-student-admissions.pdf

25. **Council of Chairs of Training Councils [Health Service Psychology training programs]**
https://www.cctcpsychology.org

    CCTC 2020: Social Responsiveness in Health Service Psychology Education and Training Toolkit
    https://pr4tb8rrj317wdwt3xlafg2p-wpengine.netdna-ssl.com/wp-content/uploads/2021/05/CCTC_Socially-Responsive-HSP-Ed-Training_v7.pdf

26. **American Counseling Association**
    a. Racism Resources
    https://www.counseling.org/knowledge-center/mental-health-resources/racism

    b. Multicultural and Social Justice Counseling Competencies (7/ 2015)
    https://www.counseling.org/docs/default-source/competencies/multicultural-and-social-justice-counseling-competencies.pdf?sfvrsn=8573422c_22

    c. Competencies for Addressing Spiritual and Religious Issues in Counseling (5/2009)
    https://www.counseling.org/docs/default-source/competencies/competencies-for-addressing-spiritual-and-religious-issues-in-counseling.pdf?sfvrsn=aad7c2c_10

27. **National Association of Social Workers (NASW)**
    a. Ethnicity & Race https://www.socialworkers.org/practice/ethnicity-race

    b. Racial Equity https://www.socialworkers.org/Practice/Ethnicity-Race/Racial-Justice

    c. Lesbian, Gay, Bisexual & Transgender (LGBT)
    https://www.socialworkers.org/practice/LGBT

28. The Joint Commission
***Health Care Equity Standard Elevated to National Patient Safety Goal (Effective 7/23)
https://www.jointcommission.org/standards/prepublication-standards/health-care-equity-standard-elevated-to-national-patient-safety-goal/

    Applicable To The Behavioral Health Care And Human Services Accreditation Program (Effective July 1, 2023)
    https://www.jointcommission.org/-/media/tjc/documents/standards/prepublications/effective-2023/bhc_july2023_prepub_rpt_npsg_hce.pdf

Health Care Equity
https://www.jointcommission.org/our-priorities/health-care-equity/

Health Care Equity Certification
https://www.jointcommission.org/what-we-offer/certification/certifications-by-setting/hospital-certifications/health-care-equity-certification/

Health Care Equity Certification Resource Center
https://www.jointcommission.org/our-priorities/health-care-equity/certification-resource-center/

Focused Resources to Support Standards Compliance
·   Make Health Care Equity a Leadership-Driven Priority
https://www.jointcommission.org/our-priorities/health-care-equity/accreditation-resource-center/make-health-care-equity-a-leader-driven-priority/

·   Assess Health-Related Social Needs
https://www.jointcommission.org/our-priorities/health-care-equity/accreditation-resource-center/assess-health-related-social-needs/

·   Use Data to Identify Disparities Across Patient Groups
https://www.jointcommission.org/our-priorities/health-care-equity/accreditation-resource-center/use-data-to-identify-disparities-across-patient-groups/

·   Prioritize, Plan, and Take Action
https://www.jointcommission.org/our-priorities/health-care-equity/accreditation-resource-center/prioritize-plan-and-take-action/

·   Monitor Health Care Equity Progress
https://www.jointcommission.org/our-priorities/health-care-equity/accreditation-resource-center/monitor-progress-in-achieving-health-care-equity

·   Inform Stakeholders About Progress
https://www.jointcommission.org/our-priorities/health-care-equity/accreditation-resource-center/inform-key-stakeholders-about-progress-to-reduce-disparities/#t=_StrategiesTab&sort=%40created%20descending

·   Evidence-based Interventions
https://www.jointcommission.org/our-priorities/health-care-equity/accreditation-resource-center/evidence-based-interventions/

29. The American Hospital Association
Equity of Care: A Toolkit for Eliminating Health Care Disparities (2015)
https://www.aha.org/ahahret-guides/2015-01-29-equity-care-toolkit-eliminating-health-care-disparities

30. National Council for Mental Wellbeing

Access for Everyone: A Toolkit for Addressing Health Equity and Racial Justice within Integrated Care Settings https://www.thenationalcouncil.org/resources/integrated-health-coe-toolkit-purpose-of-this-toolkit/

 Social Justice Leadership Academy workbook (2/22) https://www.thenationalcouncil.org/product/social-justice-leadership-academy-workbook/

Past Center of Excellence-Integrated Health Solutions Event Recordings
- o Breaking Down Health Literacy, Cultural and Linguistic Barriers in Integrated Care Settings
- o Integrated Care Strategies to Reduce Barriers to Substance Use Treatment Among Communities of Color
- o CLAS Part 1: History and Purpose of the Culturally and Linguistically Appropriate Standards
- o CLAS Part 2: Introduction to the Culturally and Linguistically Appropriate Standards
- o CLAS Part 3: Implementing the Culturally and Linguistically Appropriate Standards
- o Culturally and Linguistically Appropriate Services
- o Racial Equity and Social Justice in Integrated Care Settings

31. **National Association of Diversity Officers of Higher Education**
https://www.nadohe.org

 NADOHE Framework for Advancing Anti-Racism Strategy on Campus (2021)
https://nadohe.memberclicks.net/assets/2023/NADOHE%20Anti-Racism%20Framework%20-%20Accessible.pdf

"A Framework for Advancing Anti-Racism Strategy on Campus" webinar with the College and University Professional Association for Human Resources (3/2/2023) Watch the webinar recording and review resources.

Resources Addressing Race in Higher Education Admissions (11/2/2022) https://www.nadohe.org/statements/resources-addressing-race-in-higher-education-admissions-november-2022

Resources on Race in Admissions (6/23)
https://www.nadohe.org/articles/resources-race-conscious-admissions

https://www.nadohe.org/stories/webinars/
The 4/10/23 "In the Face of Resistance: Advancing Equity in Higher Education" on the SCOTUS cases.

"Required: Pragmatic Preparation" Op-Ed Inside Higher Education (3/21/2023)

https://www.insidehighered.com/advice/2023/03/21/diversity-officers-must-prepare-deal-high-court-ruling-opinion

Standards of Professional Practice for Chief Diversity Officers in Higher Education 2.0 (3/2020)
https://nadohe.memberclicks.net/assets/2020SPPI/__NADOHE%20SPP2.0_200131_FinalFormatted.pdf

32. **American Arab, Middle Eastern, and North African Psychological Association**
https://www.amenapsy.org/index.cfm

33. **Global Research Network on Social Determinants of Mental Health and Exposomics (SDoMHE Network)** https://socialdeterminantsofhealthnetwork.org

II. Websites of Foundations, Universities and Higher Education, State Governments, and Other Organizations

Foundations
1. **Robert Wood Johnson Foundation**
    a. Social Determinants of Health
    https://www.rwjf.org/en/our-focus-areas/topics/social-determinants-of-health.html

    b. Racism and Health
    https://www.rwjf.org/en/library/collections/racism-and-health.html?rid=0032S00002IDZqFQAX&et_cid=2436747

    c. Hate-Motivated Behavior: Impacts, Risk Factors, and Interventions
    https://www.rwjf.org/en/library/research/2020/11/hate-motivated-behavior--impacts--risk-factors--and-intervention.html?rid=0032S00002IDZqFQAX&et_cid=2436747

    d. Discrimination in America
    https://www.rwjf.org/en/library/research/2017/10/discrimination-in-america--experiences-and-views.html?rid=0032S00002IDZqFQAX&et_cid=2436747

    e. National Commission to Transform Public Health Data Systems
    https://www.rwjf.org/en/library/research/2021/10/charting-a-course-for-an-equity-centered-data-system.html

    f. Data, social determinants, and better decision-making for health (10/21)
    https://static1.squarespace.com/static/5e2ca08b9fdf240fb1abb55b/t/614641793f8fc159fab38ac4/1631994251503/3DCommission_Report_SDoH_Sep17_final.pdf

    g. Recommendations from the National Commission to Transform Public Health Data Systems (10/21)

https://www.rwjf.org/en/library/research/2021/10/charting-a-course-for-an-equity-centered-data-system.html?rid=003E000000ya10qIAA&et_cid=2490741

h. Achieving Health Equity (rwjf.org)
What is Health Equity? A Definition and Discussion Guide (rwjf.org)

2. **Commonwealth Fund**
Advancing Health Equity
https://www.commonwealthfund.org/programs/advancing-health-equity

Inequities in Health and Health Care in Black and Latinx/Hispanic Communities: 23 Charts
https://www.commonwealthfund.org/publications/2021/jun/inequities-health-care-black-latinx-hispanic-communities-23-charts

3. **Kaiser Family Foundation**
Racial Equity and Health Policy
https://www.kff.org/racial-equity-and-health-policy/

4. **The California Endowment**
Diversity, Equity, and Inclusion Audit
https://www.calendow.org/racial-equity/

Towards Health and Racial Equity
https://www.calendow.org/app/uploads/2021/03/Toward-Health-and-Racial-Equity-FULL-REPORT-.pdf

5. **California Health Care Foundation**
Behavioral Health
https://www.chcf.org/topic/behavioral-health/

Health Equity
https://www.chcf.org/topic/health-equity/

Universities and Higher Education

1. **Harvard School of Public Health**
Racism is a public health crisis
https://www.hsph.harvard.edu/news/racism-is-a-public-health-crisis/

2. **Harvard Law School**
Diversity and Inclusion—an Investor's Handbook
https://corpgov.law.harvard.edu/2023/05/06/diversity-and-inclusion-an-investors-handbook/

3. **Oregon Health and Sciences University Center for Diversity and Inclusion**

OHSU Guide to Inclusive Language (2/2021)
https://www.ohsu.edu/sites/default/files/2021-03/OHSU%20Inclusive%20Language%20Guide_031521.pdf

4. **Georgetown University National Center for Cultural Competence**
https://nccc.georgetown.edu

5. **Rutgers University Libraries**
   a. Resources for Diversity, Equity, and Inclusion in Medical Education: Teaching Tools
   https://libguides.rutgers.edu/c.php?g=1112558&p=8111841

   https://libguides.rutgers.edu/c.php?g=1112558&p=8111839

   https://libguides.rutgers.edu/DEImeded/equity

   b. Cultural Competency: Home
   https://libguides.rutgers.edu/culturalcompetency

   c. Health Literacy: Overview
   https://libguides.rutgers.edu/health_literacy

6. **University of Ottawa**
Laboratory for Culture and Mental Health Disparities
http://www.mentalhealthdisparities.org/index.php

   Education & Training: Resources for Teaching About Culture & Diversity in Mental Health
   PTSD & Racial Trauma Research

7**. California State University, San Bernardino**
Center for the Study of Hate & Extremism
https://www.csusb.edu/hate-and-extremism-center

Report to the Nation: 2020s – Dawn of a Decade of Rising Hate
https://www.csusb.edu/sites/default/files/2022-08/Report%20To%20The%20Nation8-4-22.pdf

8. **George Washington University**
The Fitzhugh Mullan Institute for Health Workforce Equity
https://www.gwhwi.org

9. **Boston University**
Center for Anti-Racist Research
https://www.bu.edu/antiracism-center/

10. **University of California, Berkeley**
Othering & Belonging Institute
https://belonging.berkeley.edu

11**. Michigan State University**
a. Inclusive Guide
https://brand.msu.edu/storytelling/inclusive-guide

b. Muslim Mental Health Consortium
https://muslimmentalhealth.psychiatry.msu.edu

12**. Stanford University**
Muslim Mental Health & Islamic Psychology Laboratory
https://med.stanford.edu/mmhip.html

State Governments

California
The California Department of Public Health Office of Health Equity has released the California Reducing Disparities Project (CRDP) Statewide Evaluation Final Report. The report was produced by the Psychology Applied Research Center at Loyola Marymount University.

Initiated in 2009, the CRDP is a statewide mental health prevention/early intervention initiative to improve mental health access and outcomes among five priority populations: African American/ Black, Asian Pacific Islander, Latinx, Native American, and Lesbian, Gay, Bisexual, Transgender, Queer and Questioning communities. Currently in its second phase, the CRDP Phase 2 aims to implement and validate community-defined evidence practices (CDEPs) to address mental health disparities. In doing so, 35 community-based organizations (seven for each priority population) were awarded five-year grants to each pilot and evaluate a community-defined and culturally grounded mental health prevention/early intervention program. The Statewide Evaluation uses a mixed-method, multi-level approach to assess the overall effectiveness of the CRDP Phase 2 to reduce mental health disparities for the five priority populations.

Key findings from the Statewide Evaluation Final Report include:
- The CRDP increased access to mental health services and improved the mental health among participants in unserved, underserved, and inappropriately served communities.
- The CRDP approach strengthened the capacity of communities to respond to their own mental health needs more and more over time.
- Improvements in CRDP participant mental health and wellbeing yielded positive financial benefits.

The Statewide Evaluation Final Report, and more information on the CRDP and its pilot projects, are available on the CRDP website.

Other Organizations

1. National Committee for Quality Assurance (NCQA)
Health Equity
https://www.ncqa.org/about-ncqa/health-equity/

2022 Standards and Guidelines for Health Equity Accreditation
https://store.ncqa.org/accreditation/health-equity-
he.html?utm_source=sf&utm_medium=email&utm_campaign=hea&utm_term=2021111
7

Health Equity and Social Determinants of Health in HEDIS: Data for Measurement
https://www.ncqa.org/wp-
content/uploads/2021/06/20210622_NCQA_Health_Equity_Social_Determinants_of_He
alth_in_HEDIS.pdf

2. **National Collaborative for Health Equity**
https://www.nationalcollaborative.org/

The HOPE Initiative tracks social determinants of health
https://www.hopeinitiative.org

Healing through Policy: Creating Pathways to Racial Justice
https://www.nationalcollaborative.org/healing-through-policy/

Addressing Racism and Its Deeply Entrenched Dynamics: A 21st Century Imperative

Achieving Health Equity by Eliminating Racism with NCHE Programs & Strategies
webinar (4/23) https://youtu.be/radyZGABFxc

3. **Aligning for Health**
https://aligningforhealth.org
Aligning for Health is an organization membership association which, with the support of
our members and Advisory Board, advocates for solutions that address the common
challenge of our members – the need for more integrated and coordinated programs to
better improve health outcomes for Americans.

Social determinants of health
https://aligningforhealth.org/social-determinants-of-health/

4. **Kaiser Permanente**
https://patientengagementhit.com/news/amp/kaiser-unveils-health-equity-award-to-
recognize-sdoh-achievements

- Kaiser Takes Aim at Food Access, Social Determinants of Health
- Kaiser Pairs with Data Analytics Team to Address Housing, SDOH

- [How Health Orgs Can Use Community Health to Pursue Health Equity](#)
- [3 Steps for Building your SDOH Business Case](#)

5. **The African American Policy Forum (Co-Founder & Executive Director Kimberlé Crenshaw; Critical Race Theory focus)**
https://www.aapf.org

  Resources
  https://www.aapf.org/copy-of-publications

  #TruthBeTold Campaign
  https://www.aapf.org/truthbetold

  #TruthBeTold Toolkit
  https://online.flippingbook.com/view/480514450/

  2022 Legislation Tracker ("STOP Backlash to Teach Truth") Spreadsheet
  https://docs.google.com/spreadsheets/d/10QukIhAyztEHKjT3OGU7MV3XhiOGXHqUnyuNgQfkz38/edit#gid=1449112869

  2022 State-based Organizations ("STOP Backlash to Teach Truth") Spreadsheet
  https://docs.google.com/spreadsheets/d/1yIAFLXms8h1EYolNrAIEl31ChZZ8CszFnN_H20I442s/edit#gid=0

  "Looking Back to Move Forward: The Insurgent Origins of Critical Race Theory" hosted by Kimberlé Crenshaw (Apple podcast, 9/21)
  https://podcasts.apple.com/us/podcast/39-looking-back-to-move-forward-the-insurgent-origins-id1441348908?i=1000534153352

  "Race, Reform & Retrenchment Revisited: Can States Ban Learning About Our Full History?" (with the American Bar Association) February 2, 2022
  https://drive.google.com/file/d/1Keam7XH_2P7H0b4Rpq1jORClzbRuN6mo/view

  Messaging Workshop
  https://drive.google.com/file/d/17Eg0pi5hsbPMkT3Kte74-hjkYPrQUl6B/view

CRT-related websites, media, and articles

<mark>***American Council of Education
"Free and Open Academic Inquiry and Debate on Our Campuses is Essential to Our Democracy and National Well-being" signed onto by 103 organizations including AAMC and 12 psychiatric organizations.
https://www.acenet.edu/Documents/Community-Statement-on-Free-and-Open-Academic-Inquiry-030322.pdf</mark>

https://www.acenet.edu/News-Room/Pages/Groups-Issue-Statement-on-Open-Academic-Inquiry.aspx

<mark>**Making the Case for Academic Freedom and Institutional Autonomy in a Challenging Political Environment: A Resource Guide for Campus Leaders** (2/23/23)</mark>

<mark>**Making the Case for Academic Freedom and Institutional Autonomy in a Challenging Political Environment: A Brief Overview for Campus Stakeholders** (2/23/23)
The above 2 documents can be accessed at</mark>
https://www.acenet.edu/Pages/Publications.aspx

American Association of University Professors
   Educational Gag Orders: Legislative Interference in Teaching About Race
   https://www.aaup.org/issues/educational-gag-orders-legislative-interference-teaching-about-race

   Advancing Academic Freedom
   https://www.aaup.org/our-work/protecting-academic-freedom

   - 1940 *Statement of Principles on Academic Freedom and Tenure*, which has been endorsed by more than 250 national scholarly and educational associations.

   Racial Justice
   https://www.aaup.org/issues/racial-justice

   - Legislative Threats to Academic Freedom: Redefinitions of Antisemitism and Racism(2022)
   - Statement on Legislation Restricting Teaching about Race (2021)

National Education Association
   Education Justice
   https://neaedjustice.org/honesty-in-education/

   Model School Board Resolution Template
   https://neaedjustice.org/wp-content/uploads/2021/10/2021.10.1-Model-School-Bd-Reso-Template.docx

   Teach Truth: Know Your Rights FAQ
   https://www.nea.org/resource-library/teach-truth-know-your-rights-faq

Zinn Education Project
https://www.zinnedproject.org/about/

Association of American Law Schools (AALS)
Statement on "Efforts to Ban the Use or Teaching of Critical Race Theory" (8/21)
https://www.aals.org/aals-newsroom/statement-on-critical-race-theory/

Brookings Institution
"Why are states banning critical race theory?" (11/21)
https://www.brookings.edu/blog/fixgov/2021/07/02/why-are-states-banning-critical-race-theory/

UCLA
The Conflict Campaign: Exploring Local Experiences of the Campaign to Ban "Critical Race Theory" in Public K12 Education in the U.S., 2020-2021 (1/22)
https://idea.gseis.ucla.edu/publications/the-conflict-campaign/
> From the Executive Summary: "We found that at least 894 school districts, enrolling 17,743,850 students, or 35% of all K–12 students in the United States, have been impacted by local anti "CRT" efforts. Our survey and interviews demonstrate how such restriction efforts have been experienced inside schools as well as districts. We found that both state action and local activity have left many educators afraid to do their work."

UCLA School of Law
> Critical Race Studies
> https://law.ucla.edu/academics/centers/critical-race-studies
>
> CRT Forward Tracking Project
> https://law.ucla.edu/academics/centers/critical-race-studies/ucla-law-crt-forward-tracking-project

John Oliver on Critical Race Theory: In its season 9 premiere on Sunday 2/20/22, HBO's Last Week Tonight with John Oliver did an excellent deep dive into critical race theory— honing in on what CRT is, what it isn't, and why it's being attacked.

Milbank Memorial Fund Quarterly
"The Tenets of Critical Race Theory Have a Long-Standing and Important Role in Population Health Science" (7/21)
https://www.milbank.org/quarterly/opinions/the-tenets-of-critical-race-theory-have-a-long-standing-and-important-role-in-population-health-science/

Scientific American (11/10/21)
"The Anti–Critical Race Theory Movement Will Profoundly Affect Public Education"
https://www.scientificamerican.com/article/the-anti-critical-race-theory-movement-will-profoundly-affect-public-education/

NEA News (12/10/21)
"Who is Behind the Attacks on Educators and Public Schools?"

https://www.nea.org/advocating-for-change/new-from-nea/who-behind-attacks-educators-and-public-schools

Daily Beast
    "The Aristocrats Funding the Critical Race Theory 'Backlash'"
    https://www.thedailybeast.com/right-wing-aristocrats-fund-critical-race-theory-backlash

    "Who Manufactured Virginia's "Critical Race Theory" Debate?" (12/20/21)
    https://www.thirdway.org/report/who-manufactured-virginias-critical-race-theory-debate

NAACP Legal and Education Defense Fund on THE WAR ON TRUTH
    Critical Race Theory FAQ
    https://www.naacpldf.org/critical-race-theory-faq/

    "Anti-CRT Mania and Book Bans are the Latest Tactics to Halt Racial Justice" (12/21)
    https://www.naacpldf.org/critical-race-theory-banned-books/

PEN America
    "New Stop W.O.K.E. Act Fits Disturbing Pattern in Education Culture War" (12/21)
    https://pen.org/stop-woke-act-fits-disturbing-pattern-education-culture-war/

    "Tracking The Progress of Educational Gag Orders and Censorious Legislative Efforts Against Educational Institutions Nationwide" (1/22)
    https://pen.org/steep-rise-gag-orders-many-sloppily-drafted/

    "Educational Gag Orders"
    https://pen.org/report/educational-gag-orders/

    Educational Gag Orders Target Speech About Lgbtq+ Identities with New Prohibitions and Punishments (2/15/22)
    https://pen.org/educational-gag-orders-target-speech-about-lgbtq-identities-with-new-prohibitions-and-punishments/

    Banned In The USA: Rising School Book Bans Threaten Free Expression And Students' First Amendment Rights (4/7/22)
    https://pen.org/banned-in-the-usa/

        Update (9/19/22):
        https://pen.org/report/banned-usa-growing-movement-to-censor-books-in-schools/?utm_source=Communications&utm_campaign=af50db047b-POSTBANNEDBKSWK_10_03_22&utm_medium=email&utm_term=0_c67d07604c-af50db047b-249333370&mc_cid=af50db047b&mc_eid=beb2ce3295

Update (4/20/23):
https://pen.org/report/banned-in-the-usa-state-laws-supercharge-book-suppression-in-schools/

PEN America v. Escambia County School District (5/23)
https://pen.org/pen-america-v-escambia-county/?utm_source=Communications&utm_campaign=f4433e0b7e-EMAIL_CAMPAIGN_2023_05_18_bb&utm_medium=email&utm_term=0_-f4433e0b7e-%5BLIST_EMAIL_ID%5D&mc_cid=f4433e0b7e&mc_eid=beb2ce3295

PEN America's Index of School Book Bans
https://docs.google.com/spreadsheets/d/1hTs_PB7KuTMBtNMESFEGuK-0abzhNxVv4tgpI5-iKe8/edit#gid=660619424

https://pen.org/index-of-school-book-bans-2022/

PEN America Index of Educational Gag Orders
https://docs.google.com/spreadsheets/d/1Tj5WQVBmB6SQg-zP_M8uZsQQGH09TxmBY73v23zpyr0/edit#gid=1505554870

Educational Censorship (2/23)
https://pen.org/issue/educational-censorship/

PEN America article: "Educational Censorship Continues: The 2023
Legislative Sessions So Far" (2/16/23)
https://pen.org/educational-censorship-continues-in-2023/
Note especially the section: Higher Education Remains in the Cross Hairs

Book Bans (2/23)
https://pen.org/issue/book-bans/

Campus Free Speech (2/23)
https://pen.org/issue/campus-free-speech/

Campus Free Speech Guide
https://campusfreespeechguide.pen.org/?_gl=1%2A8o1lbp%2A_ga%2AMTU1MTM0NTczNi4xNjQzMzkxODg0%2A_ga_0RQGYGDH22%2AMTY3ODUyOTU3My4xOS4xLjE2Nzg1MzE3OTQuNjAuMC4w

Inside Higher Ed
'A New Low' in Attacks on Academic Freedom (2/21/22)
https://www.insidehighered.com/news/2022/02/21/texas-lt-govs-pledge-end-tenure-over-crt-new-low

Goodbye Red Scare, Hello Ed Scare (2/24/22)

https://www.insidehighered.com/views/2022/02/24/higher-ed-must-act-against-educational-gag-orders-opinion?mc_cid=55b0c2bf0f&mc_eid=beb2ce3295

The Chronicle of Higher Education
"How to Sink Anti-CRT Bills" (2/16/22)
https://www.chronicle.com/article/how-to-sink-anti-crt-bills

"Right-Wing Campaign to Block Teaching for Social Justice" (1/20/22) [has links to more news]
https://www.zinnedproject.org/news/gop-campaign-to-block-teaching-for-social-justice/

"Can Democracy (and the Democratic Party) Survive Racism as a Strategy?"
Ian Haney Lopez
https://medium.com/@halo.politics/can-democracy-and-the-democratic-party-survive-racism-as-a-strategy-47257b3b450
https://race-class-academy.com

Forbes
"Teacher Anti-CRT Bills Coast To Coast: A State By State Guide" (2/16/22)
https://www.forbes.com/sites/petergreene/2022/02/16/teacher-anti-crt-bills-coast-to-coast-a-state-by-state-guide/?sh=9a4842c4ff64

Washington Post
        Washington Post interview with Kimberlé Crenshaw (1/22)
        https://www.washingtonpost.com/lifestyle/magazine/an-architect-of-critical-race-theory-we-cannot-allow-all-of-the-lessons-from-the-civil-rights-movement-forward-to-be-packed-up-and-put-away-for-storage/2022/01/14/24bb31de-627e-11ec-a7e8-3a8455b71fad_story.html
        "College faculty are fighting back against state bills on critical race theory" (2/19/22)
        https://www.washingtonpost.com/education/2022/02/19/colleges-critical-race-theory-bills/

American Library Association
        ALA Statement on Censorship of Information Addressing Racial Injustice, Black American History, and Diversity Education (8/18/21)
        https://www.ala.org/advocacy/intfreedom/statement/opposition-censorship-racial-injustice-black-history-diversity-education

        State of America's Libraries (4/8/22)
        https://www.ala.org/news/sites/ala.org.news/files/content/state-of-americas-libraries-special-report-pandemic-year-two.pdf?utm_campaign=wp_book_club&utm_medium=email&utm_source=newsletter&wpisrc=nl_books

"American Library Association reports record number of demands to censor library books and materials in 2022" (3/22/23)
https://www.ala.org/news/press-releases/2023/03/record-book-bans-2022

Fight Censorship
https://www.ala.org/advocacy/fight-censorship

Anti-CRT and Anti-DEIA organization websites and initiatives

Do No Harm Medicine
Newsroom (updated and complete archive)
https://donoharmmedicine.org/newsroom/

In the News (updated and complete archive)
https://donoharmmedicine.org/in-the-news/?gclid=EAIaIQobChMI8rfnvbKa-QIVzWkqCh2NmwdZEAAYASACEgLjKvD_BwE

https://donoharmmedicine.org/wp-content/uploads/2022/06/DNH_UCSD_Report2022.pdf

https://donoharmmedicine.org/2023/01/28/the-acgme-wants-residency-program-directors-to-prove-their-dei-credentials/
(1/28/23)

https://donoharmmedicine.org/2023/01/11/missouri-takes-on-medical-schools-and-medical-elites-hate-it/ (1/11/23)

Do No Harm Medicine attacks ACGME
(2/24/23): https://donoharmmedicine.org/2023/02/24/the-acgme-administers-a-new-dose-of-woke-at-the-annual-educational-conference/

A Physician's Journey to Combat The Risk of Radical Politics in American Healthcare (interview with founder Dr. Stanley Goldfarb 3/31/23)
https://donoharmmedicine.org/2023/03/31/a-physicians-journey-to-combat-the-risk-of-radical-politics-in-american-healthcare/

Tennessee's New Legislation Is A Huge Victory (4/18/23)
https://donoharmmedicine.org/2023/04/18/tennessees-new-legislation-is-a-huge-victory/

Important tips for reviewing medical schools and other institutions (4/19/23)
https://donoharmmedicine.org/2023/04/19/important-tips-for-reviewing-medical-schools-and-other-institutions/

Manhattan Institute
Education

https://www.manhattan-institute.org/education

"Abolish DEI Bureaucracies and Restore Colorblind Equality in Public Universities" (1/18/23)
https://www.manhattan-institute.org/model-dei-legislation

CRT
https://www.manhattan-institute.org/critical-race-theory

Goldwater Institute
"DEI's Radical Regime Threatens Higher Education" (1/19/2023)
https://www.goldwaterinstitute.org/deis-radical-regime-threatens-higher-education/

Campus Reform
https://campusreform.org/about
https://campusreform.org/article?id=21055

https://www.campusreform.org/article?id=16921

Critical Race Training in Education
https://criticalrace.org

"Our Top 25 Medical School Database" (2/18/22)
https://criticalrace.org/our-top-25-medical-school-database/
https://criticalrace.org/medical-schools/
[This is the first listing of medical schools' DEIA activities under the CRT label I have seen. Look at how the author has drilled down on specifics in the second link. Frightening!]
https://www.heritage.org/crt

https://heritageaction.com/toolkit/rejectcrt

https://www.noleftturn.us/exposing-books/

https://www.parentsrightsined.org/stop-anti-racism-curriculum.html

https://www.thefire.org
Foundation for Individual Rights and Expression
https://www.thefire.org/news/new-fire-model-legislation-takes-dei-bureaucracys-chilling-effect-campus

"Secretive 'dark money' network launches anti-critical race theory campaign"
6/30/21 https://www.opensecrets.org/news/2021/06/secretive-dark-money-network-anti-critical-race-theory/

4 organizations listed:
https://freetolearn.org

https://familiesfored.org/crt-checklist/
https://defendinged.org/about/
https://1776projectpac.com

Governor DeSantis Elevates Civil Discourse and Intellectual Freedom in Higher Education (1/31/2023)
https://www.flgov.com/2023/01/31/governor-desantis-elevates-civil-discourse-and-intellectual-freedom-in-higher-education/
" Specifically, the 2023 proposal raises the standards of learning and civil discourse of public higher education in Florida by:

- Prohibiting higher education institutions from using any funding, regardless of source, to support DEI, CRT, and other discriminatory initiatives;
- Requiring institutions' presidents and boards of trustees to take ownership of hiring and retention decisions, without interference from unions and faculty committees;
- Allowing institutions' presidents and boards of trustees to conduct a post-tenure review of a faculty member at any time with cause;
- Prohibiting postsecondary institutions from using discriminatory political filters, including political loyalty oaths and DEI statements, in the hiring process;"

Here is an article to help contextualize the proposed legislation:
https://www.insidehighered.com/news/2023/02/07/desantis-debuts-new-conservative-playbook-ending-dei

Analysis by PEN America (2/24/23):
https://pen.org/press-release/proposed-new-florida-law-would-place-the-most-draconian-and-censorious-restrictions-on-higher-education-in-the-country-says-pen-america/
and
https://pen.org/press-release/pen-america-condemns-proposed-florida-bill-that-would-enact-radical-changes-to-defamation-law-posing-a-grave-threat-to-a-free-press-and-free-speech/

AAUP and American Federation of Teachers "Florida Bill Would Destroy Higher Education as We Know It" (2/27/23):
https://www.aaup.org/sites/default/files/Florida%20statement%20Feb%202023_0.pdf

American Historical Association and more than 81 other organizations in a recent statement opposing Florida House Bill 999, which would prohibit public colleges and universities from funding projects related to diversity, equity, and inclusion, prohibit diversity statements from being included in hiring and promotion processes, ban gender studies from being offered as a major or minor, and bar study of critical race theory. The AHA writes: "What has previously best been characterized as unwarranted political intervention into public education has now escalated to an attempt at a hostile takeover of a state's system of higher education." (3/3/2023)

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https://www.historians.org/news-and-advocacy/aha-advocacy/aha-statement-opposing-florida-house-bill-999-(march-2023)

May 4 update: https://www.nbcmiami.com/news/local/florida-house-approves-bill-blocking-funding-for-college-dei-programs/3027295/

University of North Carolina sacks
DEI (2/24/23): https://www.foxnews.com/media/university-north-carolina-moves-ban-diversity-equity-inclusion-statements-anti-woke-backlash

Texas (2/24/23): https://www.dallasobserver.com/news/university-of-texas-systems-pauses-dei-gov-greg-abbotts-memo-prompts-civil-rights-advocates-to-sound-the-alarm-15999119

6. **UNESCO**
Routes of Enslaved Peoples: Resistance, Liberty and Heritage
https://en.unesco.org/themes/fostering-rights-inclusion/slave-route

Monograph
https://healingthewoundsofslavery.org/wp-content/uploads/2021/04/UNESCO-GHFP_2020_Healing-the-Wounds-of-Slavey_Desk-Review_Report.pdf

7. **Lown Institute Hospital Index of Racial Inclusivity 2021**
https://lownhospitalsindex.org/2021-winning-hospitals-racial-inclusivity/

8. **Stop AAPI Hate**
https://stopaapihate.org

Reports
https://stopaapihate.org/reports/

Reporting Center Data
https://stopaapihate.org/explore-our-data/

Community Resources
https://stopaapihate.org/resources/

Press Releases
https://stopaapihate.org/category/press-releases/

Mental Health Report, 5/27/21
https://stopaapihate.org/wp-content/uploads/2021/05/Stop-AAPI-Hate-Mental-Health-Report-210527.pdf

National Report 8/12/21
https://stopaapihate.org/stop-aapi-hate-national-report-2/

National Report 11/18/21
https://stopaapihate.org/national-report-through-september-2021/

National Report 3/4/22
https://stopaapihate.org/national-report-through-december-31-2021/

California State Policy Recommendations to Address AAPI Hate 10/13/21
https://stopaapihate.org/wp-content/uploads/2022/01/SAH-State-Policy-Agenda-10.13.21-w_urls-2.pdf

Discussing Anti-Asian Racism with Students: An Educator's Guide
https://stopaapihate.org/discussing-racism-educators-guide/?utm_source=20220131&utm_medium=email

The Rising Tide of Violence and Discrimination Against Asian American and Pacific Islander Women and Girls 5/21/21
https://stopaapihate.org/wp-content/uploads/2021/05/Stop-AAPI-Hate_NAPAWF_Whitepaper.pdf

Anti-Asian Hate, Social Isolation, and Mental Health among Asian American Elders During COVID-19 5/24/22
https://stopaapihate.org/elder-report-2022/

Two Years and Thousands of Voices: What Community-Generated Data Tells Us About Anti-AAPI Hate 7/20/2022
https://stopaapihate.org/year-2-report/

The Blame Game: How Political Rhetoric Inflames Anti-Asian Scapegoating 10/12/2022
https://stopaapihate.org/anti-asian-scapegoating/

Righting Wrongs: How Civil Rights Can Protect Asian Americans & Pacific Islanders Against Racism (5/23) https://stopaapihate.org/civil-rights-report/

9. **Asian & Pacific Islander American Health Forum (APIAHF) and the National Asian Pacific American Bar Association (NAPABA)** Health Response Partnership on Hate Crimes https://www.aa-nhpihealthresponse.org/aa-nh-pi-hate-crimes-resources

10. **National Asian American Pacific Islander Mental Health Association**
https://www.naapimha.org

11. **Bystander Intervention Resources**
https://www.ihollaback.org/bystander-resources/

12. **The Virtual Health Equity Summit (**6/2021)

https://healthequitysummit.com

13. **The Kennedy-Satcher Center for Mental Health Equity** at Morehouse College of Medicine https://www.kennedysatcher.org/about/

14. **McLean Hospital Multicultural Psychology Consultation Team (MPCT)**
https://multiculturalpsychology.com/

15. **The Hastings Center**
https://www.thehastingscenter.org/diversity-equity-and-inclusion-at-the-hastings-center/

16. **Research to Equip Health Care for Equity**
https://equip2013.wordpress.com

17. **National Alliance on Mental Illness**
Identity and Cultural Dimensions
https://www.nami.org/Your-Journey/Identity-and-Cultural-Dimensions

18. **Culture Ally**
www.cultureally.org

ADDRESSING Identities Self-Assessment [developed in association with the Multicultural Psychology Consultation Team at McLean Hospital and Pamela Hays, author of *Addressing Cultural Complexities in Counseling & Clinical Practice: An Intersectional Approach* (2022)] https://cultureally.org/addressing-identities-self-assessment/

19. **National Alliance to impact the Social Determinants of Health (NASDOH)**
https://nasdoh.org

NASDOH's Proposed Principles for Social Determinants of Health (SDOH) Research and Call to Action
https://nasdoh.org/wp-content/uploads/2023/01/NASDOH1.pdf

Raising the Bar
https://rtbhealthcare.org/wp-content/uploads/2022/07/RWJF-RTB-Report-2022-PRINCIPLES-FINAL-060622.pdf

The Social Determinants of Health Federal Policy Landscape:
A Look Back and Ahead (2023)
https://nasdoh.org/wp-content/uploads/2023/05/SDOH-Federal-Policy-Landscape-2023_Final.pdf

20. **Social Mission Alliance**
https://socialmission.org

21. **Rise to Health: A National Coalition for Equity in Health Care**
https://www.risetohealthequity.org

III. <u>Federal Government Websites</u>

1. **The White House**
a. Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, 1/20/21
https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/

b. Executive Order on Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation, 1/20/21
https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-preventing-and-combating-discrimination-on-basis-of-gender-identity-or-sexual-orientation/

c. Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States, 1/26/21
https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/26/memorandum-condemning-and-combating-racism-xenophobia-and-intolerance-against-asian-americans-and-pacific-islanders-in-the-united-states/

d. FACT SHEET: President Biden Announces Additional Actions to Respond to Anti-Asian Violence, Xenophobia and Bias, 3/30/21
https://www.whitehouse.gov/briefing-room/statements-releases/2021/03/30/fact-sheet-president-biden-announces-additional-actions-to-respond-to-anti-asian-violence-xenophobia-and-bias/

2. **Department of Health and Human Services (DHHS) Substance Abuse and Mental Health Administration (SAMHSA)**
a. *** Behavioral Health Equity https://www.samhsa.gov/behavioral-health-equity
Improving Cultural Competence TIP 59 (2015)
https://store.samhsa.gov/sites/default/files/d7/priv/sma14-4849.pdf

Improving Cultural Competence KAP Keys (2016)
https://store.samhsa.gov/product/Improving-Cultural-Competence/sma16-4933?referer=from_search_result

b. Minority Fellowship Program https://www.samhsa.gov/minority-fellowship-program

c. National Network to Eliminate Disparities in Behavioral Health (NNED)
https://www.samhsa.gov/national-network-eliminate-disparities-behavioral-health

Evidence-Based and Culturally Relevant Behavioral Health Interventions in Practice: Strategies and Lessons Learned from NNED Learn (2011-2020)
https://store.samhsa.gov/product/evidence-based-culturally-relevant-behavioral-health-interventions-practice-strategies/PEP21-05-02-001

d. Tribal Affairs https://www.samhsa.gov/tribal-affairs

e. African American Behavioral Health Center of Excellence at Morehouse University School of Medicine https://africanamericanbehavioralhealth.org

f. Historically Black Colleges and Universities Center of Excellence in Behavioral Health
   https://www.sprc.org/resources-programs/hbcu-center-excellence-behavioral-health

https://www.samhsa.gov/historically-black-colleges-universities-center-excellence-behavioral-health

g. Asian American, Native Hawaiian, and Pacific Islander Behavioral Health Center of Excellence (AANHPI-CoE) https://www.samhsa.gov/aanhpi-coe

h. Center of Excellence on LGBTQ+ Behavioral Health Equity at University of Maryland https://lgbtqequity.org

i. American Indian and Alaska Native
   o Addiction Technology Transfer Center (ATTC)
   o Mental Health Technology Transfer Center (MHTTC)
   o Prevention Technology Transfer Center (PTTC)

j. Hispanic and Latino
   o Addiction Technology Transfer Center (ATTC)
   o Mental Health Technology Transfer Center (MHTTC)
   o Prevention Technology Transfer Center (PTTC)

3. **DHHS Office of Minority Health (OMH)**
https://www.minorityhealth.hhs.gov

*** National Culturally and Linguistically Appropriate Services Standards (CLAS), 2013
https://thinkculturalhealth.hhs.gov/clas/standards
includes online trainings and implementation strategies to improve systems cultural competence.
   a. An Implementation Checklist for the National CLAS Standards

https://thinkculturalhealth.hhs.gov/assets/pdfs/AnImplementationChecklistfortheNationalCLASStandards.pdf

b. A Practical Guide to Implementing the National CLAS Standards: For Racial, Ethnic, and Linguistic Minorities, People with Disabilities and Sexual and Gender Minorities, 12/2016
https://www.cms.gov/About-CMS/Agency-Information/OMH/Downloads/CLAS-Toolkit-12-7-16.pdf

c. Evaluation of the Awareness, Knowledge, Adoption, and Implementation of the National CLAS Standards in Health and Health Care Organizations
https://thinkculturalhealth.hhs.gov/assets/pdfs/clas-ncs-evaluation-project.pdf

d. Evaluation of the National CLAS Standards: Tips and Resources, 2018
https://www.minorityhealth.hhs.gov/assets/PDF/Evaluation_of_the_Natn_CLAS_Standards_Toolkit_PR3599_final.508Compliant.pdf

e. Guide - Behavioral Health Implementation Guide , 7/2021

f. Report - Development of a Long-Term Evaluation Framework for the National CLAS Standards , 7/2021

g. Toolkit - Evaluation of the National CLAS Standards: Tips and Resources, 7/2021

h. UC Davis Center for Reducing Health Disparities, Solano County Innovations Project Final Evaluation Report based on CLAS
https://health.ucdavis.edu/crhd/pdfs/solano-county/icctm-final-report-2021.08.25.pdf

4. **DHHS National Institutes of Health (NIH)**
   a. Ending Structural Racism
   https://www.nih.gov/ending-structural-racism?utm_medium=email&utm_source=govdelivery

   b. Scientific Workforce Diversity (SWD) Office
   https://diversity.nih.gov includes a SWD toolkit and webinar

   Description of projects since 2014 with hyperlinks
   https://www.nih.gov/about-nih/who-we-are/nih-director/statements/statement-retirement-dr-hannah-valantine

   c. Transformative Research to Address Health Disparities and Advance Health Equity
   https://commonfund.nih.gov/healthdisparitiestransformation?utm_medium=email&utm_source=govdelivery

     d. NIH Office of Equity, Diversity, and Inclusion

     e. UNITE
     https://www.nih.gov/ending-structural-racism/unite

5. **DHHS National Institute of Mental Health (NIMH)**
     a. Office for Disparities Research and Workforce Diversity (ODWD)
     https://www.nimh.nih.gov/about/organization/od/odwd
- NIMH's Approach to Mental Health Disparities Research
- Funding Opportunities
- Women's Mental Health Research Program
- Minority Mental Health Research Program
- Research Workforce Diversity Program
- Coordination of Sexual and Gender Minority Mental Health Research at NIMH
- Office of Rural Mental Health Research (ORMHR)
- Webinars on Disparities in Mental Health
- Archived Webinars on Disparities in Mental Health

     b. Multimedia About Health Disparities
     https://www.nimh.nih.gov/news/media/index-diversity-and-ethnic-groups

5. **DHHS National Institute on Minority Health and Health Disparities (NIMHHD)**
     a. NIH Minority Health and Health Disparities Strategic Plan 2021-2025
     https://nimhd.nih.gov/about/strategic-plan/nih-strategic-plan-directors-foreword.html

     b. Minority Health and Health Disparities: Definitions and Parameters
     https://www.nimhd.nih.gov/about/strategic-plan/nih-strategic-plan-definitions-and-parameters.html

     c. An Ecosystem of Health Disparities and Minority Health Resources
     https://www.nimhd.nih.gov/resources/hd-pulse.html
     https://hdpulse.nimhd.nih.gov

     d. Structural Racism and Discrimination
     https://www.nimhd.nih.gov/resources/understanding-health-disparities/srd.html

     e. PhenX Social Determinants of Health (SDOH) Assessments Collection
     https://www.nimhd.nih.gov/programs/collab/phenx/index.html
     The PhenX Social Determinants of Health (SDOH) Assessments Collection, now available in the PhenX Toolkit, contains 19 new protocols which expand upon the previous SDOH collection to help measure upstream factors that shape behaviors and health outcomes. This collection provides a common currency for studying social determinants of health across public health research studies.

Researchers are encouraged to use this collection to examine the role of SDOH and the factors related to health inequities and enable effective interventions to reduce health disparities.
https://www.phenxtoolkit.org

Mental Health Research Collections
https://www.phenxtoolkit.org/collections/view/1

Substance Abuse and Addiction Collections
https://www.phenxtoolkit.org/collections/view/2

Social Determinants of Health Collections
https://www.phenxtoolkit.org/collections/view/6

Social Determinants of Health: Core
https://www.phenxtoolkit.org/sub-collections/view/28

Individual Social Determinants of Health
https://www.phenxtoolkit.org/sub-collections/view/29

Structural Social Determinants of Health
https://www.phenxtoolkit.org/collections/view/6

f. Food Accessibility, Insecurity and Health Outcomes
https://www.nimhd.nih.gov/resources/understanding-health-disparities/food-accessibility-insecurity-and-health-outcomes.html

g. The Economic Burden of Racial, Ethnic, and Educational Health Disparities in the U.S., 2018 (5/23) https://www.nimhd.nih.gov/about/publications/economic-burden-health-disparities-US-2018.html

h. Structural Racism and Discrimination: Impact on Minority Health and Health Disparities (5/21) https://www.nimhd.nih.gov/about/publications/structural-racism-and-discrimination-impact-on-minority-health-and-health-disparities.html

i. The Science of Health Disparities Research (5/21 textbook)
https://www.nimhd.nih.gov/about/publications/the-science-of-health-disparities-research.html

j. Conferences and Events (upcoming and past)
https://www.nimhd.nih.gov/news-events/conferences-events/

NIMHD Director's Seminar Series

HDIG/NIMHD DIR Seminar Series

NIMHD Related Events

NIMHD Past Events

6. **DHHS Health Resources and Services Administration (HRSA)**
    a. Health Equity for Diverse Populations
    https://www.hrsa.gov/about/organization/bureaus/ohe/populations/diverse-populations.html

    b. Culture, Language, and Health Literacy
    https://www.hrsa.gov/about/organization/bureaus/ohe/health-literacy/culture-language-and-health-literacy

    c. Office of Civil Rights, Diversity and Inclusion
    https://www.hrsa.gov/about/organization/bureaus/ocrdi

    d. HRSA Policy Statement on Workforce Diversity and Inclusion (10/19)

    e. Health Resources and Services Adminstration - Policy Statement on Equal Employment Opportunity, and Diversity, Equity, Inclusion, and Accessibility (9/22)

    f. Council on Graduate Medical Education
    https://www.hrsa.gov/advisory-committees/graduate-medical-edu

    Supporting **Diversity** in the Health Professions (5/2016)

    g. The Fenway Institute
     Ten Things: Creating **Inclusive** Health Care Environments for LGBT People

    h. Health Workforce Strategic Plan 2021
7. **DHHS Center for Disease Control (CDC)**
    a. Racism and Health
    https://www.cdc.gov/healthequity/racism-disparities/index.html

    b. Social Vulnerability Index: Social vulnerability refers to the potential negative effects on communities caused by external stresses on human health. Such stresses include natural or human-caused disasters, or disease outbreaks. Reducing social vulnerability can decrease both human suffering and economic loss. CDC Social Vulnerability Index (CDC SVI) uses 15 U.S. census variables to help local officials identify communities that may need support before, during, or after disasters.
    https://www.atsdr.cdc.gov/placeandhealth/svi/index.html

8. **DHHS Agency for Healthcare Research and Quality (AHRQ)**
    a. Social Determinants of Health (SDOH)
    https://www.ahrq.gov/sdoh/index.html

[Social Determinants of Health (SDOH)](#)
- [About SDOH in Healthcare](#)
- [Health Systems Research](#)
- [Practice Improvement](#)
- [Data and Analytics](#)
- [Resources](#)
- [What's New](#)
- **Database**
  https://www.ahrq.gov/sdoh/data-analytics/sdoh-data.html

b. National Healthcare and Disparities Reports
https://nhqrnet.ahrq.gov/inhqrdr/

9. **DHHS Office of the Surgeon General**
a. Current Priorities of the U.S. Surgeon General
COVID-19
Health Misinformation
Health Worker Burnout
Social Connection
Workplace Well-Being
Youth Mental Health
https://www.hhs.gov/surgeongeneral/priorities/index.html

b. Reports and Publications
https://www.hhs.gov/surgeongeneral/reports-and-publications/index.html

Mental Health Reports and Publications
https://www.hhs.gov/surgeongeneral/reports-and-publications/mental-health/index.html

Youth Mental Health (2021)
https://www.hhs.gov/surgeongeneral/priorities/youth-mental-health/index.html

Addiction and Substance Misuse Reports and Publications
https://www.hhs.gov/surgeongeneral/reports-and-publications/addiction-and-substance-misuse/index.html

Suicide Prevention Reports And Publications
https://www.hhs.gov/surgeongeneral/reports-and-publications/suicide-prevention/index.html

10. **DHHS Center for Medicare and Medicaid Services (CMS)**
a. The Road to Equity: Examining Structural Racism in Health Care webinar (4/21)
https://www.cms.gov/About-CMS/Agency-Information/OMH/equity-initiatives/ccm/webinars-and-events/all-webinars-and-events

b. CMS Framework for Health Equity (4/22)
The five health equity priorities include 1) expand the collection, reporting, and analysis of standardized data, 2) Address inequities in policies and operations to close gaps, 3) Build capacity, 4) Advance Language access, health literacy, and provision of culturally tailored services, and 5) Increase all forms of accessibility to health care.
https://www.cms.gov/About-CMS/Agency-Information/OMH/equity-initiatives/framework-for-health-equity

https://www.cms.gov/files/document/cms-framework-health-equity-2022.pdf

Health Equity Programs
https://www.cms.gov/about-cms/agency-information/omh/health-equity-programs

Health Equity Technical Assistance
https://www.cms.gov/about-cms/agency-information/omh/health-equity-programs/health-equity-technical-assistance

Using Z Codes: The Social Determinants of Health (SDOH) Data Journey to Better Outcomes (PDF) (updated 6/22)

Health Equity Data Access Program
https://www.cms.gov/about-cms/agency-information/omh/health-equity-programs/grants-and-awards/health-equity-data-access-program

c. CMS Behavioral Health Strategy (5/22)
https://www.cms.gov/cms-behavioral-health-strategy

d. Research & Data
https://www.cms.gov/about-cms/agency-information/omh/research-and-data

e. Resource Center
https://www.cms.gov/about-cms/agency-information/omh/resource-center

f. CMS Equity Conference 6/23
2023 CMS Health Equity Conference: Plenary Sessions
· 2023 CMS Health Equity Conference: Breakout Sessions – Day 1
· 2023 CMS Health Equity Conference: Breakout Sessions – Day 2

11. **DHHS Office of Disease Prevention and Health Promotion (ODPHP)**
Healthy People 2030
https://health.gov/healthypeople

a. Evidence-Based Resources

https://health.gov/healthypeople/tools-action/browse-evidence-based-resources

b. Use Healthy People 2030 Evidence-Based Resources in Your Work
https://health.gov/healthypeople/tools-action/use-healthy-people-2030-evidence-based-resources-your-work

c. 3 priority areas:
    1. Health Equity https://health.gov/healthypeople/priority-areas/health-equity-healthy-people-2030

        Health Equity and Health Disparities Environmental Scan (3/22)
        https://health.gov/sites/default/files/2022-04/HP2030-HealthEquityEnvironmentalScan.pdf

    2. Health Literacy https://health.gov/healthypeople/priority-areas/health-literacy-healthy-people-2030

    3. Social Determinants of Health https://health.gov/healthypeople/priority-areas/social-determinants-health

12. **Office of the National Coordinator for Health Information Technology (ONC)**
- 2020-2025 Federal Health IT Strategic Plan
- ONC Social Determinants of Health Webpage
- ONC Health IT Framework for Advancing SDOH Data Use and Interoperability
- Addressing Social Determinants of Health in Federal Programs
- HHS's Strategic Approach to Addressing Social Determinants of Health to Advance Health Equity – At a Glance
- Social Determinants of Health Data Sharing at the Community Level

13. **U.S. House Judiciary Committee**
Subcommittee on the Constitution, Civil Rights, and Civil Liberties
- Hearing on Discrimination and Violence Against Asian Americans, 3/18/21, the first such hearing in 34 years
- https://judiciary.house.gov/calendar/eventsingle.aspx?EventID=4449
- Video transcript plus written submitted testimony. Key documents from:
  - Ms. Manjusha P. Kulkarni, Executive Director, Stop AAPI Hate https://docs.house.gov/meetings/JU/JU10/20210318/111343/HHRG-117-JU10-Wstate-KulkarniM-20210318-U22.pdf
  - Erika Lee, PhD, Regents Professor of History and Asian American Studies and Director of the Immigration History Research Center at the University of Minnesota https://docs.house.gov/meetings/JU/JU10/20210318/111343/HHRG-117-JU10-Wstate-LeeE-20210318-U23.pdf
  - Shirin Sinnar Professor of Law Stanford Law School

https://docs.house.gov/meetings/JU/JU10/20210318/111343/HHRG-117-JU10-Wstate-SinnarS-20210318-U27.pdf

- o John C. Yang President and Executive Director Asian Americans Advancing Justice
  https://docs.house.gov/meetings/JU/JU10/20210318/111343/HHRG-117-JU10-Wstate-YangJ-20210318-U21.pdf

14. **U.S. House Ways and Means Committee**
Fact vs. Fiction: Clinical Decision Support Tools and the Mis(use) of Race
https://waysandmeans.house.gov/sites/democrats.waysandmeans.house.gov/files/documents/Fact%20Versus%20Fiction%20Clinical%20Decision%20Support%20Tools%20and%20the%20%28Mis%29Use%20of%20Race%20%282%29.pdf

15. **Supreme Court** case: **Students for Fair Admissions Inc. v. President & Fellows of Harvard College** had oral arguments October, 31, 2022.
https://www.scotusblog.com/case-files/cases/students-for-fair-admissions-inc-v-president-fellows-of-harvard-college/

IV. Online Training Resources including Curricula

1. National Standards for Culturally and Linguistically Appropriate Services (CLAS) in Health and Health Care, Office of Minority Health, Dept. of Health and Human Services
https://thinkculturalhealth.hhs.gov/clas

*** <mark>"Improving Cultural Competency for Behavioral Health Professionals" E-Learning Program (May, 2019)</mark> with 5 CE credits (free) sponsored by the Office of Minority Health, DHHS: https://thinkculturalhealth.hhs.gov/educatUniversityion/behavioral-health

2. <mark>*** "Using the DSM-5 Cultural Formulation Interview" online training module</mark> sponsored by the Columbia University Center of Excellence in Cultural Competence. https://nyculturalcompetence.org/cfionlinemodule/
Outstanding online training module on the CFI

3. American Psychiatric Association
  a. Striving for Excellence Series: Addressing Mental Health Disparities Among African Americans/Blacks Through Patient Care
  Presented by APA and The Morehouse School of Medicine's African American Behavioral Health Center of Excellence
  Free to all Participants / 12 Live Webinars + Two Self-Paced Learning Modules
  https://www.psychiatry.org/psychiatrists/cultural-competency/striving-for-excellence-series

  b. Racism and Black Mental Health
  https://education.psychiatry.org/diweb/catalog/item?id=5913368&_ga=2.104874503.502899288.1611768236-2014004078.1609721480

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c. Responding to Racism from Patients, Families, and Guests Towards Residents and Practicing Physicians
https://education.psychiatry.org/diweb/catalog/item?id=5917396&_ga=2.44968096.502899288.1611768236-2014004078.1609721480

d. Impact of Microaggression on Mental Health Outcomes
https://education.psychiatry.org/diweb/catalog/item?id=5913251&_ga=2.103681540.502899288.1611768236-2014004078.1609721480

e. Diversity & Health Equity Education: These resources, including fact sheets, guides and online learning modules, help clinicians provide quality health care that addresses the needs of culturally diverse populations.
https://www.psychiatry.org/psychiatrists/cultural-competency/education

f. Online Resources on Structural Racism in Psychiatry for Medical Students & Trainees in Psychiatry (10/21)
https://www.psychiatry.org/psychiatrists/structural-racism-task-force
(PDF towards bottom of the page)

g. SMI Adviser (an APA and SAMHSA Initiative)
Cultural Competency knowledge base
https://smiadviser.org/tag/cultural-competency

Special Populations knowledge base
https://smiadviser.org/category/special-populations

h. The Looking Beyond Series: Mental Health Equity Fireside Chats (2021-2023)
https://www.psychiatry.org/psychiatrists/diversity/mental-health-equity-fireside-chat

4. American Medical Association
   a. Accelerating Change in Medical Education webinars
   Combatting Structural Racism in UME & GME Programs
   https://innovationmatch.ama-assn.org/groups/ace-community/pages/resources
   - "Uprooting structural racism embedded in medical education" on 2/1/21
   - "Applying systems thinking to address structural racism in health professions education: Curriculum, structural competency and institutional change" on 7/20/21
   - "Focusing on diversity: Promoting mission-aligned medical school admission and residency selection processes" on 6/15/20

   b. Prioritizing Equity webinars [40 as of 2/23/23]
   https://www.ama-assn.org/delivering-care/health-equity/prioritizing-equity-video-series?utm_source=Selligent&utm_medium=email&utm_term=%25m%25d%25y&ut

m_content=INT_ECM_MyConnection_121020&utm_campaign=INT_ECM_MyConnection&utm_uid=&utm_effort=&utm_h=

c. JAMA Structural Racism in Medicine and Health Care
https://www.youtube.com/watch?v=SyzZvlvoAys

d. Health Equity Education Center
https://edhub.ama-assn.org/health-equity-ed-center

e. Prioritizing Equity: Critical Race Theory and Intersectionality
https://edhub.ama-assn.org/ama-center-health-equity/video-player/18684883?utm_source=silverchair_edhub&utm_campaign=activity_alert-edhub&utm_content=weekly_batch&cmp=1&utm_medium=email

5. AAMC
a. IDEAS (Inclusion | Diversity | Equity | Anti-racism) Learning Series
https://cloud.email.aamc.org/ideas

b. AAMC Competency-Based Medical Education
https://www.aamc.org/what-we-do/mission-areas/medical-education/cbme

AAMC New and Emerging Areas in Medicine Competency Series
    1. Quality Improvement and Patient Safety:
    https://www.aamc.org/data-reports/report/qipscompetencies

    2. Telehealth and Virtual Care:
    https://www.aamc.org/data-reports/report/telehealth-competencies

    3. *** Diversity, Equity, and Inclusion Competencies Across the Learning Continuum (7/2022): "These cross-continuum competencies help educators design or adapt curricula and help educators and learners in their individual professional development and DEI journeys. The competencies are for use in:
- Engaging health care professionals in collaborative DEI discussions, including cross-continuum and cross-discipline colleagues.
- Conducting gap analyses of local curricula and training programs.
- Self-assessing and planning individual professional development.
- Developing curricular learning objectives.
- Developing assessment tools.
- Furthering research and scholarship in medical education and DEI.
- Guiding the strategic integration of DEI into the formal curricula and the clinical learning environment."
https://www.aamc.org/data-reports/report/diversity-equity-and-inclusion-competencies-across-learning-continuum

6. ***ACGME

https://www.acgme.org/what-we-do/diversity-equity-and-inclusion/ACGME-Equity-Matters/

7. National Anti-Racism in Medicine Curriculum Coalition
https://www.namcc.net/about

8. ***Structural Competency (updated 3/22)
www.Structuralcompetency.org

9. American Association for Community Psychiatry
AACP Model Curriculum in Community Psychiatry including topics such as racism and mental health, social justice and mental health, cultural competency, structural competency, and social determinants of mental health
https://www.communitypsychiatry.org/resources/model-curriculum

10. American Association of Child and Adolescent Psychiatry
Diversity and Culture Curriculum

Diversity and Culture competency Curriculum for child and Adolescent Psychiatry Training (AACAP)
(2011)
https://www.aacap.org/App_Themes/AACAP/Docs/resource_centers/cultural_diversity/Diversity_and_Cultural_Competency_Curriculum_for_CAP_Training.pdf

11. Group for the Advancement of Psychiatry and AGLP: The Association of LGBTQ+ Psychiatrists (AGLP)
"Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Mental Health: A Curriculum for Psychiatry Residents" https://www.gap-lgbtq.org

The full curriculum, including pre-/post-tests and references on numerous topics, is at https://www.aglp.org/gap/.

12. GLMA: Health Professionals Advancing LGBTQ Equality
Cultural Competence Webinar Series and extensive resources of publications
https://www.glma.org/index.cfm?fuseaction=Page.viewPage&pageId=1025&grandparentID=534&parentID=940&nodeID=1

13. Group for the Advancement of Psychiatry Committee on the Family
"Family-Oriented Care in Adult Psychiatric Residency" (updated 10/21)

(This document updates the 2016 AADPRT Model Curriculum on this topic located in the AADPRT Virtual Training Office).
https://static1.squarespace.com/static/5b73237155b02c1e74949567/t/622ebb2a0ab782 18bb7d5bd7/1647229738618/Family+oriented+care.pdf

This document is located at the Association of Family Psychiatrists website.
https://www.familypsychiatrists.org

14. National Curriculum in Reproductive Psychiatry
https://ncrptraining.org

15. Yale University Department of Psychiatry
RebPsych 2020: Decolonizing Mental Health
https://medicine.yale.edu/psychiatry/education/conferences/rebpsych-conference/preliminary/

16. New England Journal of Medicine
Race and Medicine including 5 multimedia presentations
https://www.nejm.org/race-and-medicine?query=main_nav_lg

17. National Academies of Sciences, Engineering, and Medicine
    a. Culture of Health webinars
    https://nam.edu/programs/culture-of-health/culture-of-health-program-meetings/
    b. Conversation on Assessing Meaningful Community Engagement
    https://nam.edu/event/conversations-on-the-assessing-community-engagement-ace-conceptual-model/

18. NIMH
Office for Disparities Research and Workforce Diversity
Webinars on Disparities in Mental Health
https://www.nimh.nih.gov/about/organization/od/odwd/webinars-on-disparities-in-mental-health

19. Hastings Center Health Equity Summit 2022
https://www.thehastingscenter.org/news/hastings-center-health-equity-summit-recap/?utm_source=Master+List&utm_campaign=1917c251b0-EMAIL_CAMPAIGN_2020_10_26_05_57_COPY_01&utm_medium=email&utm_term=0_5c9274ec4d-1917c251b0-62241751

https://healthequitysummit.org/my-account/collateral/?utm_source=Master%20List&utm_campaign=4b14b3f2a5-EMAIL_CAMPAIGN_2020_10_26_05_57_COPY_01&utm_medium=email&utm_term=0_5c9274ec4d-4b14b3f2a5-62241751

20. Dismantling Racism Works
https://www.dismantlingracism.org

21. "*We Hold These Truths: Perspectives on Health Disparities, Racial Identities, And Cultural Humility*" American Psychological Association Division 45 psychologists webinar series
https://parma.trustinsurance.com/Workshops-Webinars/Virtual-Webinar-Series/We-Hold-These-Truths

22. The Virtual Health Equity Summit (6/21)
https://healthequitysummit.com/registration/

23. National Board of Medical Examiners
21-Day Diversity, Equity and Inclusion Educational Challenge
https://www.nbme.org/news/nbme-creates-21-day-diversity-equity-and-inclusion-educational-challenge

24. Alliance for Health Policy
Health Equity Summit 9/21
https://www.allhealthpolicy.org/health-equity-summit/

25. Spiritual Competency Academy
https://www.spiritualcompetencyacademy.com

26. National Council for Mental Wellbeing
Center of Excellence for Integrated Health Solutions
Access For Everyone: A Toolkit for Addressing Health Equity and Racial Justice Within Integrated Care Settings
https://www.thenationalcouncil.org/integrated-health-coe-toolkit/purpose-of-this-toolkit/

27. State of California mandated CME to include implicit bias content starting 1/22.
Implicit bias is defined in AB 241 as "the attitudes or internalized stereotypes that affect our perceptions, actions, and decisions in an unconscious manner, exists, and often contributes to unequal treatment of people based on race, ethnicity, gender identity, sexual orientation, age, disability, and other characteristics."
AB 241 is designed to mitigate harmful racial and ethnic disparities that exist in the delivery of health care and help ensure that all patients receive fair treatment and quality health care. The bill requires organizations that accredit CME courses in California to develop standards for CME providers to follow.
https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB241

28. *The 1619 Project*: Pulitzer Center Education Programming
https://pulitzercenter.org/projects/1619-project-pulitzer-center-education-programming

29. National Association of County and City Public Health Officials (NACCHO)
"Roots of Health Inequity" course http://www.rootsofhealthinequity.org

30. Stanford University
The World House Project

The Liberation Curriculum (non-violence, Martin Luther King, Jr.)
https://cddrl.fsi.stanford.edu/world-house/resources/liberation-curriculum

31. US Office of the National Coordinator for Health Information Technology (ONC)
ONC SDOH Information Exchange Learning Forum event page

32. American Academy of Family Medicine
Health Equity Curricular Toolkit
https://www.aafp.org/family-physician/patient-care/the-everyone-project/health-equity-tools.html

V. Journals and Online Peer-Reviewed Resources on DEIA

1. AAMC: Academic Medicine
Addressing Race and Racism in Medical Education Collection
https://journals.lww.com/academicmedicine/pages/collectiondetails.aspx?TopicalCollectionId=72

Sexual and Gender Minorities in Medicine Collection
https://journals.lww.com/academicmedicine/pages/collectiondetails.aspx?TopicalCollectionId=47

Women in Medicine and Science Collection
https://journals.lww.com/academicmedicine/pages/collectiondetails.aspx?TopicalCollectionId=34

The Evolution of an Elective in Health Disparities and Advocacy. Description of Instructional Strategies and Program Evaluation
https://journals.lww.com/academicmedicine/Fulltext/2015/12000/The_Evolution_of_an_Elective_in_Health_Disparities.24.aspx

2. AAMC: MedEdPORTAL (online peer-reviewed resources)
Anti-racism in Medicine Collection
https://www.mededportal.org/anti-racism

Diversity, Inclusion, and Health Equity Collection
https://www.mededportal.org/diversity-inclusion-and-health-equity

3. American Heart Association journals
Health Equity Collection
https://www.ahajournals.org/health-equity

- Disparities and Health Equity
- Race, Ethnicity, and Health
- Social Determinants of Health

- [Women's Health, Sex, and Gender](#)

4. AMA: Journal of Ethics
Racial and Ethnic Health Equity in the US: Parts 1 and 2 (SPECIAL THEME ISSUES)
https://journalofethics.ama-assn.org/issue/racial-and-ethnic-health-equity-us-part-1
https://journalofethics.ama-assn.org/issue/racial-and-ethnic-health-equity-us-part-2

How to measure racism in academic health centers
https://journalofethics.ama-assn.org/article/how-measure-racism-academic-health-centers/2021-02

5. AMA: JAMA "Equity and the JAMA Network"
https://jamanetwork.com/journals/jamainternalmedicine/fullarticle/2780906?utm_source=silverchair&utm_medium=email&utm_campaign=article_alert-jamainternalmedicine&utm_content=olf&utm_term=060321

6. AMA: JAMA "Updated Guidance on the Reporting of Race and Ethnicity in Medical and Science Journals"
[Updated Guidance on the Reporting of Race and Ethnicity in Medical and Science Journals | Medical Journals and Publishing | JAMA | JAMA Network](#)

7. American Psychiatric Association
Psychiatric Services
Editor's choice curated collection on mental health disparities by race and ethnicity of adults
https://ps.psychiatryonline.org/editorschoice/mental-health-disparities-by-race-and-ethnicity-of-adults
American Journal of Psychiatry
Antiracism Resources
https://ajp.psychiatryonline.org

8. Academic Psychiatry
Diversity, Equity, and Inclusion collection
https://link.springer.com/journal/40596/topicalCollection/AC_bf30f5eae4e5e452c7007645925892f8/page/1

9. American Psychological Association journals
Race, trauma, and social justice
https://www.apa.org/pubs/highlights/race

Equity, diversity, and inclusion
https://www.apa.org/pubs/authors/equity-diversity-inclusion?utm_campaign=apa_publishing&utm_medium=direct_email&utm_source=businessdevelopment&utm_content=diversity-inclusion-ecp_spotlight_studentresearchers_bsupromo_12072020&utm_term=text_bottom_learn_more

Equity, Diversity, and Inclusion Toolkit for Journal Editors (9/21)
https://www.apa.org/pubs/authors/equity-diversity-inclusion-toolkit

Bias-free language guidelines of the *Publication Manual of the American Psychological Association, Seventh Edition*
https://apastyle.apa.org/style-grammar-guidelines/bias-free-language

10. Annals of Family Medicine
Systemic Racism and Health Disparities: A Statement From Editors of Family Medicine Journals | Annals of Family Medicine (annfammed.org)

A Shared Bibliography on Systemic Racism and Health Disparities Published by Family Medicine Authors and Journals https://www.annfammed.org/content/shared-bibliography-systemic-racism-and-health-disparities

11. Health Affairs
Racism and Health
https://www.healthaffairs.org/racism-and-health?vgo_ee=NB940cN3E68klWby%2BELRGr35hO7C%2FF3J%2FgQB9Uu3XAY%3D

Health Equity
https://www.healthaffairs.org/topic/1244

Social Determinants of Health
https://www.healthaffairs.org/topic/398

Structural Stigma In Law: Implications And Opportunities For Health And Health Equity
https://www.healthaffairs.org/do/10.1377/hpb20221104.659710/

Health Affairs Details Journey Of Advancing Equity In Scholarly Publishing (3/9/23)
https://www.healthaffairs.org/content/forefront/health-affairs-details-journey-advancing-equity-scholarly-publishing

12. NEJM
How Structural Racism Works — Racist Policies as a Root Cause of U.S. Racial Health Inequities (important background article)
https://www.nejm.org/doi/full/10.1056/NEJMms2025396

13. Sage Publishing
Structural Racism and Police Violence Teaching Resources
https://group.sagepub.com/structural-racism-police-violence

VI. Examples of Websites of Universities and Departments of Psychiatry on DEIA

1. McGill University Division of Social and Transcultural Psychiatry
https://www.mcgill.ca/tcpsych/

> Note: A Call to Action on Racism and Social Justice in Mental Health
> https://www.mcgill.ca/tcpsych/network/call-action
>
> Multicultural Mental Health Resource Center
> https://multiculturalmentalhealth.ca/home/\

2. University of California (UC)
a. UC Office of the President

Graduate, Undergraduate and Equity Affairs
https://www.ucop.edu/graduate-undergraduate-equity-affairs/

Diversity: Faculty and other academic personnel
https://www.ucop.edu/faculty-diversity/

> Note:
> ***Guidelines for Addressing Race and Gender Equity in Academic Programs in Compliance with Proposition 209
> https://www.ucop.edu/uc-legal/guidance/enhancing-diversity-at-uc.html
>
> Evaluating Contributions to Diversity for Faculty Appointment and Promotion Under APM - 210 (2011)
> https://www.ucop.edu/ucadvance/_files/roundtable-4/pre-reading-3.pdf

Discrimination, Harassment, and Affirmative Action in the Workplace
https://policy.ucop.edu/doc/4000376/DiscHarassAffirmAction

b. UC Board of Regents

> Regents Policy 4400: Policy on University of California Diversity Statement (amended 9/16/10)
> https://regents.universityofcalifornia.edu/governance/policies/4400.html
>
> Regents Policy 4403: Statement of Principles Against Intolerance (3/24/2016)
> https://regents.universityofcalifornia.edu/governance/policies/4403.html

c. UC Academic Senate

> The Use of Contributions to Diversity, Equity, and Inclusion (DEI) Statements for Academic Positions at the University of California (5/4/2022)

https://senate.universityofcalifornia.edu/_files/reports/rh-division-chairs-recommendations-dei-statements.pdf

Academic Council [Academic Senate Assembly] Statement on Critical Race Theory and Academic Freedom (4/27/2022)
https://senate.universityofcalifornia.edu/_files/reports/ac-statement-crt-academic-freedom.pdf

3. UC Health Sciences Diversity, Equity and Inclusion Task Force
https://health.universityofcalifornia.edu/about-us/diversity-equity-and-inclusion-health-sciences

Disrupting the Status Quo: A Special Report of the UC Health Sciences Diversity, Equity and Inclusion Task Force (9/20)
https://www.ucop.edu/uc-health/_files/uc-health-sciences-diversity-taskforce-report.pdf

4. University of California, San Francisco
https://psych.ucsf.edu/diversity

Note: 5 Task Forces on Recruitment/Retention, Education, Research, Communication, and Health Equity

Antiracism Resources: https://psychiatry.ucsf.edu/copingresources/anti-racism

5. University of California, Davis
https://health.ucdavis.edu/psychiatry/diversity/index.html
https://health.ucdavis.edu/psychiatry/specialties/diversity/index.html
https://health.ucdavis.edu/diversity-inclusion/
https://health.ucdavis.edu/diversity-inclusion/racial-justice/racial-justice-dashboard-index.html

Center for Reducing Health Disparities
https://health.ucdavis.edu/crhd/

Diversity, Equity, and Inclusion for Academics
https://academicaffairs.ucdavis.edu/faculty-equity-and-inclusion

Guidelines for Writing a Statement of Contributions to Diversity, Equity, and Inclusion
https://academicaffairs.ucdavis.edu/guidelines-writing-diversity-statement

6. University of California, San Diego
https://medschool.ucsd.edu/som/psychiatry/about/DiversiColumbia Universityty/Pages/default.aspx

7. University of California, Los Angeles
https://diversity.semel.ucla.edu
https://diversity.semel.ucla.edu/psychiatry-diversity-advisory-committee/

8. Massachusetts General Hospital
 https://www.massgeneral.org/psychiatry/services/treatmentprograms.aspx?id=1930

9. Columbia University
https://www.columbiapsychiatry.org/faculty/faculty-affairs/faculty-affairs-offices-committees/committee-diversity-and-inclusion

10. Yale University
https://medicine.yale.edu/psychiatry/diverse/
https://medicine.yale.edu/psychiatry/education/residency/diversity/

11. Emory University
http://psychiatry.emory.edu/faculty/diversity.and.inclusion.subcommittee/index.html

  Anti-Racism Action Steps
  http://psychiatry.emory.edu/faculty/diversity.and.inclusion.subcommittee/antiracism.action.steps.html

  Anti-Racism Action Guides
  http://psychiatry.emory.edu/faculty/diversity.and.inclusion.subcommittee/antiracism.action.guides.html

  Racial Justice Resources
  http://psychiatry.emory.edu/faculty/diversity.and.inclusion.subcommittee/racial.justice.resources.html

12. University of Texas, Southwestern
https://www.utsouthwestern.edu/education/medical-school/departments/psychiatry/education-and-training/residency-program/diverse-resident-experience.html