

## **Diversity, Equity, Inclusion, and Anti-Racism (DEIA) Resources**

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Francis Lu, MD, DLFAPA  
Kim Professor in Cultural Psychiatry, Emeritus, UC Davis  
[francislumd@gmail.com](mailto:francislumd@gmail.com)

with assistance from  
Robert C. Like, MD, MS  
Emeritus Professor of Family Medicine and Community Health  
Rutgers Robert Wood Johnson Medical School  
[drbobli96@aol.com](mailto:drbobli96@aol.com)

I welcome suggestions. Please share with others. I have no financial disclosures.  
This document is located at <https://www.admsep.org/htmlly/2020/10/diversity-equity-and-inclusion-resources>. The top 25 items are highlighted and “\*\*\*.”

- I. Professional Organization Websites
- II. Websites of Foundations, Universities and Higher Education, and Other Organizations
- III. Federal Government Websites
- IV. Online Training Resources
- V. Journals and Online Peer-Reviewed Resources on DEIA
- VI. Examples of Websites of University Departments of Psychiatry on DEIA
- VII. Curated book and film lists on cultural psychiatry and related topics at Amazon by Francis Lu, MD

### **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>

1. David Acosta, MD, Chief Diversity and Inclusion Officer:  
<https://www.aamc.org/who-we-are/our-leadership/biography/david-acosta-md>
2. “Achieving excellence through equity, diversity, and inclusion”  
<https://www.aamc.org/news-insights/achieving-excellence-through-equity-diversity-and-inclusion>
3. \*\*\*Diversity and Inclusion Toolkit Resources  
<https://www.aamc.org/professional-development/affinity-groups/cfas/diversity-inclusion-toolkit/resources>

4. Diversity 3.0 Learning Series

<https://www.aamc.org/what-we-do/diversity-inclusion/learning>

5. Council of Faculty and Academic Societies (CFAS) Diversity & Inclusion Toolkit

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

6. Diversity in Medicine: Facts and Figures 2019

<https://www.aamc.org/data-reports/workforce/report/diversity-medicine-facts-and-figures-2019>

7. \*\*\*American Medical Association (AMA)-AAMC “Advancing Health Equity: A Guide to Language, Narrative and Concepts”

<https://www.ama-assn.org/system/files/ama-aamc-equity-guide.pdf>

8. 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)

<https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/engagement-survey>

2. Diversity, Inclusion, Culture, and Equity (DICE) Inventory (4/2021)

<https://store.aamc.org/diversity-inclusion-culture-and-equity-dice.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>

m. AAMC Center for Health Justice  
<https://www.aamc.org/healthjustice>

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>

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>

**2. American Association of Directors of Psychiatry Residency Training (AADPRT)**  
 Anti-racism and Diversity Resources: Under the tab “Program Administrators.” Copy and paste this link:  
<https://www.aadprt.org/program-administrators/anti-racism-and-diversity-resources>

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

**4. Accreditation Council for Graduate Medical Education (ACGME)**  
<https://www.acgme.org/What-We-Do/Diversity-Equity-and-Inclusion>

a. ACGME Common Program Requirements (CPR) (Residency)  
<https://acgme.org/Portals/0/PFAssets/ProgramRequirements/CPRResidency2020.pdf>

b. ACGME Common Program Requirements (CPR) (Fellowship)  
<https://acgme.org/Portals/0/PFAssets/ProgramRequirements/CPRFellowship2020.pdf>

**1. \*\*\* CPR on diversity and inclusion** (new, effective 7/1/19) 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 and retention of minorities underrepresented in medicine and medical leadership in accordance with the Sponsoring Institution’s mission and aims. The program’s annual evaluation must include an assessment of the

program's efforts to recruit and retain a diverse workforce, as noted in V.C.1.c).(5).(c)."

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:

- o [National Report of Findings 2018 \(JGME 2018\)](#)
- o [Executive Summary – National Report of Findings 2018](#)

- o [CLER Pathways to Excellence Version 2.0](#)

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>

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 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.



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. 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>

d. APA website on Mental Health and Faith Community Partnership

<https://www.psychiatry.org/psychiatrists/cultural-competency/engagement-opportunities/mental-health-and-faith-community-partnership>

e. 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.

- 2021
  - [Ethics at the Interface of Religion, Spirituality, and Psychiatric Practice](#)
- 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](#)

f. 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:

- 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
- Mental Health and Climate Change, 2017

g. Caucus of Black Psychiatrists Resource Documents

[https://www.dropbox.com/sh/npsutb7ogghnpss/AADsp3y\\_klWqwo-1Tyq6FSbna?dl=0](https://www.dropbox.com/sh/npsutb7ogghnpss/AADsp3y_klWqwo-1Tyq6FSbna?dl=0)

h. 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>

i. 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](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)

## **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:

- [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 Academy of Child and Adolescent Psychiatry (AACAP)**

Racism Resource Library

[https://www.aacap.org/AACAP/Families\\_and\\_Youth/Resource\\_Libraries/Racism\\_Resource\\_Library.aspx](https://www.aacap.org/AACAP/Families_and_Youth/Resource_Libraries/Racism_Resource_Library.aspx)

## **10. American Board of Psychiatry and Neurology**

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>

### 11. **Society for the Study of Psychiatry and Culture (SSPC)**

[www.psychiatryandculture.org](http://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>

### 12. **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/>

### 13. **World Psychiatric Association—Transcultural Psychiatry Section (WPA-TPS)**

<https://www.wpa-tps.org>

### 14. **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 STEM Organizations (7/21)

<https://www.nap.edu/download/26294>

### 15. **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](#).
- \*[Psychological practice with lesbian, gay, and bisexual clients](#). Up for review in approximately 2021.
- \*[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. Professional practice guidelines 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](http://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. Race, trauma, and social justice (APA publishing)

<https://www.apa.org/pubs/highlights/race>

- f. Health disparities <https://www.apa.org/topics/racism-bias-discrimination/health-disparities>
- g. Health equity <https://www.apa.org/pi/health-equity>
- 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>
- l. Immigration <https://www.apa.org/topics/immigration/index.html>
- m. Climate change <https://www.apa.org/practice/programs/dmhi/research-information/climate-change>
- n. 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>
- o. 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>
- p. Advancing Health Equity in Psychology (10/21) <https://www.apa.org/about/policy/advancing-health-equity-psychology>
- q. Advising Congress on Social Determinants of Health Caucus (10/21) [https://www.apaservices.org/advocacy/news/social-determinants-health-caucus?\\_ga=2.223431195.1823773014.1637577787-1032372502.1635017127](https://www.apaservices.org/advocacy/news/social-determinants-health-caucus?_ga=2.223431195.1823773014.1637577787-1032372502.1635017127)

## 16. 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>

## 17. 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. **\*\*\*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>

h. 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>

## 18. American College of Physicians

Racial Health Disparities, Prejudice and Violence

<https://www.acponline.org/advocacy/where-we-stand/racial-health-disparities-prejudice-and-violence>

## 19. 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](https://www.facs.org/-/media/files/about-acs/committees/acs_anti_racism_task_force_report_recommendations.ashx)

## 20. American Academy of Family Physicians

[AAFP Center for Diversity and Health Equity](#)

“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 \(ymaws.com\)](#)

## 21. Massachusetts Medical Society

Antiracism Action Plan [www.massmed.org/Patient-Care/Health-Topics/Antiracism,-Diversity,-and-Equity/MMS-Antiracism-Action-Plan/](http://www.massmed.org/Patient-Care/Health-Topics/Antiracism,-Diversity,-and-Equity/MMS-Antiracism-Action-Plan/)

## 21. 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](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](https://www.counseling.org/docs/default-source/competencies/competencies-for-addressing-spiritual-and-religious-issues-in-counseling.pdf?sfvrsn=aad7c2c_10)

## 22. **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>

## **II. Websites of Foundations, Universities and Higher Education, 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](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](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](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](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](https://www.rwjf.org/en/library/research/2021/10/charting-a-course-for-an-equity-centered-data-system.html?rid=003E000000ya10qIAA&et_cid=2490741)

## **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. 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](https://www.ohsu.edu/sites/default/files/2021-03/OHSU%20Inclusive%20Language%20Guide_031521.pdf)

### **3. Georgetown University National Center for Cultural Competence**

<https://nccc.georgetown.edu>

#### 4. 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>

b. Cultural Competency: Home

<https://libguides.rutgers.edu/culturalcompetency>

c. Health Literacy: Overview

[https://libguides.rutgers.edu/health\\_literacy](https://libguides.rutgers.edu/health_literacy)

#### 5. 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

#### 6. Center for the Study of Hate & Extremism

California State University, San Bernardino

<https://www.csusb.edu/hate-and-extremism-center>

#### 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-](https://store.ncqa.org/accreditation/health-equity-he.html?utm_source=sf&utm_medium=email&utm_campaign=hea&utm_term=20211117)

[he.html?utm\\_source=sf&utm\\_medium=email&utm\\_campaign=hea&utm\\_term=20211117](https://store.ncqa.org/accreditation/health-equity-he.html?utm_source=sf&utm_medium=email&utm_campaign=hea&utm_term=20211117)

7

Health Equity and Social Determinants of Health in HEDIS: Data for Measurement

[https://www.ncqa.org/wp-](https://www.ncqa.org/wp-content/uploads/2021/06/20210622_NCQA_Health_Equity_Social_Determinants_of_Health_in_HEDIS.pdf)

[content/uploads/2021/06/20210622\\_NCQA\\_Health\\_Equity\\_Social\\_Determinants\\_of\\_Health\\_in\\_HEDIS.pdf](https://www.ncqa.org/wp-content/uploads/2021/06/20210622_NCQA_Health_Equity_Social_Determinants_of_Health_in_HEDIS.pdf)

##### 2. National Collaborative for Health Equity

<https://www.nationalcollaborative.org/>

Note: The HOPE Initiative tracks social determinants of health:

<https://www.hopeinitiative.org>

### 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 Kimberle Crenshaw; Critical Race Theory focus)

<https://www.aapf.org>

#TruthBeTold Campaign

<https://www.aapf.org/truthbetold>

Looking Back to Move Forward: The Insurgent Origins of Critical Race Theory (Apple podcast)

<https://podcasts.apple.com/us/podcast/39-looking-back-to-move-forward-the-insurgent-origins/id1441348908?i=1000534153352>

Resources

<https://www.aapf.org/copy-of-publications>

### 6. UNESCO

The Slave Route Project

<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-Slavery\\_Desk-Review\\_Report.pdf](https://healingthewoundsofslavery.org/wp-content/uploads/2021/04/UNESCO-GHFP_2020_Healing-the-Wounds-of-Slavery_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>

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/>

### **9. Bystander Intervention Resources**

<https://www.ihollaback.org/bystander-resources/>

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

<https://healthequitysummit.com>

**11. 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](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB241)

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

### **13. McLean Hospital Multicultural Psychology Consultation Team (MPCT)**

<https://multiculturalpsychology.com/>

## **III. Federal Government Websites**

### **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>

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>

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>

## 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](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](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](https://commonfund.nih.gov/healthdisparitiestransformation?utm_medium=email&utm_source=govdelivery)

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>



## 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>

## 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](#)

### b. National Healthcare and Disparities Reports

<https://nhqrnet.ahrq.gov/inhqdr/>

## 9. DHHS Office of the Surgeon General

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

## 10. DHHS Center for Medicare and Medicaid Services (CMS)

The Road to Equity: Examining Structural Racism in Health Care webinar  
April 2021

<https://www.cms.gov/About-CMS/Agency-Information/OMH/equity-initiatives/ccm/webinars-and-events/all-webinars-and-events>

## 11. 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>
  - 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>

## 12. 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>

## IV. Online Training Resources

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>

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

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

\*Outstanding online training module on the CFI\*

3. New England Journal of Medicine  
Race and Medicine including 5 multimedia presentations  
[https://www.nejm.org/race-and-medicine?query=main\\_nav\\_lg](https://www.nejm.org/race-and-medicine?query=main_nav_lg)
4. Group for the Advancement of Psychiatry  
“Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Mental Health: A Curriculum for Psychiatry Residents” <https://www.gap-lgbtq.org>
5. National Association of County and City Public Health Officials (NACCHO)  
“Roots of Health Inequity” course <http://www.rootsofhealthinequity.org>
6. **\*\*\* American Psychiatric Association**
  - a. Racism and Black Mental Health  
[https://education.psychiatry.org/diweb/catalog/item?id=5913368&\\_ga=2.104874503.502899288.1611768236-2014004078.1609721480](https://education.psychiatry.org/diweb/catalog/item?id=5913368&_ga=2.104874503.502899288.1611768236-2014004078.1609721480)
  - b. 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](https://education.psychiatry.org/diweb/catalog/item?id=5917396&_ga=2.44968096.502899288.1611768236-2014004078.1609721480)
  - c. Impact of Microaggression on Mental Health Outcomes  
[https://education.psychiatry.org/diweb/catalog/item?id=5913251&\\_ga=2.103681540.502899288.1611768236-2014004078.1609721480](https://education.psychiatry.org/diweb/catalog/item?id=5913251&_ga=2.103681540.502899288.1611768236-2014004078.1609721480)
  - d. 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>
7. American Medical Association
  - a. Accelerating Change in Medical Education webinars  
<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 [focus on COVID]  
[https://www.ama-assn.org/delivering-care/health-equity/prioritizing-equity-video-series?utm\\_source=Selligent&utm\\_medium=email&utm\\_term=%25m%25d%25y&utm\\_content=INT\\_ECM\\_MyConnection\\_121020&utm\\_campaign=INT\\_ECM\\_MyConnection&utm\\_uid=&utm\\_effort=&utm\\_h=](https://www.ama-assn.org/delivering-care/health-equity/prioritizing-equity-video-series?utm_source=Selligent&utm_medium=email&utm_term=%25m%25d%25y&utm_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>

8. Yale University Department of Psychiatry  
RebPsych 2020: Decolonizing Mental Health  
<https://medicine.yale.edu/psychiatry/rebpsych/>

9. Structural Competency  
[www.Structuralcompetency.org](http://www.Structuralcompetency.org)

10. “*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>

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

12. 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>

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

14. Spiritual Competency Academy  
<https://www.spiritualcompetencyacademy.com>

## **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](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. 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>

## **4. 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](https://jamanetwork.com/journals/jamainternalmedicine/fullarticle/2780906?utm_source=silverchair&utm_medium=email&utm_campaign=article_alert-jamainternalmedicine&utm_content=olf&utm_term=060321)

## **5. 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](#)

## **6. 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>

## **7. American Psychological Association journals**

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-](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](#)

## **8. 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>

## **9. 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>

## **10. Sage Publishing**

[Structural Racism and Police Violence Teaching Resources](#)

<https://group.sagepub.com/structural-racism-police-violence>

## **VI. Examples of Websites of University 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, Office of the President

Diversity: Faculty and other academic personnel

<https://www.ucop.edu/faculty-diversity/index.html>

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>

a. 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>

b. University of California, Davis  
<https://health.ucdavis.edu/psychiatry/specialties/diversity/index.html>

c. University of California, San Diego  
<https://medschool.ucsd.edu/som/psychiatry/about/DiversiColumbiaUniversity/Pages/default.aspx>

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

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

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

8. Yale University  
<https://medicine.yale.edu/psychiatry/diverse/>  
<https://medicine.yale.edu/psychiatry/education/residency/diversity/>

9. 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>

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

**VIII. Curated book and film lists on cultural psychiatry and related topics at Amazon** by Francis Lu, MD, Kim Professor in Cultural Psychiatry, Emeritus, UC Davis. Updated frequently. Feel free to share. Note: I have no financial disclosures. I welcome suggestions. [francislumd@gmail.com](mailto:francislumd@gmail.com)

My Amazon Author Page with my biosketch and my own book titles to which I contributed: [amazon.com/author/francislud](https://amazon.com/author/francislud)

#1 Cultural psychiatry: 40 teaching textbooks for medical students, psychiatry residents, trainees, and supervisors: <https://a.co/dj5VhZn>

#2 Cultural psychiatry: "What's New," classics, psychopathology, Asian Americans, Hispanics, Blacks, Indigenous People, Rural MH: <http://a.co/5GbeL6L>

#3 Cultural psychiatry: Therapeutic alliance, psychoanalytic studies, CBT, intercultural Rx, multicultural psychology, intersectionality: <http://a.co/0FL17gW>

#4 Cultural psychiatry: Films: <http://a.co/fGOOvXQ>

#5 Cultural psychiatry: Children, adolescents, and their families: <https://a.co/5dzStBy>

#6 Cultural psychiatry: The Elderly, dementia and caregiving: <https://a.co/7LJwi5w>

#7 Cultural psychiatry: Women, men, and LGBT mental health: <https://a.co/6rgcSF2>

#8 Cultural psychiatry: Religion, spirituality, moral traditions, and psychiatry: <https://a.co/8lp0jpw>

#9 Cultural psychiatry: Immigrant/refugee, global, decolonizing/liberation psychiatry: <https://a.co/qLKBrwa>

\*\*\* #10 Racism, anti-racism, race and related topics: <https://a.co/7ulwHU3>

\*\*\* #11 Diversity/inclusion, health equity/disparities, social justice: <https://a.co/23RUiSm>

#12 Social Determinants of Mental Health / Health: <https://a.co/0Gdtl3p>

#13 Climate change, mental health, and health: <https://a.co/6pX4KoH>

#14 Career development in academic psychiatry/medicine: <http://a.co/3B96oQb>

#15 Films: Favorite great films from the Esalen Institute film seminars #1: <http://a.co/cVM5yM7>

#16 Films: Favorite great film from the Esalen film seminars #2: <https://a.co/aFo5v8F>



#17 Books on films from the favorite great films of the Esalen film seminars #1 list:  
<https://a.co/8fMxuPF>

#18 UCSF/ZSFGH Dept. of Psychiatry faculty authors/editors from 1977 to now:  
<https://a.co/brddQH2>