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/htmly/2020/10/diversity-equity-and-inclusion-resources. The top 25 items are highlighted and "***." 

I. Professional Organization Websites

1. Association of American Medical Colleges (AAMC)
a. Diversity and Inclusion https://www.aamc.org/what-we-do/diversity-inclusion

   1. David Acosta, MD, Chief Diversity and Inclusion Officer: https://www.aamc.org/who-we-are/our-leadership/biography/david-acosta-md


   3. ***Diversity and Inclusion Toolkit Resources https://www.aamc.org/professional-development/affinity-groups/cfas/diversity-inclusion-toolkit/resources


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

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
   
   GWIMS Toolkit
   https://www.aamc.org/professional-development/affinity-groups/gwims/toolkit
   
d. ***“Diversity” and “Inclusion” AAMC Definitions***
   https://www.aamc.org/professional-development/affinity-groups/gdi
   
e. ***“Underrepresented in Medicine” AAMC Definition***
   
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
   
   
   2. Diversity, Inclusion, Culture, and Equity (DICE) Inventory (4/2021)
      https://store.aamc.org/diversity-inclusion-culture-and-equity-dice.html
   
      https://store.aamc.org/foundational-principles-of-inclusion-excellence-fpie-toolkit.html
   
h. ***Unconscious Bias Resources for Health Professionals***
   
   A related website is Project Implicit with the Implicit Association Test at
   https://implicit.harvard.edu/implicit/index.jsp
   
i. Creating and Sustaining a Diverse and Culturally Responsive Workforce
   https://www.aamc.org/news-insights/diversity-issues
   
j. Holistic Review
   https://www.aamc.org/services/member-capacity-building/holistic-review
k. Gender Equity in Academic Medicine

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

m. *** Racism and Health

1. AAMC Statement on Police Brutality and Racism in America and Their Impact on Health, 6/1/20

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.]

3. AAMC Framework for Addressing and Eliminating Racism at the AAMC, in Academic Medicine, and Beyond, 10/7/20

4. Racism and Health: A Reading List

5. AAMC Statement on President Biden’s Actions on Advancing Equity, Preventing Discrimination, and Supporting Underserved Communities, 1/21/21

6. *** AAMC Statement on Dismantling Racism in Academic Medicine, 2/23/21

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

n. MedEdPORTAL (AAMC online peer-reviewed resources)

1. Anti-racism in Medicine Collection
https://www.mededportal.org/anti-racism

2. Diversity, Inclusion, and Health Equity Collection
https://www.mededportal.org/diversity-inclusion-and-health-equity
o. Academic Medicine (AAMC journal)
   1. Addressing Race and Racism in Medical Education Collection
      https://journals.lww.com/academicmedicine/pages/collectiondetails.aspx?TopicalCollectionId=72
   2. Sexual and Gender Minorities in Medicine Collection
      https://journals.lww.com/academicmedicine/pages/collectiondetails.aspx?TopicalCollectionId=47
   3. Women in Medicine and Science Collection
      https://journals.lww.com/academicmedicine/pages/collectiondetails.aspx?TopicalCollectionId=34

p. AAMC Center for Health Justice
https://www.aamc.org/healthjustice

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. 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/htmly/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

Focus on “Health care quality (including health care disparities)” in these documents:
- Executive Summary – National Report of Findings 2018
- CLER Pathways to Excellence Version 2.0

d. 2020 ACGME Strategic Plan Summary, 10/20 [now mentions diversity, inclusion, and equity]

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**

   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

   e. 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

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. Psychiatric Services (Journal)
Editor’s choice curated collection on mental health disparities by race and ethnicity of adults

j. APA Leadership Statement on Anti-Asian American Racism and Mental Health, 3/22/21

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

10. American Board of Psychiatry and Neurology
Statement on Racism and Health Disparities, 6/22/20

11. 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

12. World Association for Cultural Psychiatry (WACP)
https://waculturalpsy.org

   Note: Statement on Covid-19 and Vulnerable Populations, September, 6, 2020

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

11
b. Acknowledging Structural Racism’s Direct and Negative 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

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.

*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
h. Socioeconomic status  https://www.apa.org/topics/socioeconomic-status/index.html
k. Climate change  https://www.apa.org/practice/programs/dmhi/research-information/climate-change

16. **American Public Health Association**
b. Health equity  https://www.apha.org/topics-and-issues/health-equity
c. Social determinants of health
https://thenationshealth.aphapublications.org/content/nations-health-series-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


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

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

d. ***Organizational Strategic Plan to Embed Racial Justice and Advance Health Equity

e. Equity and the JAMA Network

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

20. 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/competencies-for-addressing-spiritual-and-religious-issues-in-counseling.pdf?sfvrsn=aad7c2c_10

21. National Association of Social Workers (NASW)
   b. Racial Equity  https://www.socialworkers.org/Practice/Ethnicity-Race/Racial-Justice

II. Websites of Foundations and Other Organizations

1. Robert Wood Johnson Foundation
   c. Hate-Motivated Behavior: Impacts, Risk Factors, and Interventions  
   d. Discrimination in America  

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

4. Harvard School of Public Health
Racism is a public health crisis

5. National Collaborative For Health Equity
https://www.nationalcollaborative.org/
Note: The HOPE Initiative tracks social determinants of health:
https://www.hopeinitiative.org

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

7. 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

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

9. 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

10. UNESCO
The Slave Route Project
https://en.unesco.org/themes/fostering-rights-inclusion/slave-route

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

12. Stop AAPI Hate
https://stopaapihate.org

Mental Health Report, 5/27/21

National Report 8/12/21

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

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

15. Oregon Health and Sciences University Center for Diversity and Inclusion
OHSU Guide to Inclusive Language (2/2021)

16. The Virtual Health Equity Summit (6/2021)
https://healthequitysummit.com

17. Kaiser Permanente

- 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

18. 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)
Resources
https://www.aapf.org/copy-of-publications

19. 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/

20. 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

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

   b. Executive Order on Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation, 1/20/21

   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-
d. FACT SHEET: President Biden Announces Additional Actions to Respond to Anti-Asian Violence, Xenophobia and Bias, 3/30/21

2. U.S. Department of Health and Human Services (DHHS) Substance Abuse and Mental Health Administration (SAMHSA)
   b. Minority Fellowship Program https://www.samhsa.gov/minority-fellowship-program
   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.
   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

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


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


4. **DHHS, National Institutes of Health (NIH)**
   a. Ending Structural Racism

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

   Description of projects since 2014 with hyperlinks

   c. Transformative Research to Address Health Disparities and Advance Health Equity

5. **DHHS, National Institute on Minority Health and Health Disparities (NIMHHD)**

   b. NIH Minority Health and Health Disparities Strategic Plan 2021-2025

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.

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/inhqrdr/

9. DHHS, Office of the Surgeon General

10. DHHS, Center for Medicare and Medicaid Services (CMS)
a. The Road to Equity: Examining Structural Racism in Health Care webinar April 2021

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
• Video transcript plus written submitted testimony. Key documents from:
  o Ms. Manjusha P. Kulkarni, Executive Director, Stop AAPI Hate
  o Erika Lee, PhD, Regents Professor of History and Asian American Studies and Director of the Immigration History Research Center at the University of Minnesota
  o Shirin Sinnar Professor of Law Stanford Law School
  o John C. Yang President and Executive Director Asian Americans Advancing Justice

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/education/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/cfi/online-module/
   *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

4. Group for the Advancement of Psychiatry

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

   b. Responding to Racism from Patients, Families, and Guests Towards Residents and Practicing Physicians

   c. Impact of Microaggression on Mental Health Outcomes

   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](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](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]

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

   d. Health Equity Education Center

8. **Yale University Department of Psychiatry**
   RebPsych 2020: Decolonizing Mental Health
   [https://medicine.yale.edu/psychiatry/rebpsych/](https://medicine.yale.edu/psychiatry/rebpsych/)
9. Structural Competency
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/

V. 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
   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

   c. University of California, San Diego
   https://medschool.ucsd.edu/som/psychiatry/about/DiversiColumbiaUniversityty/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/

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.jus tice.resources.html

VI. Examples of Websites of Departments of Psychiatry Training Programs on DEIA

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

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

VII. Additional Health Equity And Medical Education Resources
By Robert C. Like, MD, MS
Emeritus Professor of Family Medicine and Community Health
AMA - 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.


NEJM - How Structural Racism Works — Racist Policies as a Root Cause of U.S. Racial Health Inequities (IMPORTANT BACKGROUND ARTICLE)

AMA Curricular Diversity and Inclusion: Outline for Self-Study and Action Plans (EXCELLENT RESOURCE)

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

AAFP – Let’s Achieve Health Equity by Teaching Future FPs (SEE ALSO EMBEDDED LINKS AND ESPECIALLY THE IMPLICIT BIAS TRAINING FACILITATOR’S GUIDE)

Academic Medicine - The Evolution of an Elective in Health Disparities and Advocacy. Description of Instructional Strategies and Program Evaluation
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

My Amazon Author Page with my biosketch and my own book titles to which I contributed: amazon.com/author/francislu

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


#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/5dzStBv

#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/gLKBrwa

*** #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