

Anti-Racism Resources for Pediatricians

This document is intended to serve as a comprehensive repository of resources useful for healthcare providers, particularly pediatricians and those caring for children, to actively engage in anti-racism, whether through learning and reflecting, joining a group, protesting, advocating for policy change, or providing anticipatory guidance for children and families. There are many great lists out there, and I thought it might be helpful for busy folks to refer to a searchable document with everything in one place. Thank you for contributing and working towards a more just future for people of color, especially Black folks who have borne and continue to bear racism's worst effects. - SFG

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General Resources on Racism and Anti-Racism

Anti-racism resource guides

- Tasha K Ryals created the [Anti-racism Resource Guide](#) “amidst the anger of the latest black body turned hashtag #AhmaudArbery”. It is an extensive list of resources to consume and includes a nice intro for those beginning their anti-racism journey.
- [Justice in June](#) was created by Autumn Gupta and Bryanna Wallace “to provide a starting place for individuals trying to become better allies.” It is broken down by how much time you plan to devote to learning and reflection each day.
- The American Bar Association shared the [21-Day Racial Equity Building Challenge](#) “to assist each of us to become more aware, compassionate, constructive, engaged people in the quest for racial equity.” Assignments take 15-30 minutes daily. It was developed by diversity expert [Eddie Moore, Jr.](#) in hopes of “advancing deeper understandings of the intersections of race, power, privilege, supremacy and oppression.”
- [#BlackLivesMatter Resources](#), curated by Tia C. Madkins, “STEMinist who engages in humanizing, equity-focused STEAM teaching & learning,” has an extensive collection of links under 20 different areas of action
- [Racial Equity Tools](#) offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level – in systems, organizations, communities and the culture at large.
- [AAPI Antiracism Resource Guide](#) by The Conscious Kid, which “provides tools for how to disrupt anti-Asian racism and white supremacy, strategies to promote resilience, and actions we can take to support and show up in solidarity with AAPI communities.”

These articles have suggestions for having meaningful, productive conversations about race and racism:

- This [article by Victoria Dawson](#) has tips from Jenée Johnson, SF DPH’s program innovation leader in mindfulness, trauma, and racial equity
- This [article by Doreli Michaeli](#) covers how to talk about race and racism in mixed-race settings, including the preparation that should happen beforehand. It is written for social work professionals but has lots of relevant suggestions for white folks and people of color.

Perspective pieces on protesting and making progress by [Bryan Stevenson](#), [Kareem Abdul-Jabar](#), and [President Barack Obama](#)

For white allies:

- The [Anti-racism Resources for White People](#) compiled by Sarah Sophie Flicker and Alyssa Klein has a list of the books, movies, podcasts, and other media to consume for White people and parents to deepen their anti-racism work.
- [The Greatest White Privilege is Life Itself](#) by Ibram X. Kendi
- [75 Things White People Can Do for Racial Justice](#) by Corinne Shutack

For Asian American allies:

- Perspective piece by Kelsey Liu and Dr. Monica Hahn: [The Asian American Reply to Pandemic-Era Racism Must Be Cross-Racial Solidarity](#)
- Ellie Yang Camp has created a [reflection/discussion guide](#) for Anti-Racism for Asian Americans.
- [Inheritance Magazine](#) has compiled resources and action steps, including this [Asian American Racial Justice Kit](#).

For Latinx allies, Ana Quiroz has collected resources for learning about and discussing racism including the following:

- 3 minute listen/article from NPR: [New Report Takes A Deeper Look At How Latinos](#)
- 10 min Youtube video by The Root: [Breaking Down the Anti-blackness of Latinidad Experience Discrimination In The U.S.](#)
- Curated a [list of podcasts](#) discussing Black and Brown solidarity by @weallgrowlatina
- [Spanish guide](#) courtesy of Dr. Maricela Becerra about how to talk about Black Lives Matter with Spanish-speaking family members and [translated vocab terms](#)
- See anticipatory guidance section below for tips to talk with kids about race in Spanish!

A thorough [resource guide for solidarity with Black transgender folks](#) #BlackTransLivesMatter. It was “created with the oversight of Janet Mock, Raquel Willis, Nala Toussaint, and support from David Johns. Labor provided in solidarity by Brittany Packnett Cunningham, Sarah Sophie Flicker, Alyssa Klein, and Phillip Picardi.”

A general [guide to allyship](#) across many different “-isms,” created by Amelie Lamont

Anti-Racism Resources for Medical Professionals

Policy statements

AAP policy statement [The Impact of Racism on Child and Adolescent Health](#) by Maria Trent, Danielle Dooley, and Jaqueline Douge (2019)

The American Public Health Association (APHA) policy statement [Addressing Law Enforcement Violence as a Public Health Issue](#), written by the End Police Violence Collective, has a great exposition of the evidence for solutions to address police violence.

Academic literature

Racism in healthcare: reviews, perspectives & calls to action

Collection of seminal public health research, perspectives, theoretical frameworks and more may be found in this [Antiracism Resources for Epidemiologists & Public Health Researchers](#)

Monica Peek et al published [this article](#) in *Social Science in Medicine* that provides helpful definitions and a conceptual framework to think about racism in healthcare (2010)

David Williams, Professor of Sociology and African and African American Studies, published this review of racial health inequities in the US, [Miles to Go before We Sleep: Racial Inequities in Health](#), in *Journal of Health and Social Behavior* (2012)

[George Floyd's autopsy and the structural gaslighting of America](#) by Crawford-Roberts et al (2020) published in *Scientific American* speaks to ways medicine continues to uphold white supremacy.

[Stolen Breaths](#) by Hardeman, Eduardo, and Boyd (2020) published in *NEJM* is a powerful, beautifully-written perspective piece on endemic and systemic racism and its effects on beloved Black Americans. It ends with a call to healthcare systems as outlined [below](#) in the antiracism resources for institutions" section.

A moving perspective piece by Dr. Kimberly Manning titled [When Grief and Crises Intersect: Perspectives of a Black Physician in the Time of Two Pandemics](#) in *Journal of Hospital Medicine*. Dr. Manning is an internist at Emory, advocate, and preeminent voice nationally on diversity, equity, and inclusion (2020)

Perspective piece: [Training in the Maelstrom: The Call to Physician Advocacy and Activism in Turbulent Times](#) by UCSF medical student Dereck Paul

< Articles on intersectional nature of oppression >

Racism in healthcare: primary literature

Police violence: reviews, perspectives & calls to action

Pediatrics Article on [Police, Equity, and Child Health](#) by Rhea Boyd, Angela Ellison, and Ivor Horn (2016)

Police violence: primary literature

Engaging patients and families

Clinical tools

- Anti-racism children's/parenting books dotphrase (UCSF Epic, from D. Greenfield):
.DGANTIRACISMREAD

How to Start the Conversation

-

Mental health resources

The [Loveland Foundation](#) provides mental health resources and therapy funds for girls of color

Anticipatory guidance on racism, police violence, anti-racist parenting

Resources from AAP's [healthychildren.org](#):

- [Talking with children about race and racial bias](#) (article)
- [Teaching children cultural and racial pride](#) (video)
- [Childhood exposure to violence](#) (article)

Anticipatory Guidance Based on Age

- [Racial Identity Development Milestones](#)
- [Anticipatory Guidance for Each Age Group](#)
- Adolescence: discussing safe interactions with the police: [Having "The Talk": Expert Guidance on Preparing Kids for Police Interactions](#)

Articles elsewhere

- CNN: [How to talk to your children about protests and racism](#) by Sandee Lamotte, featuring Drs. Rhea Boyd, Jenny Radesky, and Nia Heart-Garris
- NPR: [How white parents can talk to their kids about race](#) by Michel Martin
- [Embracerace.org](#) has many resources for reading to and with kids about racial inequity and diversity, including this one on [addressing children's racial biases](#), recommended by Dr. Melanie Tervalon
- Mom's Rising published [10 tips to talk with and teach kids about race](#) in this article by Beatriz Beckford. There's also a [Spanish version](#)!
- Teaching Tolerance has many resources on [affirming Black lives without inducing trauma](#)

Books for children

Lists and compilations

Check out [Coretta Scott King Book Award Winners](#) from Common Sense Media | Each winter the Coretta Scott King Book Awards are given to outstanding African American authors and illustrators of books for children and young adults that demonstrate an appreciation of African American culture and universal human values.

["Books to Teach White Children and Teens How to Undo Racism and White Supremacy"](#) from feminist bookstore Charis Books and More

San Francisco Public Library (SFPL) has several great book lists relevant to families and children, with some ebooks available digitally. For children, lists include: [Black Family Joy](#) and [Black Stories Matter: Picture Book Films for Kids](#)

Suggestions by age

Younger Children:

- A is for Activist, by Innosanto Nagara (Board book)
- The Skin I'm in: A First Look at Racism by Pat Thomas
- The Case for Loving: The Fight for Interracial Marriage, by Selina Alko
- Let's Talk About Race, by Julius Lester
- Not My Idea: A Book About Whiteness by Anastasia Higginbotham
- Something Happened in Our Town: A Child's Story about Racial Injustice, by Marianne Celano
- Beyond Heroes and Holidays: A Practical Guide to K-12 Anti-Racist, Multicultural Education and Staff Development, by enid Lee et al

Preteens and Teens:

- Making it Right: Building Peace, Settling Conflict, by Marilee Peters

- Can I Touch Your Hair? Poems of Race, Mistakes, and Friendship, by Irene Latham & Charles Waters
- The Hate U Give, by Angie Thomas
- Helping Teens Stop Violence, Build Community, and Stand for Justice, by Allan Creighton, Paul Kivel
- Black Lives Matter, by Bradford Edwards, Duchess Harris

Books for parents

San Francisco Public Library (SFPL) has several great book lists relevant to families and children, with some ebooks available digitally. Lists for adult and potentially teenage audiences include: [Be An Antiracist](#), [Raise Antiracist Kids: Learn about Racism and Race](#), [More Than A Month: Activism, Understanding Structural Racism](#), [Black Lives Matter: An SFPL Watch List](#), and [Police, Prisons, and Young Black Lives](#)

- The First R: How Children Learn Racism by Debra Van Ausdale & Joe R. Feagin (white author)
- Motherhood So White: A Memoir of Race, Gender, and Parenting In America by Nefertiti Austin
- Teaching Your Kid About Black History Month (Article) by Nefertiti Austin
- Parenting Forward by Cindy Wang Brandt (Also a [Podcast!](#))
- Revolutionary Mothering: Love On The Front Lines by Alexis Pauline Gumbs, China Martens, and Mai'a Williams
- Raising White Kids: Bringing Up Children In A Racially Unjust America by Jennifer Harvey
- We Live for the We: The Political Power of Black Motherhood by Dani McClain

Anti-racism curricula for medical professionals

[Anti-racism in Medicine Collection](#) from the American Association of Medical Colleges (AAMC) MedEd Portal “provides educators with practice-based, peer-reviewed resources to teach anti-racist knowledge and clinical skills, elevates the educational scholarship of anti-racist curricula, and aims to convene a community of collaborators dedicated to the elimination of racism within medical education.”

Resources and trainings related to racism, equity, and diversity from [UCSF](#), [Stanford](#), [Harvard's Kennedy School of Government](#)

A 16-week syllabus of readings about the [history of anti-Black racism in medicine](#), curated by Antoine S. Johnson, Elise A. Mitchell, and Ayah Nuriddin. In their words, “COVID-19’s impact on Black people in general and poor and working-class Black people in particular has elucidated this country’s long disparate treatment of Black people and centuries-long neglect of Black health concerns. We hope this syllabus offers insight into those historical legacies, while simultaneously paving way for equitable health for all underrepresented populations... The

selection of texts here also reveals the gaps that remain between the histories of medicine and science and Black studies. Though this syllabus is certainly not exhaustive, it lays important groundwork for bridging this gap and illustrating that questions of race and racism should be central to studying the histories of medicine and science. We hope that this syllabus serves not as an endpoint—but as a beginning.”

The CDC’s [Health Equity Guide](#) (2013)

[Anti-racist reading list for people in biomedical and health sciences](#) by Arrianna Planey, PhD, faculty in UNC Chapel Hill’s School of Global Public Health

Anti-racism resources for institutional change within medicine

Report: [Towards abolishing biological race in medicine: transforming clinical education, research, and Practice](#) by Noor Chadha, Madeleine Kane, Bernadette Lim, and Brenly Rowland

[Stolen Breaths](#) by Hardeman, Eduardo, and Boyd (2020). Read the piece as it is so beautifully written but here is the short version of a call to action from our institutions:

- *Divest from racial health inequities, advocate and create truly universal access*
- *Desegregate the workforce with pipeline programs and recruitment tactics*
- *Update our outdated curriculum and make structural racism a core competency*
- *Mandate and measure equitable outcomes*
- *Protect and serve our patients who are victims of police violence*

[What Academic Medicine Needs to Do to Create Diversity-Equity-Inclusion That Matters](#) by Dr. [Vanessa Grubbs](#), nephrologist formerly at San Francisco General Hospital, author of *Hundreds of Interlaced Fingers: A Kidney Doctor’s Search for the Perfect Match*

Connect with others

Medical spaces

UCSF Benioff Children’s Hospital Oakland

Resident Coalition for Diversity and Advocacy

UCSF Diversity, Equity, and Inclusion Committee

Bay Area

[AAP-CA1](#) Advocacy Committee: Email info@aapca1.org for more information

The Do No Harm Coalition is a group of “healers, health workers, and activists accompanying communities affected by state sanctioned violence in our collective struggle for health, dignity, and sovereignty.” Click [here](#) for more information about the coalition and [here](#) to jump directly to the listserv signup

Alameda County/Contra Costa Medical Association (ACCMA)

White Coats 4 Black Lives is a national organization started by medical students

- UCSF
- UC Berkeley-UCSF Joint Medical Program Chapter:
 - Read their powerful [statement and call to action here](#)
 - Email wc4bl.berkeley@gmail.com for more information
- UC Davis: email WC4BL.ucdsom@gmail.com for more information
- Stanford

California

AAP-CA (District IX)

California Medical Association (CMA)

National

APHA

AAP | SOPT | Minority Health, Equity, and Inclusion Committee

Grassroots and nonprofit organizations

- [Black Organizing Project](#) - Black-led community org. Work includes campaigns to get police out of Oakland Schools. Currently have a calling campaign to OUSD board.
- [Critical Resistance](#) - National abolitionist organization with local chapter based in Oakland. It's grassroots, community based. Has had a number of campaigns that have crossed both Alameda and SF counties. Have been building community capacity to address local crises w/o police, including community health work.
- [West Coast Punks With Lunch](#) - guerrilla org, harm reduction for the marginalized, mostly supplies and food for homeless
- [Anti-Police Terror Project](#) Black-led, multiracial, intergenerational coalition based in Oakland
- [Black Out Collective](#)
- [California Coalition for Women Prisoners](#)
- [The East Oakland Collective](#)
- [Planting Justice](#)

- East Oakland Youth Development Center

National organizations

- [Campaign Zero](#)
- [BLM](#)
- ACLU
- [NAACP Legal Defense Fund](#)
- [Fair Fight](#) promotes fair elections in Georgia and nationwide by fighting voter suppression and engaging voters

Social media

Twitter accounts

Black thought leaders:

[@rheaboyd](#)

[@DrHeardGarris](#)

[@gradydoctor](#)

Additional allies, including those contributing to this doc:

[@billyburrough](#)

[@drfonggomez](#)

[@LisaPatelMD](#)

Instagram accounts

Black thought leaders:

[@rachel.cargle](#), [@nowhitesaviours](#), [@laylafsaad](#), [@ckyourprivilege](#), [@iamrachelricketts](#),

[@thegreatunlearn](#), [@renieddolodge](#), [@imbramxk](#), [@nedratawwab](#), [@mspackyetti](#),

[@ashleemariepreston](#)

Additional allies, including those contributing to this doc:

Legislative advocacy against police brutality

General advocacy resources

A basic, step-by-step guide on [preparing for legislative visits](#) created by Stephanie Fong Gomez based on the AAP Legislative Conference, the [Advocating for Children Together](#)

[Conference](#) (click the link for presentations and resources from the 2019 conference), Kris Calvin's advocacy seminar for residents, and tips from local pediatrician advocates.

[AAP advocacy training modules](#): These training modules and guides were created to help you prepare for and present the legislative advocacy training curriculum in an easy-to-follow and uniform format. A trainer guide accompanies each of the modules and provides prompting questions you can use to encourage participation and input, tips for presenting the training content, and suggestions on timing. Each module is designed to take about 45 minutes, incorporate "real time" learning, and be fun and interactive.

Local

Oakland

8 Can't Wait

Black Organizing Project (BOP) [People's Plan](#) for removal of police from OUSD schools and reallocation of funds towards. A [letter of support](#) was signed by many healthcare providers. On 6/24/20, the [school board approved the removal of police!](#)

San Francisco

< specific legislative ask | who/how to ask | date of last status update >

Sacramento

< specific legislative ask | who/how to ask | date of last status update >

California

< specific legislative ask | who/how to ask | date of last status update >

National

Articles on what it means to "defund the police" in the [New York Times](#), [CNN](#), [The Cut](#), [Washington Post](#), and [The Atlantic](#)

This [letter](#) from policy expert Jacob Shelly, JD, MPP, Legislative Attorney for the Congressional Research Service provides a brief background on racism before diving into several public policy changes that could be made to prevent police violence against people of color, especially Black Americans. He ends with some personal considerations, as well.

Support Black-owned businesses

San Francisco Chronicle food writer Soleil Ho and her team created this well-organized [Google Doc](#) of Black-owned eateries from Antioch to Vallejo.

Check out [Ashay By the Bay Bookstore](#), an independent, minority owned business founded and run by Deborah Day that specializes in African American and Multicultural Children's Books, Baby-3 and K-12 for Schools and Organizations.

Donate

This [spreadsheet](#) compiled by @botanicaldyke on Instagram has tons of information including local and national nonprofits, mutual aid funds, free legal advice

Help [cover residency application fees for underrepresented medical students](#) at UCSF with this campaign started by alumnus Chris Gouveia, MD '12

Caring for ourselves and each other

This article by Elizabeth Weingarten focuses on stress related to covid, but it has a bunch of [suggestions for phrases to connect with friends, family, and colleagues](#) besides asking, "How are you?"

Another shorter article with [alternatives to "How are you?"](#) during times like this, written by Marian Dingle
