

This is a working document, an attempt to recruit credible resources into a streamlined format for healthcare professionals to engage in antiracism. For any questions/concerns, please reach out to nahae.kim@nm.org

Updated 3/18/2024

**Allyship is not a one week
performative act. It's a lifetime
commitment to educating
yourself, listening to constructive
criticism, learning from your
mistakes, doing your research,
and staying aware.**

FEMALECOLLECTIVE

Source: <https://www.instagram.com/femalecollective/>

***RFUMS Allies for Black Lives: [A Catalog of Communication](#)
[#BuyBlack](#)***

"Do not get lost in a sea of despair. Be hopeful, be optimistic. Our struggle is not the struggle of a day, a week, a month, or a year, it is the struggle of a lifetime. Never, ever be afraid to make some noise and get in good trouble, necessary trouble."

-Representative John Lewis

Racism is a Public Health Issue (source: [SNMA](#), [APHA](#))

Introduction of Key Terms

- **Ally vs Accomplice**
 - [Resource 1](#)
 - [Resource 2](#)
- **BIPOC**: Black, Indigenous, People of Color, the term is used to highlight the unique relationship to whiteness that Indigenous and Black (African Americans) people have, which shapes the experiences of and relationship to white supremacy for all people of color within a U.S. context.
- **[Calling In vs Calling Out](#)**
- **[Gaslighting](#)**
- **[Intent vs Impact](#)**
- **[Intersectionality](#)**
- **Racist & Antiracist**
 - Racist: One who is supporting a racist policy through their actions or inaction or expressing a racist idea.
 - **Antiracist**: One who is supporting an antiracist policy through their actions or expressing an antiracist idea.
 - [Source](#), includes further definitions of racial inequity, racial equity, racist policy, all adapted from Dr. Ibram X Kendi's book: *How to be an Antiracist*
- **[Respectability Politics](#)**
- **[Tone Policing](#)**
- **White Fragility**: A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.
 - Found on [Georgetown University's Anti-Racism Toolkit](#), primary source: *White Fragility*, by Robin DiAngelo
- A more [comprehensive list](#) of terms, source: Racial Equity Tools

Helpful Rebuttals for Racist Talking Points, source: [Welcome to the Movement](#)

- **[Part 1](#)**
 - "Cops kill more white people than Black people"

- “But Black People commit more crime.”
- “But what about Black on Black crime?”
- [Part 2](#)
 - “Many of the people killed had criminal histories”
 - “If people just followed the law, they’d be fine.”
 - “Why can’t they peacefully protest in a way that doesn’t disturb anyone?”
 - Forbes article “[Stop Focusing on Looting and Start Focusing on Police Accountability](#)”
 - New York Times article “[What Kind of Society Values Property Over Black Lives?](#)”
- [Part 3](#)
 - “Not all cops brutalize and kill people. It’s just a few bad apples.”
 - New Yorker article on “[How Apples Go Bad](#)”
 - “All Lives Matter.”
 - “Blue Lives Matter.”
 - “Why are these talking points racist?”
- But let me just “Play Devil’s Advocate”
 - [Resource 1](#)
 - [Resource 2](#)

Continue Learning: Additional Toolkits, Articles

- [Anti-Racism and Race Literacy: A Primer and Toolkit for Medical Educators](#)
- [16 Things Black People Want Their White Friends To Know](#)
- [Scaffolded Anti-Racism Resources](#)
- [SNMA Toolkit Compilation of Resources](#)
- [‘There Is No Neutral’: ‘Nice White People’ Can Still Be Complicit In A Racist Society](#)
- [The world is relying on a flawed psychological test to fight racism](#)
- [Why do doctors practice race-based medicine?](#)
- [MedEd Portal’s Anti-Racism in Medicine Collection](#)
- [Institute for Healing and Justice in Medicine](#) & their report “[Toward the Abolition of Biological Race in Medicine: Transforming Clinical Education, Research, and Practice](#)”
- [“Misrepresenting Race — The Role of Medical Schools in Propagating Physician Bias”](#)
- [How Medical Education is Missing the Bull’s-eye](#)
- [The Empathy Exams](#)
- [Beyond Cultural Competence: Critical Consciousness, Social Justice, and Multicultural Education](#)

Suggested Reading

- So You Want to Talk About Race - Ijeoma Oluo
- Medical Apartheid - Harriet A. Washington
- Hood Feminism - Mikki Kendall
- The New Jim Crow: Mass Incarceration in the Age of Colorblindness - Michelle Alexander

- Killing the Black Body - Dorothy Roberts
- How to be an Antiracist - Ibram X. Kendi
- Between the World and Me - Ta-Nehisi Coates
- The Beauty in Breaking - Michele Harper
- Anti-Racist Ally: An Introduction to Activism & Action - Sophie Williams
- The Death Gap: How Inequality Kills - David A. Ansell
- Sustaining Spirit: Self-Care for Social Justice - Naomi Ortiz
- Teaching to Transgress: Education as the Practice of Freedom - bell hooks
- What We Don't Talk About When We Talk About Fat - Aubrey Gordon