

## **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/html/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>

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>

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

<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. 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

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

l. Sexual and Gender Harassment Resources

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

m. \*\*\* 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](https://www.aamc.org/media/50581/download)  
<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>

**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:

- [National Report of Findings 2018 \(JGME 2018\)](#)
- [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]

<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. \*\*\* Task Force on Structural Racism Throughout Psychiatry

<https://www.psychiatry.org/psychiatrists/structural-racism-task-force>

#### Glossary of Terms

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

### c. APA website on Mental Health and Faith Community Partnership

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

### d. 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.

2020

- [\\*\\*\\*How Psychiatrists Can Talk to Patients and Families About Race and Racism](#)
- [The Interface of Religion, Spirituality, and Psychiatric Practice](#)
- [\\*\\*\\*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](#)

e. 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

f. 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)

g. 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>

h. Psychiatric Services (Journal)

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 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)**

<https://www.communitypsychiatry.org>

## **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/>

**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>

f. Health disparities <https://www.apa.org/topics/health-disparities/index.html>

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

h. Socioeconomic status <https://www.apa.org/topics/socioeconomic-status/index.html>

i. Women & men <https://www.apa.org/topics/women-men/index.html>

j. Immigration <https://www.apa.org/topics/immigration/index.html>

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

l. Equity, diversity, and inclusion in APA journals  
[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\\_learnmore](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_learnmore)

## 17. 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://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>

## 19. 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. 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  
<https://www.ama-assn.org/about/leadership/ama-s-strategic-plan-embed-racial-justice-and-advance-health-equity>

## **20. American College of Physicians**

Racial Health Disparities, Prejudice and Violence

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

## **16. American Counseling Association**

Racism Resources

<https://www.counseling.org/knowledge-center/mental-health-resources/racism>

## **23. 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>

## **24. American College of Surgeons**

Task Force on Racial Issues: Report of Recommendations

[https://www.facs.org/-/media/files/about-acsc/committees/acs\\_anti\\_racism\\_task\\_force\\_report\\_recommendations.ashx](https://www.facs.org/-/media/files/about-acsc/committees/acs_anti_racism_task_force_report_recommendations.ashx)

## **II. Websites of Foundations and Other Organizations**

## 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)

## 2. Commonwealth Fund

Advancing Health Equity

<https://www.commonwealthfund.org/programs/advancing-health-equity>

## 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

<https://www.hsph.harvard.edu/news/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](https://libguides.rutgers.edu/health_literacy)

## 8. Sage Publishing

Structural Racism and Police Violence Teaching Resources  
<https://group.sagepub.com/structural-racism-police-violence>

## 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. U.S. 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)

#### 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. Resources <https://www.nimhd.nih.gov/resources/>

b. NIH Minority Health and Health Disparities Strategic Plan 2021-2025  
<https://nimhd.nih.gov/about/strategic-plan/nih-strategic-plan-directors-foreword.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/inhqrdr/>

## **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)**

a. 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>

## **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>
  
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)

## **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  
<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/>

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>

## **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. 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/francislum](https://www.amazon.com/author/francislum)

#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/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>