

Resources:

Support your Black colleagues and trainees:

Reaching out – Email or call to find out how they are doing and to see how you can best serve their needs.

[Your Black Colleagues May Look Like They're Okay — Chances Are They're Not](#)

[Check on one another and respect readiness \(or not\) to talk and engage](#)

Taking care of yourself

[Family Care, Community Care, and Self-care Tool Kit: Healing in the Face of Cultural Trauma](#)

[Surviving & Resisting Hate: A Toolkit for People of Color](#)

Productive conversations about race:

1) Most important is to do no harm. The goal of discussion is to increase understanding, not necessarily to agree. If you have a discussion that does not go well or does harm, please contact the Office of Diversity, Equity and Inclusion.

2) Be clear about the goal and purpose of the discussion.

3) Start with Guidelines/ground rules to create a space for productive dialogue:

a. R – Respect/Risk

b. O – Openness/Oops/Ouch

c. P – Please participate/options is always there to Pass

d. E – Education/Escuchar – Spanish for “to listen”

e. S – Sensitivity/Support – the group must agree to work together to provide support to those in the discussion for their learning and leaning into discomfort.

4) Questions to get the conversation started:

a. If the goal is to check-in on how people are doing and find out what support they need:

i. Acknowledge current events, make sure everyone has basic understanding of what has been happening and the difficulty of navigating all of it while working.

ii. Ask: How are you doing? What are you finding most difficult while being at work? How can your leaders and colleagues be supportive of you at this time?

b. If the goal is to have a deep level of conversation and allow people to share personal experiences:

i. What has been most difficult for you? What emotions are coming up for you? What has you confused or frustrated? For those that feel comfortable sharing, how has what we are seeing and learning about shown up for you in your life? What are your personal experiences? What are we learning as a community? What do you hope comes from all of this?

5) Err on the side of trying and be willing to both mess up and apologize

6) Give a proper apology:1

a. Acknowledging that you did something wrong or hurt someone

b. An expression of remorse and acceptance of responsibility

c. An action step to make amends or change future behavior

Take action:

Find ways to learn more about systemic racism, health equity and structural inequities

[Police Shootings of Black Males: A Public Health Problem?](#)

[Physiological & Psychological Impact of Racism and Discrimination for African-Americans](#)

[Discussing current events of racial violence in the US: Readings and resources](#)

[Teaching about Race, Racism, and Police Violence](#)

Be willing to learn, reflect on your biases, and participate in discussions

[Harvard Implicit Bias Test](#)

[AAMC Unconscious Bias Resources for Health Professionals](#)

[Unconscious Bias: What to Do About It in the Search and Recruitment Process](#)

Be an upstander and speak up to bring people in for a discussion to foster belonging and understanding

[Techniques for speaking up](#)

[Allyship](#)

Cultural competency

[Cross-cultural care and communication](#)

[CultureVision](#)

Resources:

Fleming, Heather S., (2019) My Black Friend Says... Lessons in Equity, Inclusion, and Cultural Competency.

Black Man in a White Coat, by Damon Tweedy