

Anti-Racism Resources



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These resources were provided by the UCSF Office of Diversity and Outreach and contributions from Elena Fromer.

This section offers resources for engaging in anti-racism work, practicing solidarity, and self care for Black, Indigenous, and People of Color (BIPOC). These resources are largely provided by the UCSF Office for Diversity and Outreach^[4], as well as additional resources for health care providers. The COVID-19 pandemic uprooted our lives and exposed the heavy impact on minority communities. On top of this we have the compounded trauma from individual and institutional racism in the U.S. This is a time for everyone, regardless of social, racial, and ethnic identity, to become aware of the systemic racism in our institutions and society, and do our part to remedy it. Here we provide resources to support your well-being, bolster you when you are targeted and discriminated against, and stand as active allies and partners during this challenging time.

For health care providers:

- [Dismantling Racism: Building Anti-Racist Psychiatrists](#) [5]: The New York County Psychiatric Society has provided various resources such as books, articles, and films.
- [Equity Toolkits for Oversight Departments and Patient Experience Departments](#) [6]: The UCSF School of Medicine has created these toolkits to institutionalize equity in patient care among oversight departments (systems improvement, quality management, and patient safety) and patient experience departments.
- Training modules for clinicians:
 - [Allyship Training with Best Advocacy Movement \(BAM\)](#) [7]: This training is about helping you grow and expand your multicultural understanding. You will learn about diversity and how to be an active advocate and leader for social change.
 - [Unconscious Bias](#) [8]: Although this training is popular, there is no evidence that it actually changes behavior, and in fact some studies show it does not. It is interesting and a small step toward awareness. If you are interested, the UCSF Office of Diversity provides training on reducing implicit bias in clinical settings.
- [American Psychological Association Series: Ethnicity and Health in America](#) [9]
- [Learn and teach about structural competency](#) [10] to combat inequalities in healthcare

Resources for engaging in anti-racism work and practicing solidarity

- Affirming Black Lives ^[11]: Teaching Tolerance provides free resources to educators ? teachers, administrators, counselors and other practitioners ? who work with children from kindergarten through high school.
- Centering Black Community Needs: A Resource for Faculty and Staff ^[12]: Created by Stanford Biosciences for faculty and staff to engage in difficult conversations and better support students, postdocs, and research staff
- If You See Something, Do Something Instead of Calling the Cops ^[13]
- Justice in June ^[14]: Compiled by Autumn Gupta with Bryanna Wallace's oversight for the purpose of providing a starting place for individuals trying to become better allies.
- Letters for Black Lives in Multiple Languages ^[15]: Letters for Black Lives is a set of crowdsourced, multilingual, and culturally-aware resources aimed at creating a space for open and honest conversations about racial justice, police violence, and anti-Blackness in families and communities.
- Overcoming Racism: Breaking the Cycle of Oppression ^[16]: With a primary focus on education, Overcoming Racism equips educators with the tools to build culturally responsive schools and classrooms, that promote the development of the next generation of anti-racist agents of change.
- Resources for Engaging in Anti-Racism Work ^[17]: Resources such as books, articles, TV shows, movies, and related organizations.
- "We Are Living in a Racist Pandemic" ^[18] by Sandra L. Shullman
- "Your Black Colleagues May Look Like They're Okay ? Chances Are They're Not" ^[19] by Danielle Cadet
- Anti-Racism Primer and Toolkit ^[20]: Devised to assist educators in the development and cultivation of deeper and personal competencies in addressing and discussing health disparities, social justice, bias, and racism.
- Diversity, Equity, and Inclusion Champion Training for Faculty ^[21]: Designed to reduce microaggressions experienced by learners and improve the learning environment
- "Why 'I'm Not Racist' is Only Half the Story" ^[22] by Robin DiAngelo
- "Racism's Psychological Toll" ^[23] by Jenna Wortham
- "The Intersectionality Wars" ^[24] by Jane Coaston
- "Who Gets to Be Afraid in America?" ^[25] by Ibram X. Kendi
- Scaffolded Anti-Racist Resources ^[26]

Readings for White Allies

- How You Can Be a Better Coworker or Manager to Your Black Colleagues Now ^[27]
- 75 Things White People Can Do for Racial Justice ^[28]
- 5 Ways to Show Up for Racial Justice Today ^[29]
- White Americans, Your Lack of Imagination is Killing Us ^[30]
- The Death of George Floyd, in Context ^[31]
- Beyond the Hashtag: How to Take Anti-Racist Action in Your Life ^[32]
- How to Help Demand Justice for George Floyd ^[33]
- Psych Hub Race, Racism, and Mental Health Resources ^[34]
- Statement from the Black Psychiatrists of America ^[35]
- Opportunities for White People in the Fight for Racial Justice ^[36]
- 100 Ways White People Can Make Life Less Frustrating For People of Color ^[37]

Books

- "How To Be An Antiracist" ^[38] by Ibram X Kendi
- "So You Want To Talk About Race" ^[39] by Ijeoma Oluo
- "White Fragility: Why It's So Hard for White People to Talk About Racism" ^[40] by Robin DeAngelo (and an accompanying video ^[41])
- "Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do" ^[42] by Jennifer L. Eberhardt
- "Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race" ^[43] by Derald Wing Sue
- "The New Jim Crow: Mass Incarceration in the Age of Colorblindness" ^[44] by Michelle Alexander

Films, movies, and TV series

- *13th* ^[45] (Ava DuVernay) on Netflix
- *The Black Panthers: Vanguard of the Revolution* ^[46] on PBS (free)
- *Just Mercy* ^[47] (Destin Daniel Cretton) on YouTube
- *The Hate U Give Us* ^[48] (George Tillman Jr.) on Google Play
- *When They See Us* ^[49] (Ava Du Vernay) on Netflix
- View a more expansive list of films, movies, and television series. ^[50]

Follow Black voices and sites

- Rachel Cargle ^[51]
- Grassroots Law ^[52]
- Madame Noir ^[53]
- The Root ^[54]
- Black Lives Matter ^[55]
- Layla Saad ^[56]
- The Conscious Kid ^[57]
- Luvvie Ajayi ^[58]
- The Griot ^[59]

Anti-racism tips for kids

- Seek out a diverse group of friends for your kids.
- Seek out a diverse group of friends for you.
- Practice real friendship and intimacy by listening when People Of Color talk about their experiences and their perspectives.
- If you have a close relationship with a young person of color, make sure he/she knows how much you love them.

Anti-racism resources for kids

- Anti-Racism Resources for White People ^[60]: This has links to great resources to talk to

kids about racism.

- PBS: Talking to Young Children About Race and Racism [61]
- Children?s Alliance: Talking About Racism and Bias: Resources for Parents and Caregivers [62]
- *New York Times*: Talking to Kids About Racism [63]
- Bounceback Parenting: 60+ Resources for Talking to Kids About Racism [64]

Resources for Black, Indigenous, and People of Color (BIPOC) to engage in self-care

- Self-Care for People of Color After Psychological Trauma [65]
- Self-Care Tips for Black People Who Are Struggling With This Very Painful Week [66]
- Surviving and Resisting Hate: A Toolkit for People of Color [67]
- Proactively Coping With Racism [68]

Videos and webinars addressing racism

- How to Be a White Ally [69]
- UCSF Town Hall: United for Justice and Equality [70]
- UCSF Anti-Racism Town Hall: Focus on Learners [71]
- UCSF Dept. of Psychiatry and Behavioral Sciences Town Hall: Uniting for Change: Addressing Institutional Racism [72]

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Links

- [1] <https://psychiatry.ucsf.edu/#a>
- [2] <https://psychiatry.ucsf.edu/#b>
- [3] <https://psychiatry.ucsf.edu/#c>
- [4] <https://diversity.ucsf.edu/>
- [5] <https://nycpsych.memberclicks.net/dismantling-racism>
- [6] <https://ucsf.app.box.com/s/73gccsf167cb6ivlg4p7fenuqqbuyhw5>
- [7] <https://counseling.ufl.edu/resources/bam/>
- [8] <https://diversity.ucsf.edu/resources/unconscious-bias>
- [9] <https://www.apa.org/pi/oema/resources/ethnicity-health/african-american/stress>
- [10] <https://www.jonathanmetzl.com/structural-competency/>
- [11] <https://www.tolerance.org/the-moment/may-8-2020-affirming-black-lives-without-inducing-trauma>
- [12] <https://docs.google.com/document/d/1XwGCtdoCVPjS9eE-bz1W1DXmg3VPgRVicBtdoSMO7WY/edit>
- [13] <https://ia800800.us.archive.org/1/items/12ThingsToDoInsteadOfCallingTheCops/12things-screen.pdf>

[14] <https://justiceinjune.org/>

[15] <https://lettersforblacklives.com/about-the-letter-ed27ea67eb2e>

[16] <https://www.overcomeracism.com/>

[17] https://docs.google.com/document/u/1/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirlTwCTugSfKie5Fs/mobilebasic?fbclid=IwAR2MxhJ3_dyZPsLQol6qKj3z-3ON1hrcX0fpduHjkD4sNYLp7E-_6fXO1oo

[18] <https://www.apa.org/news/press/releases/2020/05/racism-pandemic>

[19] <https://www.refinery29.com/en-us/2020/05/9841376/black-trauma-george-floyd-dear-white-people>

[20] <https://ucsf.app.box.com/s/27h19kd597ii66473parki15u0cgochd>

[21] <https://differencesmatter.ucsf.edu/diversity-equity-and-inclusion-champion-training>

[22] <https://www.youtube.com/watch?v=kzLT54QjclA>

[23] <https://www.nytimes.com/2015/06/24/magazine/racisms-psychological-toll.html>

[24] <https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination>

[25] <https://www.theatlantic.com/ideas/archive/2020/05/ahmaud-arbery/611539/>

[26] https://docs.google.com/document/d/1PrAq4iBNb4nVlcTsLcNIW8zjaQXBLkWayL8EaPlh0bc/preview?fbclid=IwAR1Lw96iNgl_cx5ivxhVgkb65rnbaxRbXebCq54&pru=AAABcp7DDrM%2AFexvxDEBQzj0FEIOWALemw

[27] <https://www.thelily.com/how-you-can-be-a-better-coworker-or-manager-to-your-black-colleagues-right-now/>

[28] <https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>

[29] <https://www.kqed.org/arts/13881199/5-ways-to-show-up-for-racial-justice-today>

[30] <https://www.washingtonpost.com/opinions/2020/06/01/white-americans-your-lack-imagination-is-killing-us/>

[31] <https://www.newyorker.com/news/daily-comment/the-death-of-george-floyd-in-context>

[32] <https://www.teenvogue.com/story/beyond-the-hashtag-how-to-take-anti-racist-action>

[33] <https://www.thecut.com/article/george-floyd-protests-how-to-help-where-to-donate.html>

[34] https://docs.google.com/document/d/1AGLEOINitQ1Jl7MvQXZxrpEbAvr42r5RewjO_iXaKtE

[35] https://twitter.com/BPA_INC/status/1268190290164228097

[36] <https://www.whiteaccomplices.org/>

[37] https://www.vice.com/en_us/article/ne95dm/how-to-be-a-white-ally-to-people-of-color

[38] <https://www.ibramxkendi.com/how-to-be-an-antiracist-1>

[39] <https://www.sealpress.com/titles/ijeoma-oluo/so-you-want-to-talk-about-race/9781580056779/>

[40] <https://robindiangelo.com/publications/>

[41] <https://www.youtube.com/watch?v=kzLT54QjclA&feature=youtu.be>

[42] <https://www.penguinrandomhouse.com/books/557462/biased-by-jennifer-l-eberhardt-phd/>

[43] <https://www.wiley.com/en-us/Race+Talk+and+the+Conspiracy+of+Silence%3A+Understanding+and+Facilitating+Difficult+Dialogues+on+Race-p-9781119241980>

[44] <https://newjimcrow.com/>

[45] <https://www.netflix.com/title/80091741>

[46] <https://www.pbs.org/independentlens/films/the-black-panthers-vanguard-of-the-revolution/>

[47] <https://www.youtube.com/watch?v=q7MxXxFu6fl>

[48] <https://play.google.com/store/movies/details?id=NXy0H-EZR5s>

[49] <https://www.netflix.com/title/80200549?source=35>

[50] https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirlTwCTugSfKie5Fs/preview?pru=AAABcqbI8B8%2A5aR0b8O4eKHSMZR5Eer7sw

[51] <https://www.instagram.com/rachel.cargle/?hl=en>

[52] <https://www.instagram.com/grassrootslaw/?hl=en>

[53] <https://madamenoire.com/>

[54] <https://www.theroot.com/>

[55] <https://www.instagram.com/blklivesmatter/>

[56] <https://www.instagram.com/laylafsaad/>

[57] <https://www.instagram.com/theconsciouskid/>

[58] <https://www.instagram.com/luvvie/>

[59] <https://thegrio.com/>

- [60] https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirlTwCTugSfKie5Fs/mobilebasic?fbclid=IwAR19Efw-7jjloJuO86kuljl1u46YKxlgYWNf0xGvefMgE8QufgeziwIDBpM
- [61] <https://www.pbs.org/parents/talking-about-racism>
- [62] <https://childrensalliance.org/resource/talking-about-racism-resources-parents-and-caregivers>
- [63] <https://www.nytimes.com/2020/06/05/us/talking-to-kids-about-racism.html>
- [64] <https://bouncebackparenting.com/resources-for-talking-to-kids-about-race-and-racism/>
- [65] <http://www.justjasmineblog.com/blog-1/self-care-for-people-of-color-after-emotional-and-psychological-trauma>
- [66] https://www.vice.com/en_us/article/g5pgmq/self-care-tips-for-black-people-struggling-from-painful-week
- [67] <https://icrace.files.wordpress.com/2017/09/icrace-toolkit-for-poc.pdf>
- [68] <https://www.psychologytoday.com/us/blog/culturally-speaking/201607/proactively-coping-racism>
- [69] <https://www.youtube.com/watch?v=6sJUc-b5knk>
- [70] <https://www.youtube.com/watch?v=ndhxwt5uJAY>
- [71] <https://youtu.be/OEd4QdWwL4I>
- [72] <https://www.youtube.com/watch?v=qVikNG8Oxa4>