

**Anti-Racist Medicine  
Resource Guide  
Updated: April 2023**

This resource guide was co-created by Hong Chen, Class of 2022, and the Action Step 7 Anti-Racist Curriculum Workgroup at the University of Arizona College of Medicine - Phoenix. This resource guide is meant as a starting point for our faculty, staff, and students interested in learning more about current perspectives on systemic racism in medicine, curricular initiatives, tools in practicing and teaching anti-racist medicine, and anti-racist literature/media collections. We consider this a living document as our understanding and practice of anti-racist medicine evolve.

**Perspectives on Systemic Racism in Medicine**

The Civil Rights Doctor, Revisited

[Mullan, Fitzhugh MD1 The Civil Rights Doctor, Revisited, Academic Medicine: January 2022 - Volume 97 - Issue 1 - p 22-24 doi: 10.1097/ACM.0000000000003132](#)

- Reflections of Dr. Fitzhugh Mullah, a 1960s civil rights activist and physician 50 years later on his career, personal experiences with racial inequality and how the culture of US medical education has progressed from his view and where it needs to go now.

Implicit Racial Biases and Health Disparities

<https://sdoheeducation.org/community-hub/implicit-racial-biases-and-health-disparities/>

- Overview on implicit racial biases and their contribution to health disparities from a practicing academic physician in NYC.

Hidden in Plain Sight — Reconsidering the Use of Race Correction in Clinical Algorithms

[Vyas DA, Eisenstein LG, Jones DS. Hidden in Plain Sight - Reconsidering the Use of Race Correction in Clinical Algorithms. \*N Engl J Med.\* 2020;383\(9\):874-882.](#)

[doi:10.1056/NEJMms2004740](https://doi.org/10.1056/NEJMms2004740)

- Thought piece on reconsidering the use of race in clinical tools as clinical utility and risk profiles for patients (focus on African American patients in this piece) are clinically important considerations, even though the idea of race is of sociopolitical non-medical origin.
- Examples include AHA heart failure score, eGFR, and other metrics commonly used in OBGYN and urology.



Do Words Matter? Stigmatizing Language and the Transmission of Bias in the Medical Record. [P Goddu A, O'Connor KJ, Lanzkron S, et al. Do Words Matter? Stigmatizing Language and the Transmission of Bias in the Medical Record \[published correction appears in J Gen Intern Med. 2019 Jan;34\(1\):164\]. J Gen Intern Med. 2018;33\(5\):685-691. doi:10.1007/s11606-017-4289-2](#)

- A study presenting 2 medical histories, one with biased language and another with neutral language and studying effects on trainee management of sickle cell related pain crisis and attitudes toward patients with sickle cell disease.
- Randomized vignette study on the use of stigmatizing language & their effect on medical trainees (students & residents), measured on a Positive Attitudes towards Sickle Patients Scale (range 7-35).
- Exposure to stigmatizing language in the medical record was correlated to more negative attitudes (20.6 stigmatizing vs. 25.6 neutral,  $p < 0.001$ ) as reported by the 413 participants.

How Medical Education is Missing the Bull's Eye [Nolen L. How Medical Education Is Missing the Bull's-eye. N Engl J Med. 2020;382\(26\):2489-2491. doi:10.1056/NEJMp1915891](#)

- NEJM perspective piece on lack of different skin color representation in medical education and dermatological findings.

Inequity in Crisis Standards of Care

[Cleveland Manchanda E, Couillard C, Sivashanker K. Inequity in Crisis Standards of Care. N Engl J Med. 2020;383\(4\):e16. doi:10.1056/NEJMp2011359](#)

- NEJM perspective piece on how "color-blind" policies and clinical algorithms worsen health inequities.

Black Kidney Function Matters: Use or Misuse of Race?

[Powe NR. Black Kidney Function Matters: Use or Misuse of Race? JAMA. 2020;324\(8\):737-738. doi:10.1001/jama.2020.13378](#)

- JAMA viewpoint piece on race-based "correction" for GFR, its history, and arguments for and against its use.

Removal of Race from Estimates of Kidney Function. First Do No Harm.

[Norris KC, Eneanya ND, Boulware LE. Removal of Race From Estimates of Kidney Function: First, Do No Harm. JAMA. 2021;325\(2\):135-137. doi:10.1001/jama.2020.23373](#)

- JAMA editorial on the discussion around how and when to remove race-based "corrections" of GFR.

## Tools in Practicing and Teaching Anti-Racist Medicine

**Addressing Race, Culture, and Structural Inequality in Medical Education: A Guide for Revising Teaching Cases** (Krishnan, Aparna MPH; Rabinowitz, Molly MD, MPH; Ziminsky, Ariana; Scott, Stephen M. MD, MPH; Chretien, Katherine C. MD)

[https://journals.lww.com/academicmedicine/fulltext/2019/04000/addressing\\_race\\_culture\\_and\\_structural.36.aspx](https://journals.lww.com/academicmedicine/fulltext/2019/04000/addressing_race_culture_and_structural.36.aspx)

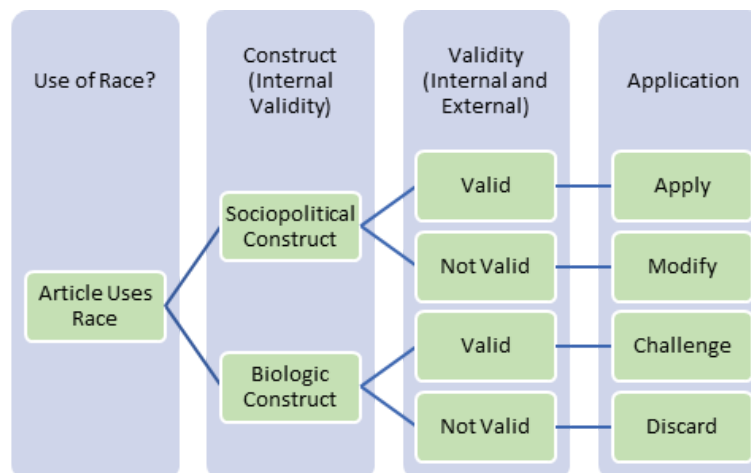
### Addressing and Undoing Racism and Bias in the Medical School... : Academic Medicine

([lww.com](http://lww.com)) Hess, Leona PhD; Palermo, Ann-Gel DrPH; Muller, David MD Addressing and Undoing Racism and Bias in the Medical School Learning and Work Environment, *Academic Medicine*: December 2020 - Volume 95 - Issue 12S - p S44-S50 doi: 10.1097/ACM.0000000000003706

**CARMeL: A Literature Evaluation Tool for Recognizing Use of Race in Medical Research** Garvey, A., Lynch, G., Mansour, M., Coyle, A., Gard, S., & Truglio, J. (2022). From race to racism: Teaching a tool to critically appraise the use of race in Medical Research. *MedEdPORTAL*.

[https://doi.org/10.15766/mep\\_2374-8265.11210](https://doi.org/10.15766/mep_2374-8265.11210)

- CARMeL (Critical Appraisal of Race in Medical Literature) is a literature evaluation tool developed by MS2s and MS3s to help evaluate evidence-based medicine for any use of race in a sociopolitical or biological framework, and to recommend if the article's use of race was appropriate with a recommendation to apply, modify, challenge, or discard the conclusions.
- Tool was validated in 15-20 learner workshops with medical students and residents, with 140 total participants, with results in self graded ability to recognize racial biases in literature.



### **REVIEW: a Data Driven Tool to Reduce Bias in Biomedical Publications**

Wescott, S., Johnson, R., Lamba, S. *et al.* Feasibility of an Assessment Tool as a Data-Driven Approach to Reducing Racial Bias in Biomedical Publications. *J Med Syst* 46, 10 (2022).

<https://doi.org/10.1007/s10916-021-01777-w>

- REVIEW tool is an evaluation method for quickly identifying biomedical journal publications that have clearly and correctly accounted for potential racial biases, and social determinants of health while also avoiding stigmatizing language or conclusions.
- Examples given in the original publication are of example publications that are on the extreme spectrums of racial bias, with authors noting that there needs to be validation of the tool in the broader existing literature to verify its full utility.

### **Inclusive Language for Medical & Health Education: An Evolving Guide**

[https://www.roshreview.com/blog/inclusive-language-for-medical-education-and-qbanks-an-evolving-guide/?fbclid=IwAR1pNrKlyYbrxDXPAQHSr\\_hflhQnIXjw7FLoSsI4m9jeMJimrCDrgTCTYAU](https://www.roshreview.com/blog/inclusive-language-for-medical-education-and-qbanks-an-evolving-guide/?fbclid=IwAR1pNrKlyYbrxDXPAQHSr_hflhQnIXjw7FLoSsI4m9jeMJimrCDrgTCTYAU)

- A free question bank and learning tool that addresses traditionally biased language used in medicine and provides more neutral options to use for documentation in terms of race, ethnicity, sex/gender, sexuality, socioeconomic status, disability and other terms.

### **Mind the Gap**

<https://www.blackandbrownskin.co.uk/mindthegap>

- A clinical handbook for common dermatologic findings in black & brown skin written by a British medical student who realized the disparities in medical education in dermatology being largely focused on examples using white skin phenotypes.

### **A Framework for Developing Antiracist Medical Educators and Practitioner–Scholars**

Sotto-Santiago, Sylk EdD, MBA, MPS1; Poll-Hunter, Norma PhD2; Trice, Traci MD3; Buenconsejo-Lum, Lee MD4; Golden, Sherita MD, MHS5; Howell, Joy MD6; Jacobs, Nicole PhD7; Lee, Winona MD8; Mason, Hyacinth PhD, MPH9; Ogunyemi, Dotun MD10; Crespo, Waleska PhD11; Lamba, Sangeeta MD, MS-HPed12 A Framework for Developing Antiracist Medical Educators and Practitioner–Scholars, *Academic Medicine*: January 2022 - Volume 97 - Issue 1 - p 41-47. [doi: 10.1097/ACM.0000000000004385](https://doi.org/10.1097/ACM.0000000000004385)

- In this Scholarly Perspective, the authors describe their collaborative work to define racism and antiracism education; propose a framework for antiracism education for faculty development; and outline key elements to successfully build faculty capacity in providing antiracism education. The proposed framework highlights the interplay between individual learning and growth and the systemic and institutional changes needed to advance antiracist policies and practices.

### **Presence 5 for Racial Justice Workshop**

Shankar M, Henderson K, Garcia R, et al. Presence 5 for Racial Justice Workshop: Fostering Dialogue Across Medical Education to Disrupt Anti-Black Racism in Clinical Encounters.

*MedEdPORTAL*. 2022;18:11227. Published 2022 Feb 10. [doi:10.15766/mep\\_2374-8265.11227](https://doi.org/10.15766/mep_2374-8265.11227)

- Presence 5 is a framework for fostering clinician humanism through a focus on 5 domains of 1) preparing with intention, 2) listening intently & completely, 3) agreeing on what matters most, 4) connecting with a patient's story, and 5) exploring emotional cues
  - Applying the same framework to anti-racist medical education for clinicians, this brief study with 17 participants utilized a 15-minute didactic + 35-minute small group breakout session format to attempt to have fruitful conversations about racism in medicine, followed by a large group debrief
  - 9 participants responded to a post-study survey and highlighted things such as how to guide patients through difficult conversations about racism & health as the most useful
- Though extremely limited in size, this is the first practical application of a humanism-based framework to deliver a workshop on anti-racism in medicine discussions

### **Using Case-Based Instruction to Tackle Microaggressions in Academic Medicine**

Ackerman-Barger, K., Jacobs, N. N., Orozco, R., & London, M. (2021). Addressing Microaggressions in Academic Health: A Workshop for Inclusive Excellence. *MedEdPORTAL: the journal of teaching and learning resources*, 17, 11103.

[https://doi.org/10.15766/mep\\_2374-8265.11103](https://doi.org/10.15766/mep_2374-8265.11103)

- Humanistic case-based learning workshop validated across 3 workshops at the University of California, Davis and the University of Nevada, Reno with 138 respondents out of 190 participants, teaching how to address microaggressions in the academic health setting by actualizing the Microaggression Triangle Model

### **Multimedia (Videos/Podcasts/Interviews):**

<https://www.emrap.org/episode/snackpatient/patientraceid>

- Short podcast of the history of racial discrimination in medicine including Jim Crow laws and the Hill-Burton Act (which enabled separate-but-equal hospital facilities), and how the legacy of racism in America still impacts clinical practices today

<https://www.youtube.com/watch?v=9IZVcdIPWK0>

- Session hosted at UC Irvine with small group breakout sessions asking students to reflect on a video about African, Black, and Caribbean (ABC) narratives.

**New England Journal of Medicine: Interview with Dr. Joseph Graves, Jr.**

<https://www.nejm.org/action/showMediaPlayer?doi=10.1056%2FNEJMdo006388&aid=10.1056%2FNEJMp2116224&area=>

- Interview with a professor of biology explaining socially defined race versus actual human biologic variation and clinical disease risk.

**Anti-Racist Collections:**

UCSF's Primer on Anti-Racism & Race Literacy:

<https://medschool.ucsf.edu/differences-matter/action-groups/focus-area-3>

MedEdPortal Anti-Racism in Medicine Collection: <https://www.mededportal.org/anti-racism>

The New England Journal of Medicine's Medicine and Society Section:

<https://www.nejm.org/medicine-and-society>

Annals of Family Medicine: A Shared Bibliography on Systemic Racism and Health Disparities:

<https://www.annfammed.org/content/shared-bibliography-systemic-racism-and-health-disparities>

AAMC Anti-Racism Resources:

<https://www.aamc.org/what-we-do/equity-diversity-inclusion/anti-racism-resources>