

Antiracism Learning Groups:

RESOURCE GUIDE

Vol. 1: June 2022

Prepared for ARLG
participants



A Special Thank You

The Antiracism Learning Group intervention and resource guide would not have been possible without the contributions of **Layla Saad**. We are inspired by Saad's work and generosity in creating a guide that leads people, specifically those with white privilege, towards combating racism and becoming good ancestors. We thank her for the labor, time and energy she dedicated to writing *Me and White Supremacy* and acknowledge the struggles she endured while doing so.

Acknowledging the Work of Black, Indigenous, and People of Color

We would like to acknowledge the work of **Black, Indigenous, and People of Color** (BIPOC) who have long been creating antiracism resources and have dedicated their labor and time to doing this work and laying out invaluable frameworks for others, including the ARLG Team, to do so.

Contributors

We appreciate the labor, dedication, and time of all people who contributed to the creation of this resource guide. We would especially like to highlight the work of our **BIPOC Contributors** by **bolding their names in blue**.

- **Eraka Bath**
- Ann Crawford-Roberts
- **Tanishia Wright**
- **Giselle Reynoso**
- **Enrico Castillo**
- Thanks to all the Antiracism Learning Group facilitators

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Background

The Antiracism Resource Guide was created as an empowerment tool and educational resource following the Antiracism Learning Group, spearheaded by Dr. Eraka Bath and Dr. Ann Crawford-Roberts. The Antiracism Learning Group is an educational intervention that focuses on group processing and learning in parallel with individual reading and reflection. This method facilitates relationship-building along with individual learning, reflecting, and processing. This intervention is centered on the book, *Me and White Supremacy* by Layla Saad, a text that is informed by scholarship of primarily Black scholars and researchers. The book is divided into 28 topics and each section contains conceptual reading, specific examples of the topic, and reflection questions. Topics include: white privilege, white silence, tone policing, white exceptionalism, anti-Blackness towards Black men, women, and children, cultural appropriation, allyship, white centering, tokenism, and navigating power dynamics that arise when committing to antiracism work.

Purpose

The purpose of the ARLG Antiracism Resource Guide is to equip ARLG participants with set of resources to continue learning and unlearning in the process of becoming actively antiracist. We hope the various Antiracism/DEI UCLA and VA groups and organizations we've included will provide participants with a starting point towards getting involved in antiracism work at UCLA and the VA. This resource guide also serves as an addition to the plethora of work that has already been created by Black, Indigenous, and People of Color –whose efforts we value, uplift and pay tribute to.

Limitations

It is important to recognize that the materials in this guide are meant to serve as a starting point to antiracism learning and are in no way exhaustive or all-encompassing of antiracism literature, community work, or efforts. The resources have a particular focus on anti-black racism, in keeping with the focus of the book *Me and White Supremacy*. Similarly, while we've included a collection of many Antiracism/DEI UCLA and VA organizations and aim to amplify their important work in antiracism and social justice, it is a non-comprehensive list that does not fully reflect all of the antiracism/DEI work taking place at DGOSM, VA, or UCLA Health. This also serves as a reminder of the immensely important work that community organizers, especially those who are BIPOC, are doing and have done for centuries outside of institutional frameworks. We strongly encourage all participants to do their own work in searching for resources, organizations, and places to get involved within UCLA/VA and beyond, while continuously amplifying and acknowledging the work and voices of Black, Indigenous, and People of Color.

Important Reminders

- Black, Indigenous, and People of Color are not responsible for educating white people on their oppression or teaching white people how to be antiracist
- Black, Indigenous, and People of Color have been doing this work for many centuries – their labor and time must be recognized and acknowledged always
- Antiracism work does not stop at educating yourself through resources and materials but should be accompanied by actionable work
- To be actively antiracist, you must continue doing this work and remain committed to this work –you can not expect others to do it for you
- You do not deserve a trophy for working to be actively antiracist and you should not expect one

Shared Resources

All of the names of BIPOC authors, directors, and creators have been highlighted in pink

Books



- Fatal Invention: How Science, Politics and Big Business Re-create Race in the Twenty-first Century by **Dorothy Roberts** Chapter 1: The Invention of Race (PDF)
- Caste: The Origins of Our Discontents by **Isabel Wilkerson** Chapter 4: A Long-Running Play and the Emergence of Caste in America (PDF)
- The Hate U Give by **Angie Thomas**
- How to Be An Antiracist by **Ibram X. Kendi**
- White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo
- Black and Blue: The Origins and Consequences of Medical Racism by John Hoberman
- Racism: Science & Tools for the Public Health Professional edited **Chandra Ford** et al
- Black Rage: Two Black Psychiatrists Reveal the Full Dimensions of the Inner Conflicts and the Desperation of Black Life in the United States by **William H. Grier and Price M. Cobbs**
- Under the Skin: The Hidden Toll of Racism on American Lives and on the Health of Our Nation by **Linda Villarosa**
- How the Word Is Passed: A Reckoning with the History of Slavery Across America by **Clint Smith**
- So You Want to Talk About Race by **Ijeoma Oluo**
- Stamped from the Beginning: The Definitive History of Racist Ideas in America by **Ibram X. Kendi**
- The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together by **Heather McGhee**
- I'm Still Here: Black Dignity in a World Made for Whiteness by **Austin Channing Brown**
- Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present by **Harriot Washington**
- All by **James Baldwin & Audre Lorde**

Shared Resources

Films



- 13th directed by [Ava DuVernay](#)
- I Am Not Your Negro directed by [Raoul Peck](#), based on [James Baldwin's](#) "Remember This House"
- Time: The Kalief Browder Story produced by [Shawn Carter](#), Jenner Furst, Nick Sandow, Julia Willoughby-Nason, Michael Gasparro, [Chachi Senior](#)
- Let it Fall Los Angeles 1982-1992 directed by [John Ridley](#)

Articles



- Remembering Past Lessons about Structural Racism—Recentering Black Theorists of Health and Society by [Alexandre White](#) et al
- The Public Health Critical Race Methodology: Praxis for Antiracism Research by [Chandra L Ford](#), [Collins O Airhihenbuwa](#)
- Medicine's Privileged Gatekeepers: Producing Harmful Ignorance About Racism And Health by Nancy Krieger et al
- On Racism: A New Standard For Publishing On Racial Health Inequities by [Rhea Boyd](#) et al
- Who Invented White People? by Gregory Jay
- The Case for Reparations by [Ta-Nehisi Coates](#)
- Majority Taxes—Toward Antiracist Allyship in Medicine by [Michael Mensah](#)
- Dismantling Structural Racism in Psychiatry: A Path to Mental Health Equity by [Ruth Shim](#)
- Stolen Breaths by [Rachel Hardeman](#) et al
- Race, Metaphor, and Myth in Academic Medicine by [Nicolas Barceló](#) & Sonya Shadravan
- Pathology of Racism—A Call to Desegregate Teaching Hospitals by [Kavita Vinekar](#)

Poetry



- American Sonnets for My Past and Future Assassin by [Terrance Hayes](#)
- Citizen: An American Lyric by [Claudia Rankine](#)
- Homie by [Danez Smith](#)
- Hybrida by [Tina Chang](#)
- Magical Negro by [Morgan Parker](#)

Shared Resources

Websites



- [Institute for Healing and Justice](#)
- [Center for Racial Justice](#)
- [Racial Equity Tools](#)
- [Becoming an Anti-Racist Educator Curriculum](#) by Dartmouth Center for the Advancement of Learning

Collections



- [21-Day Diversity, Equity and Inclusion Educational Challenge](#) by NBME
- [Anti-Racism Resource Guide](#) by Tufts University
- [Race Equity Education Training Tools](#) from World Trust
 - Extensive resource library includes films, PowerPoints, and readings
 - Topics include: systems of racial inequity; framing through a racial equity lens; shifting perspectives in education; transforming white privilege; migration and movement
 - Available on Box with UCLA login:
<https://uclahs.box.com/s/j9n7oza3cpbnoh0job4z66lx60ln0flw>

Reports+ Tools

Reports + Tools



- Toward the Abolition of Biological Race in Medicine Transforming Clinical Education, Research, and Practice by **Noor Chadha**, **Bernadette Lim**, Madeleine Kane, and Brenly Rowland
- Self Assessment for Modification of Anti-Racism Tool by **Sosunmolu Shoyinka**, Rachel M Talley, Kenneth Minkoff
- Anti-Racism Toolkit by Association for Prevention Teaching and Research (APTR)
- Structural Competency Networks and Training Materials by Structural Competency Network

Resource Guides created by BIPOC

How to be Anti-Racist Study Guide: A study guide of Ibram X. Kendi's 2019 book 'How to Be an Antiracist'
written by [Gari De Ramos](#) and edited by Mia Eisenberg

Decolonizing Antiracism: A study guide of Lawrence and Dua's academic 2005 article 'Decolonizing Antiracism'
by [Gari De Ramos](#) with contributions by Jacob Hunnicutt
edited by August Devore Welles

Antiracism Groups Master List

All of the groups we have provided in-depth descriptions for are highlighted in blue

UCLA Health

- Chief, Health Equity, Diversity, and Inclusion, UCLA Hospital and Clinic System: Dr. Medell Briggs-Malonson
 - [HEDI \(Health Equity, Diversity, and Inclusion\) Plan and Toolkit](#)
- Faculty Group
 - [REACH \(UCLA Health Realizing Equitable Access and Care for Health\)](#)

DGSOM

- DGSOM Anti-Racism Roadmap: Dr. Clarence Braddock, Dr. Eraka Bath
- Vice Dean for Justice, Equity, Diversity, and Inclusion: Dr. David McIntosh
 - Assistant Deans for Equity and Diversity Inclusion: Dr. Kathleen Brown, Dr Daniel Kozman
- Vice Dean for Research
 - Translational Social Science and Health Equity Research Theme
 - Co-chairs: Dr. Helena Hansen and Dr. Rochelle Dicker
- Vice Dean for Education
 - Structural Racism Theme
 - Co-chairs: Dr. Lindsay Wells and Dr. Shamsheer Samra
 - Curriculum Redesign Committees: Social Determinants of Health Committee
 - Social Medicine Elective
- Department Vice Chairs for Equity, Diversity, and Inclusion
 - Psychiatry: Dr. Eraka Bath (Vice Chair)
- Anti-Racist Transformation in Medical Education
 - Program manager: Julian McNeil
- Faculty Executive Committee
 - Equity, Diversity, and Inclusion Workgroup
- Faculty Groups
 - [BLNA \(The Black, Latinx and Native American Faculty Collective\)](#)
 - AAPI Alliance
- Fellowships and Training Programs
 - Interdisciplinary:
 - [Los Angeles Human Rights Initiative \(Immigration Asylum Clinic\)](#)
 - [U ACT Advocacy Collaborative](#)
 - Emergency Medicine: IDHEAL (International and Domestic Health Equity and Leadership) Fellowship (Dr. Breena Taira)
 - Psychiatry:
 - [PDAC \(Psychiatry Diversity Advocacy Committee\)](#)
 - [Center for Social Medicine](#)
 - Resident-Faculty Groups
 - Resident Oversight Committee
 - [CGP \(Community and Global Psychiatry\)](#)
 - [JEDI \(Justice Equity Diversity Inclusion\)](#)
 - [Committee on Achieving Race and Health Equity in the Department of Psychiatry](#)
 - Pediatrics: [Immigrant Youth Task Force](#)
- Student Groups
 - Student National Medical Association
 - Latino Medical Student Association
 - Pride Alliance at DGSOM/CDU
 - Asian Pacific American Medical Student Association
 - American Medical Women Association
 - Health Equity Hub
- Residents/Graduate Medical Education
 - [Minority Housestaff Organization](#)
 - Disability and Chronic Illness Committee
 - [Student Run Homeless Clinic](#)

UCLA Fielding School of Public Health

- [Center for the Study of Racism, Social Justice, and Health](#)
 - [COVID-19 Task Force on Racism and Equity](#)
- [Center for Health Equity](#)

Greater LA VA

- [VA Psychiatry DEI Committee](#)
- [VA Psychology DEI Committee](#)
- [VA DEI Lunch and Learn](#)

Faculty & Community–Wide

Center for the Study of Racism, Social Justice, and Health

Description

Primarily faculty–led with affiliates composed of faculty, residents, medical students, undergraduates, and community

The center leads the nation in conducting, rigorous community–engaged research to identify, investigate and explain how racism and other social inequalities may influence the health of diverse local, national and global populations. The mission of the Center for the Study of Racism, Social Justice & Health is to promote health equity through rigorous research, innovative teaching, and community engagement.

Meeting + Events Info

Monthly Journal Club Discussions:
12:00 – 1:30 PM PT every second
Tuesday of the month to discuss
various aspects of racism and health.

Events:
[https://www.racialhealthequity.org/
events](https://www.racialhealthequity.org/events)

Point of Contact + Website

Millicent Robinson
Center Coordinator
RacismHealthAdmin@ph.ucla.edu

Website:
<https://www.racialhealthequity.org>

COVID-19 Task Force on Racism and Equity

Description

Partnership between the Center for the Study of Racism, Social Justice & Health and Charles R. Drew University of Medicine and Science, Department of Urban Public Health. Membership comprises public health researchers & practitioners, healthcare providers, students, and community organizers. The Task Force aims to highlight the critical role that longstanding inequities (due to racism, classism, sexism and heterosexism, ability status, etc.) play in the impacts of the COVID-19 disease and in the responses to it. We recognize that these impacts influence the health and wellbeing of communities in local, national, and international contexts.

Point of Contact + Website

Dr. Enrico Castillo
egcastillo@mednet.ucla.edu
James Huynh - Coordinator
covidequity@ph.ucla.edu

Website:
[https://www.racialhealthequity.org/
g/covid19taskforce](https://www.racialhealthequity.org/covid19taskforce)

Center for Health Equity

Description

A collaborative “center without walls” whose members include academic, government, foundation and private/non–profit investigators. The center aims to advance the understanding of health disparities across the lifespan and foster multidisciplinary research to improve the health of underserved communities. With a primary focus on Los Angeles County, and a secondary focus on surrounding counties, the Center facilitates community and academic partnerships in research, trains new investigators in health disparities research, and assists community partners in implementing effective health disparity reduction programs.

Meeting + Events Info

Events:
[https://healthequity.ucla.edu/upcoming-
events](https://healthequity.ucla.edu/upcoming-events)

Points of Contact + Website

Dr. Roshan Bastani – Director
General Email:
healthequity@ph.ucla.edu

Website: <https://healthequity.ucla.edu/>

Faculty-Focused

Center for Social Medicine

Description

Primarily faculty

A community of scholars bringing insights from the social sciences and humanities to bear on the urgent challenges of health, disease and scientific and clinical practice, with a commitment to social justice.

Meeting + Events Info

Upcoming events are found in calendar on the homepage, on twitter @UCLASocialMed, or by emailing (no subject/body needed) socialmedicine_humanities+subscribe@lists.ucla.edu

Past webinars + talks:

<https://socialmedicine.semel.ucla.edu/talks-webinars/>

Point of Contact + Website

Email:

ucasocialmedicine@gmail.com

Website:

<https://socialmedicine.semel.ucla.edu>

REACH (Realizing Equitable Access and Care for Health)

Description

Faculty, cross-departmental
This is an invitation-only committee.

Meeting Info

Twice monthly

Points of Contact

Interested individuals can email co-chairs:

Dr. Nina Harawa

nharawa@mednet.ucla.edu

& Dr. Daniel Kozman

dkozman@mednet.ucla.edu

Health Equity, Diversity, and Inclusion (HEDI)

Description

Primarily faculty-led initiative

HEDI is committed to: 1) advancing equity and justice for staff and the diverse patients and communities we serve, 2) intentional actions embracing anti-racism and anti-bias principles, 3) comprehensive review of programs and practices to identify opportunities for improvement, 4) regular, ongoing dialogue with staff to co-develop detailed action plans

Events Info

Events:

<https://www.uclahealth.org/why-choose-us/about/hedi/events>

Point of Contact + Website

Email: equity@mednet.ucla.edu

Website: <https://www.uclahealth.org/why-choose-us/about/hedi>

BLNA (Black, Latinx and Native American Faculty Collective)

Description

Faculty Community

The Black, Latinx and Native American (BLNA) Faculty Collective is a grassroots organization founded by BLNA faculty across the DGSOM that is focused on promoting increased recruitment, retention and advancement of faculty, fellows and trainees from groups underrepresented in medicine. The Collective also serves to unite our BLNA faculty for the purpose of community building and moving the institution toward corrective and antiracist action.

Meeting + Events Info

Request information here: <https://medschool.ucla.edu/equity-diversity-inclusion-communities-faculty> or email DOMEDI@mednet.ucla.edu

Point of Contact

Dr. Eraka Bath

ebath@mednet.ucla.edu

Trainee-Focused

U ACT Advocacy Collaborative

Description

Resident-led, includes resident physicians, fellows and faculty

UCLA residents, fellows, and faculty members from multiple specialties who share a desire to improve advocacy education and opportunities for trainees. Conducts activities that help connect and coordinate residents and faculty across disciplines, educate and empower residents to become effective advocates, and raise awareness of advocacy efforts on specific issues. The principle is our commitment to addressing structural inequities and barriers to equitable care for our patients and communities in collaboration with and informed by community partners.

Meeting + Events Info

Calendar of Events:
<https://sites.google.com/view/uactadvocacy/calendar-of-events?authuser=0>

To join email list and get involved:
https://docs.google.com/forms/d/e/1FAIpQLSfABebZFwD2nKTTE5FzB9-aOhTWQh-4t7Ma_imGXkl18e5FA/viewform

Point of Contact + Website

Resident Core Leaders:
Dr. Abigail Arons, Med-Peds
Dr. Alina Kung, Internal Medicine
Dr. Grace Kim, Pediatrics
Dr. Judy Oranka, Pediatrics
Dr. Ashley Vuong, Emergency

Email: uact@mednet.ucla.edu

Website:

<https://sites.google.com/view/uactadvocacy>

Minority Housestaff Organization

Description

UCLA housestaff wide organization aimed at advancing the representation of URM housestaff in all UCLA training programs, promoting their career and academic opportunities, facilitating camaraderie and community, as well as equitable health access for marginalized populations.

Point of Contact + Website

Dr. Ceci Cãñales:
ceciliacanales@mednet.UCLA.edu
Dr. Daniel Okobi
dokobi@mednet.UCLA.edu
Dr. Lovelee Brown
lebrown@mednet.ucla.edu

Department of Psychiatry

Los Angeles Human Rights Initiative (Immigration Asylum Clinic)

Description

Clinical elective for third and fourth year psychiatry residents

Sponsors additional educational events on immigration and asylum policy advocacy opportunities.

Point of Contact

Dr. Roya Jiadi-Maghsoodi
tjadiamaghsoodi@mednet.ucla.edu

PDAC (Psychiatry Diversity Advocacy Committee)

Description

Primarily faculty

A dedicated, diverse group of members who meet monthly and participate in a wide array of activities on issues related to justice, equity, diversity and inclusion. We strive to ensure inclusive excellence in the representation of our department in our center membership, including trainees, research assistants, support and administrative staff, junior and senior clinical and research faculty (MD, PhD, x and LICSW).

Meeting Info

Every second Thursday of the month at 2pm

Point of Contact + Website

Dr. Eraka Bath, Vice Chair for Equity, Diversity and Inclusion
ebath@mednet.ucla.edu
<https://diversity.semel.ucla.edu/psychiatry-diversity-advisory-committee/>

Committee on Achieving Race and Health Equity in the Department of Psychiatry

Description

Primarily faculty (one resident, welcoming of more trainees)

A group of psychiatry department members dedicated to reducing racial disparities in access to UCLA psychiatry care. This group uses system-level patient data to analyze demographics of patients, as well as a survey of clinics to understand current practices. Next, it plans to share best practices across clinical programs (ex. development of single case agreements). Areas of focus include language justice, EDI training, etc.

Meeting Info

Every other Friday at 2pm

Point of Contact + Website

Co-chaired by:
Eraka Bath, Vice Chair for Equity, Diversity and Inclusion
ebath@mednet.ucla.edu
Steven Cohen, Interim Chief Administrative Officer, NPH
stevencohen@mednet.ucla.edu
James McCracken, Director of Division of Child and Adolescent Psychiatry
jmccracken@mednet.ucla.edu

Department of Psychiatry

VA Psychiatry DEI Committee	
Description	Our main goals are to increase awareness of, improve communication about, and address DEI issues in the department, such as inequity and lack of diversity, for instance through hiring. We also interface with other groups on education around DEI such as through the VA DEI lunch and learn series, which is run by the VA psychology department.
Meeting Info	Third Thursday of the month at noon
Point of Contact	Dr. Calvin Yang Calvin.yang@va.gov Dr. Sonya Gabrielian sonya.gabrielian@va.gov
VA Psychology DEI Committee	
Point of Contact	Dr. Grace Rosales & Dr. Megan Taylor-Ford Staff Development: Dr. Susan Steinberg-Oren and Dr. Carissa Klevens-Thomas, co-chairs *Anti-Racism Book Club is organized by Dr. Carissa Klevens-Thomas, Dr. Caroline Lavoie, Dr. Susan Steinberg-Oren and Dr. Megan Taylor-Ford Training: Dr. Catherine Woods, Dr. Erika Razmjou & Dr. Kimberly Newsom Hiring and Retention: Dr. Joanna Rowles & Dr. Mickie Fisher
VA DEI Lunch and Learn	
Description	Lunchtime sessions on various topics led by VA psychiatry and psychology including trainees. Open currently to all VA psychiatry and psychology and associated trainees (may be expanding to all of mental health in the future).
Meeting Info	Monthly, 2nd Wednesday at noon via Teams
Point of Contact + Website	Tyonna Adams Tyonna.Adams@va.gov or Caryn Bernstein, caryn.bernstein@va.gov

Department of Psychiatry

Resident Oversight Committee

CGP (Community and Global Psychiatry)

Description

Resident + faculty

A program, resident concentration, and community, focused on mentorship, education (both didactic and hands-on), advocacy, and scholarly opportunities. We are grounded in 4 focus areas: health equity, public service/social responsibility, structural competency, and community partnerships.

Meeting + Events Info

Monthly - either Wednesdays at lunch or a weekday evening

Instructions on website for adding the CGP calendar

Point of Contact + Website

Enrico Castillo, Faculty Lead
egcastillo@mednet.ucla.edu

Hilary Wright, CGP Chief Resident
hmwright@mednet.ucla.edu

Jenn Cohenmehrer, CGP Chief Resident
jcohenmehrer@mednet.ucla.edu

Website: <https://www.uclacgp.com>

JEDI (Justice Equity Diversity Inclusion)

Description

Primarily residents of color

JEDI is committed to the recruitment and retention of residents and faculty from populations underrepresented in medicine. By building a diverse resident community, they aim to build a mental health workforce that reflects and responds to the needs of our city, county, and state population. Los Angeles is a one-of-a-kind training grounds for resident physicians, and UCLA boasts an abundance of resources for those interested in cultural psychiatry and health-disparities.

Point of Contact + Website

Dr. Eraka Bath, Faculty Lead
ebath@mednet.ucla.edu

Dr. Dennis Dacarett-Galeano,
JEDI Chief Resident
ddacarett-galeano@mednet.ucla.edu

Dr. Rohit Mukherjee,
JEDI Chief Resident
rmukherjee@mednet.ucla.edu

Website: <https://diversity.semcl.ucla.edu>