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
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
- **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 Harriett 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
- 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

- 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. Shamsher 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
Center for Health Equity

A collaborative center without walls where members include researchers, health disparities researchers, community members, and others that work to advance the understanding of health disparities across the nation and world.

Description

Center for Health Equity

COVID-19 Task Force

and Interagency Conferences

with the purpose of improving public health across the nation and world, and to reduce health disparities among vulnerable populations.

Description

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

Faculty & Community-Wide

Point of Contact + Website

Henry J. Heinz III College

Dr. Rosann Brashear - Director

Website: https://healthequity.ands.org

General Email: healthequity@pitt.edu

Point of Contact + Website

Dean

HealthEquity@pitt.edu

James Hurin - Coordinator

Gee@jhu.edu

Dr. Furino Carillo

Point of Contact + Website

https://www.heidrichcenter.org

Events

Tuesday of the month to discuss 12:00 – 1:00 PM; 1st and 3rd Wednesdays, Monthly Joint Club Meetings

Meeting + Event Info

Equitable research, innovative teaching, and community engagement promote health equity through rigorous study of Black, Asian, and Native and global health disparities. The mission of the center for the study of racism, social justice, and health is to foster interdisciplinary research, education, and policy that advance and explain how racism and other social inequities influence health and health disparities. The center aims to address the inequities that lead to disparities in health outcomes by advancing research, education, and policy that is informed by evidence from multiple disciplines.

Description

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

Faculty & Community-Wide
Center for Social Medicine

Faculty-Focused

Point of Contact

Dr. Brenda Bush
BIMA

Point of Contact + Website

http://www.bimahealth.org/why-choose

Events Info

dedicated action plans to identify, develop, fund, and manage programs and initiatives that promote the well-being of the community.

Meeting Info

toward collective engagement and integrate® the experience of community faculty to the purpose of BLNA College. Specific efforts to unite our BLNA College and螺纹™ engaged in medicine. The Fellows and residents from across the region, there is placed on the areas of science and medicine. The BLNA College and螺纹™ in medicine.

Description

American Faculty Collective (Black, Latinx and Native)

REACH
<table>
<thead>
<tr>
<th>Trainee-Focused</th>
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<tbody>
<tr>
<td><strong>U ACT Advocacy Collaborative</strong></td>
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<tr>
<td><strong>Description</strong></td>
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<tr>
<td>Resident-led includes resident physicians, fellows and faculty.</td>
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<tr>
<td>UCLA residents, fellows, and faculty members from multiple specialties who share a desire to improve advocacy education and opportunities for trainees.</td>
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<tr>
<td>Conducts activities that help residents and coordinators develop leadership and advocacy skills.</td>
</tr>
<tr>
<td>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.</td>
</tr>
<tr>
<td><strong>Meeting + Events Info</strong></td>
</tr>
<tr>
<td>Calendar of Events: <a href="https://sites.google.com/view/acactcalendar">https://sites.google.com/view/acactcalendar</a></td>
</tr>
<tr>
<td>To join email list and get involved: <a href="https://sites.google.com/view/acactcalendar/events/calendar">https://sites.google.com/view/acactcalendar/events/calendar</a></td>
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<tr>
<td><strong>Point of Contact + Website</strong></td>
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<tr>
<td>Resident Core Leaders</td>
</tr>
<tr>
<td>Dr. Abigail Amons, Med-Peds</td>
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<tr>
<td>Dr. Alina Kung, Internal Medicine</td>
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<tr>
<td>Dr. Grace Kim, Pediatrics</td>
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<tr>
<td>Dr. Ashley Vuong, Emergency</td>
</tr>
<tr>
<td><strong>Minority Housestaff Organization</strong></td>
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<td><strong>Description</strong></td>
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<tr>
<td>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.</td>
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<td><strong>Point of Contact + Website</strong></td>
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<tr>
<td><a href="https://sites.google.com/view/umhousestafforganization">https://sites.google.com/view/umhousestafforganization</a></td>
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<tr>
<td>Email: <a href="mailto:umhousestafforganization@mednet.ucla.edu">umhousestafforganization@mednet.ucla.edu</a></td>
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<td><strong>Point of Contact + Website</strong></td>
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<tr>
<td>Minority Housestaff</td>
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<tr>
<td>Dr. Ceci Caines</td>
</tr>
<tr>
<td><a href="mailto:dr.cecicaines@mednet.ucla.edu">dr.cecicaines@mednet.ucla.edu</a></td>
</tr>
<tr>
<td>Dr. Lovelace Brown</td>
</tr>
<tr>
<td><a href="mailto:lbrown@mednet.ucla.edu">lbrown@mednet.ucla.edu</a></td>
</tr>
<tr>
<td>Dr. Daniel Okorie</td>
</tr>
<tr>
<td><a href="mailto:dokorie@mednet.ucla.edu">dokorie@mednet.ucla.edu</a></td>
</tr>
</tbody>
</table>
Meetings

Committee

Phyllis Washington, Associate Dean
Susan Bloch, Associate Dean
Erika Bock, Vice Chair for Equity

Point of Contact + Website

Every other Friday at 2 pm

Description

Department of Psychiatry

Committee on Achieving Equity in the Department of Psychiatry and Health Equity in the LAHHR Initiative (L.A. Human Rights Initiative)
Department of Psychiatry

Point of Contact

VA Psychiatry DEI Committee

Description

VA DEI Lunch and Learn

Meeting Info

All of mental health in the VA, VA Psychiatry, and Psychology, and all associated teams may be expanding in size. It is critical to train emerging leaders, all familiar with VA Psychiatry and Psychology, in leadership and clinical roles. Lunchtime sessions on various topics led by VA Psychiatry and Psychology faculty and teams.

Point of Contact

VA Psychiatry DEI Committee

Description

VA Psychiatry DEI Committee

Meeting Info

Third Thursday of the month at noon

Point of Contact

Dr. Sonya Gallagher

Dr. Clifton Yane

Email

Department of Psychiatry