

Join (<https://www.academicpediatrics.org/about/join-apa/>)

Renew (<https://academicpediatrics.z2systems.com/np/clients/academicpediatrics/login.jsp>)

Online Community (<https://community.academicpediatrics.org/home>)

Job Board (<https://www.academicpediatrics.org/publications-resources/job-board/>)

Donate (<https://academicpediatrics.z2systems.com/np/clients/academicpediatrics/donation.jsp?campaign=1&>)

Contact (<https://www.academicpediatrics.org/contact/>)



ACADEMIC
PEDIATRIC
ASSOCIATION

(<https://www.academicpediatrics.org/>)

Member Login ([https://academicpediatrics.z2systems.com/np/oauth/auth?](https://academicpediatrics.z2systems.com/np/oauth/auth?response_type=code&client_id=PKkhASI4JTDu78OeHTkSzDjVnQ9sbSyeDXU9ge%2BnM5pxeBbOhd4pKWWip37ipSOV8DQ51II9FRkWRWhxMZGaEw%3D%3D&redirect_uri=https%3A%2F%2Fwww.academicpediatrics.org%2Fpublicati)

[response_type=code&client_id=PKkhASI4JTDu78OeHTkSzDjVnQ9sbSyeDXU9ge%2BnM5pxeBbOhd4pKWWip37ipSOV8DQ51II9FRkWRWhxMZGaEw%3D%3D&redirect_uri=https%3A%2F%2Fwww.academicpediatrics.org%2Fpublicati](https://academicpediatrics.z2systems.com/np/oauth/auth?response_type=code&client_id=PKkhASI4JTDu78OeHTkSzDjVnQ9sbSyeDXU9ge%2BnM5pxeBbOhd4pKWWip37ipSOV8DQ51II9FRkWRWhxMZGaEw%3D%3D&redirect_uri=https%3A%2F%2Fwww.academicpediatrics.org%2Fpublicati)
[ons-resources%2Fapa-anti-racism-diversity-toolkit%2F](https://academicpediatrics.z2systems.com/np/oauth/auth?response_type=code&client_id=PKkhASI4JTDu78OeHTkSzDjVnQ9sbSyeDXU9ge%2BnM5pxeBbOhd4pKWWip37ipSOV8DQ51II9FRkWRWhxMZGaEw%3D%3D&redirect_uri=https%3A%2F%2Fwww.academicpediatrics.org%2Fpublicati))

Anti-Racism & Diversity Toolkit

Home (<https://www.academicpediatrics.org>) / Journal & Resources (<https://www.academicpediatrics.org/publications-resources/>) /
Anti-Racism & Diversity Toolkit

Introduction

The Academic Pediatric Association (APA)'s Anti-Racism and Diversity Taskforce, tasked with determining tactics to combat systemic racism and discrimination against the underrepresented in academic pediatrics, created this toolkit to readily equip academic pediatricians with the necessary resources to achieve these goals. This toolkit is made to support pediatric clinicians in all facets of their academic practice, including leadership-practice, peer-peer, provider-patient, and educator-trainee interactions.

More Information



Tool Kit Leadership



Section A

Section A provides a framework for personal reflection and organizational needs.

What are Racism and Anti-Racism?



How can I recognize racism or prejudice in my own professional environment?



How do I create an environment of inclusivity and equity in my academic practice? How do I become an Anti-Racist?



Section B

Section B of this toolkit provides a wealth of resources, in various forms, to allow for further exploration into the topics of anti-racism, diversity, equity, and inclusivity.

Articles/Books

Best Intentions: Using the Implicit Associations Test to Promote Reflection About Personal Bias (https://doi.org/10.15766/mep_2374-8265.7792)

Anne Gill, DrPH, Britta Thompson, PhD, Cayla Teal, PhD, Rachel Shada, MHR, Ernest Fruge, PhD, Gracielia Villarreal, MD, Cindy Patton, MS, Paul Haidet, MD, MPH

Comparison of Physician Implicit Racial Bias Toward Adults Versus Children (<https://doi.org/10.1016/j.acap.2016.08.010>)

Tiffani J. Johnson, MD, MSc; Daniel G. Winger, MS; Robert W. Hickey, MD; Galen E. Switzer, PhD; Elizabeth Miller, MD, PhD; Margaret B. Nguyen, MD; Richard A. Saladino, MD; Leslie R. M. Hausmann, PhD

Addressing Microaggressions in Academic Health: A Workshop for Inclusive Excellence (https://doi.org/10.15766/mep_2374-8265.11103)

Kupiri Ackerman-Barger, PhD, RN, N. Nicole Jacobs, PhD, Regina Orozco, MSN, RN, Maya London

“I Didn't Know What to Say”: Responding to Racism, Discrimination, and Microaggressions With the OWTFD Approach (https://doi.org/10.15766/mep_2374-8265.10971)

Sylk Sotto-Santiago, EdD, MBA, MPS, Jacqueline Mac, MA, Francesca Duncan, MD, Joseph Smith, MD

Health Equity Rounds: An Interdisciplinary Case Conference to Address Implicit Bias and Structural Racism for Faculty and Trainees (https://doi.org/10.15766/mep_2374-8265.10858)

Joanna Perdomo, MD, Destiny Tolliver, MD, Heather Hsu, MD, MPH, Yuan He, MD, MPH, Katherine A. Nash, MD, Stephanie Donatelli, MD, Camila Mateo, MD, Cynthia Akagbosu, MD, MA, Faraz Alizadeh, MD, Alexandra Power-Hays, MD, Tyler Rainer, MD, Daniel J. Zheng, MD, MHS, Caroline J. Kistin, MD, MSc, Robert J. Vinci, MD, Catherine D. Michelson, MD, MMSc

When Race Matters on the Wards: Talking About Racial Health Disparities and Racism in the Clinical Setting (https://doi.org/10.15766/mep_2374-8265.10523)

Katherine C. Brooks, MD, Steven Rougas, MD, Paul George, MD, MHPE

The Impact of Racism on Child and Adolescent Health

(<https://pediatrics.aappublications.org/content/144/2/e20191765>)

Maria Trent, Danielle G. Dooley, Jacqueline Dougé, SECTION ON ADOLESCENT HEALTH, COUNCIL ON COMMUNITY PEDIATRICS and COMMITTEE ON ADOLESCENCE

You've Been Called Out for a Microaggression. What Do You Do?

(<https://hbr.org/2020/07/youve-been-called-out-for-a-microaggression-what-do-you-do>)

Rebecca Knight

Racism as a Determinant of Health: A Systematic Review and Meta-Analysis

(<https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0138511>)

Yin Paradies, Jehonathan Ben, Nida Denson, Amanuel Elias, Naomi Priest, Alex Pieterse, Arpana Gupta, Margaret Kelaher, Gilbert Gee

UCSC Tool: Interrupting Microaggressions.

(https://academicaffairs.ucsc.edu/events/documents/Microaggressions_InterruptHO_2014_1_1_182v5.pdf)

Adapted from Kenney, G. (2014). Interrupting Microaggressions, College of the Holy Cross, Diversity Leadership & Education. Accessed on-line, October 2014. Kraybill, R. (2008).

“Cooperation Skills,” in Armster, M. and Amstutz, L., (Eds.), Conflict Transformation and Restorative Justice Manual, 5th Edition, pp. 116-117. LeBaron, M. (2008). “The Open

Question,” in Armster, M. and Amstutz, L., (Eds.), Conflict Transformation and Restorative

Justice Manual, 5th Edition, pp. 123-124. Peavey, F. (2003). “Strategic Questions as a Tool for Rebellion,” in Brady, M., (Ed.), The Wisdom of Listening, Boston: Wisdom Publ., pp. 168-189.

Office-Based Care for Lesbian, Gay, Bisexual, Transgender, and Questioning Youth

(<https://doi.org/10.1542/peds.2013-1283>)

David A. Levine and the COMMITTEE ON ADOLESCENCE

PrEP and Adolescents: The Role of Providers in Ending the AIDS Epidemic

(<https://doi.org/10.1542/peds.2019-1743>)

Sybil Hosek and Lisa Henry-Reid

The AntiRacist Table (<https://theantiracisttable.com/>): 30-day challenge to incorporate anti-racism into daily practice

Kirsten Ivey-Colson and Lynn Turner

Myths about Physical Racial Differences were Used to Justify Slavery and are Still Believed by Doctors Today (<https://www.nytimes.com/interactive/2019/08/14/magazine/racial-differences-doctors.html>)

Linda Villarosa

The 1619 Project is an ongoing initiative from The New York Times Magazine that began in August 2019, the 400th anniversary of the beginning of American slavery. It aims to reframe the country’s history by placing the consequences of slavery and the contributions of black Americans at the very center of our national narrative.

Toward the Abolition of Biological Race in Medicine: Transforming Clinical Education, Research, and Practice

(https://issuu.com/instituteforhealingandjustice/docs/toward_the_abolition_of_biological_race_in_medicin)

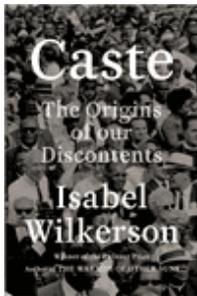
Noor Chadha, Bernadette Lim, Madeleine Kane, and Brenly Rowland

This report is published by the Institute for Healing and Justice in Medicine, and the Othering & Belonging Institute.

Equal Justice Initiative (<https://eji.org/about/>) Reports:

The Equal Justice Initiative is committed to ending mass incarceration and excessive punishment in the United States, to challenging racial and economic injustice, and to protecting basic human rights for the most vulnerable people in American society.

- Equal Justice Initiative, “Slavery in America: The Montgomery Slave Trade” (2018) (<https://eji.org/report/slavery-in-america/>)
- Equal Justice Initiative, “Reconstruction in America: Racial Violence after the Civil War, 1865-1876” (2020) (<https://eji.org/report/reconstruction-in-america/>)
- Equal Justice Initiative, “Lynching in America: Confronting the Legacy of Racial Terror” (3d Ed., 2017). (<https://lynchinginamerica.eji.org/report/>)
- Equal Justice Initiative, “Segregation in America” (2018) (<https://segregationinamerica.eji.org/report/>)
- Equal Justice Initiative, “Presumption of Guilt” (<https://eji.org/issues/presumption-of-guilt/>)



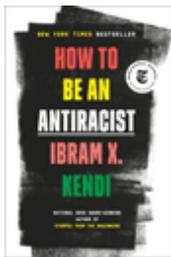
[Caste: The Origins of Our Discontents](#)

Isabel Wilkerson



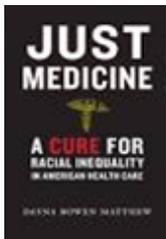
[Fatal Invention: How Science, Politics, and Big Business Re-create Race in the 21st Century](#)

Dorothy Roberts



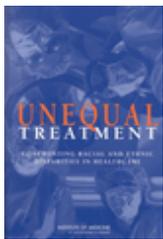
How to Be an Antiracist

Ibram X. Kendi



Just Medicine: A Cure for Racial inequality in American Healthcare

Dayna Bowen Matthew

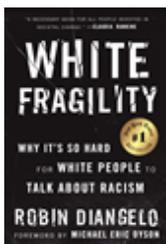


Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care

(<https://pubmed.ncbi.nlm.nih.gov/25032386/>)

Institute of Medicine (US) Committee on Understanding and Eliminating Racial and Ethnic Disparities in Health Care

Brian D. Smedley, Adrienne Y. Stith, Alan R. Nelson , editors.



White Fragility: Why it's so Hard for White People to Talk about Racism

Robin Di Angelo

Toolkits	+
Video Resources	+
Workshop Materials/Tools	+
Patient Education Tools	+
Podcasts	+



Get Involved

Volunteer as an awards judge, committee member, SIG chair or Region Chair. The positions available ensure you get the national leadership experience needed to advance your career.

[Volunteer \(/groups-networks/get-involved/\)](/groups-networks/get-involved/)

[Attend a Meeting \(/groups-networks/regions/\)](#)

Committees

[\(https://www.academicpeds.org/groups-networks/get-involved/\)](https://www.academicpeds.org/groups-networks/get-involved/)



6728 Old McLean Village Drive
McLean, Virginia 22101

[\(http://www.facebook.com/AcademicPeds?v=wall\)](http://www.facebook.com/AcademicPeds?v=wall) 

[\(https://twitter.com/academicpeds\)](https://twitter.com/academicpeds) 

Groups & Networks

[\(https://www.academicpeds.org/groups-networks/\)](https://www.academicpeds.org/groups-networks/)

Programs & Awards

[\(https://www.academicpeds.org/programs-awards/\)](https://www.academicpeds.org/programs-awards/)

Journal & Resources

[\(https://www.academicpeds.org/publications-resources/\)](https://www.academicpeds.org/publications-resources/)

Meetings & Events

[\(https://www.academicpeds.org/events/\)](https://www.academicpeds.org/events/)

[Advocacy \(https://www.academicpeds.org/advocacy/\)](https://www.academicpeds.org/advocacy/)

[About \(https://www.academicpeds.org/about/\)](https://www.academicpeds.org/about/)

Search ...



Join (<https://www.academicpeds.org/about/join-apa/>)

Renew

(<https://academicpeds.z2systems.com/np/clients/academicpeds/login.jsp>)

Online Community

(<https://community.academicpeds.org/home>)

Job Board

(<https://www.academicpeds.org/publications-resources/job-board/>)

Donate

(<https://academicpeds.z2systems.com/np/clients/academicpeds/donation.jsp?campaign=1&>)

Contact (<https://www.academicpeds.org/contact/>)

Join our Email List

Stay connected.

* indicates required

Email Address *

Subscribe

© 2022 Academic Pediatric Association [Sitemap](#)

[\(/sitemap/\)](#) [Privacy Policy](#)

(<https://www.academicpeds.org/privacy-policy/>)

[Accessibility Statement](#)

(<https://www.academicpeds.org/accessibility-statement/>)

Website by Yoko Co (<https://www.yokoco.com/referral/?site=the%20Academic%20Peds%20site>)

