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Anti-racism Resources

In October 2020, the AAMC released the [AAMC Framework for Addressing and Eliminating Racism at the AAMC, in Academic Medicine, and Beyond](#). Below are helpful definitions, video resources, and examples of anti-racism in practice within the United States' medical schools and teaching hospitals. Helpful AAMC publications, reading lists, and other resources are also included below.

Racism

"A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call 'race'), that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities, and saps the strength of

Anti-racism

"The active process of naming and confronting racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."

– [AMA-AAMC Advancing Health Equity: A Guide to Language, Narrative and](#)

Racial justice

"The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice—or racial equity—goes beyond 'anti-racism.' It is not just the absence of discrimination and inequities but also the presence of deliberate systems and supports to achieve and sustain racial equity

the whole society through the waste of human resources.” [Concepts](#) ▣

– [APHA Past President Camara Phyllis Jones, MD, MPH, PhD](#) ▣

through proactive and preventive measures.”

– [AMA-AAMC Advancing Health Equity: A Guide to Language, Narrative and Concepts](#) ▣

Doing the Work

The [AAMC framework](#) identifies several pillars to guide our actions as individuals, organizations, and communities. Below are several video resources about the impact of race and racism across multiple levels and opportunities to increase dialogue and strategic efforts that help organizations to become anti-racist, diverse, equitable, and inclusive.




As an Individual

- [Deconstructing White Privilege \(Vital Conversations Series\)](#) ▣
- [What Does It Mean to be Anti-Racist? – Above the Noise](#) ▣
- [Kimberlé Crenshaw, “The Urgency of Intersectionality”](#) ▣
- [Allegories on Race and Racism](#) ▣
- [How Racism Makes Us Sick](#) ▣



As an Organization

- [Creating Psychological Safety in the Workplace](#) ▣
- [Overcoming Microaggressions as a Faculty Member](#) ▣

- [How Studying Privilege Systems Can Strengthen Compassion](#) 
- [The Praxis: Connecting Theory and Practice for Health Justice](#) 
- [Combating Racism and Place-ism in Medicine](#) 

As a Community

- [Structures & Self: Advancing Equity and Justice in Sexual and Reproductive Healthcare](#)  (Pillar II: Recognize Structures of Oppression )
- [How Structural Racism is Magnifying the Public Health Crisis](#) 
- [How Racism Impacts Community Engagement](#) 
- [Dr. Camara Jones Explains the Cliff of Good Health](#) 

Leading by Example

AAMC-member institutions are developing and leading varied curricula initiatives, equity-centered action plans, professional learning opportunities, and research centers to drive systemic change focused on addressing and eliminating racism in academic medicine. Below are several member examples of current anti-racism efforts.

Research

Boston University

[Boston University Center for Antiracist Research](#) 

University of Southern California (USC)

[USC Race and Equity Center](#) 

Webinar and Training

Emory University School of Medicine

[Racism and Social Justice Webinar Series](#) 

Icahn School of Medicine at Mount Sinai

[Anti-Racist Transformation in Medical Education](#) 

Action Plans

University of California, San Francisco

[The REPAIR Project](#) 

University of Rochester Medical Center

[Equity and Anti-racism Action Plan](#) 

Clinical Care

The Ohio State University Wexner Medical Center

[21-Day Anti-Racism Challenge](#) 





Stanford University School of Medicine

[Bias and Socio-cultural Awareness in Clinical Settings](#) 



Diving Deeper: Other AAMC Resources

The AAMC continues to develop and disseminate resources to transform rhetoric into action as we do our own work to become an anti-racist, diverse, equitable, and inclusive organization and serve our member institutions along their journeys.

- [Racism and Health](#)
- [Racism and Health: A Reading List](#)
- [“Academic Medicine Podcast”: “Addressing Race and Racism in Medical Education”](#) 
- [MedEdPORTAL® Collection of Anti-racism Resources](#) 
- [Academic Medicine: Addressing Race and Racism in Medical Education](#) 
- [Equity, Diversity, and Inclusion Initiatives](#)
- [AMA-AAMC Center for Health Justice *Advancing Health Equity: A Guide to Language, Narrative, and Concept*](#) 
- [AAMC Center for Health Justice](#)

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