

Common terms and definitions for Anti-Racism in Healthcare

- If you are new to conversations about health equity and anti-racism in healthcare, these definitions can help provide a foundational understanding.
 - **Implicit biases** are "the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Activated involuntarily, without awareness or intentional control. Can be either positive or negative. Everyone is susceptible."¹
 - **Anti-racism** is the ACTIVE PROCESS of identifying and eliminating racism by changing systems, policies, practices and attitudes, so that power is redistributed and shared equally." - NAC International Perspectives: Women and Global Solidarity
 - **Eugenics** was "developed largely by Sir Francis Galton as a method of improving the human race; eugenics was increasingly discredited as unscientific and racially biased during the 20th century, especially after the adoption of its doctrines by the Nazis in order to justify their treatment of Jews, disabled people, and other minority groups."²
 - **Phrenology** is the "study of the conformation and especially the contours of the skull based on the former belief that they are indicative of mental faculties and character."³
 - **Privilege** is "a special advantage or authority possessed by a particular person or group."⁴
 - **Race** is "a specious classification of human beings created by White Europeans that assigns human worth and social status using 'White' as the model of humanity and the height of human achievement for the purpose of establishing and maintaining privilege and power."⁵
 - **Structural racism** (sometimes called systemic racism) is "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 the whole society through the waste of human resources." -Dr. Camara Jones, MD, MPH, PhD, past APHA President
 - **Compassion fatigue** - A combination of secondary traumatic stress, vicarious trauma and/or burnout that manifests in a worker.⁶
 - **Vicarious trauma** - The development of negative changes in world view as a worker as a result of the cumulative impact of witnessing the trauma/adversity of others over time.⁶
 - **Burnout** – A gradual process of a staff member experiencing feelings of hopelessness, fatigue, and being overwhelmed as a result of a lack of support, excessive workloads and unrealistic expectations.⁶
 - **White privilege** is an "inherent advantage possessed by a white person because of their race in a society characterized by racial inequality and injustice."⁷

¹ Via Ohio State University's Kirwan Institute for The Study of Race And Ethnicity

² Via Oxford Dictionary

³ Via Merriam-Webster dictionary

⁴ Via Cambridge Dictionary

⁵ Source: Chisom R, Washington M. Undoing Racism: A Philosophy of International Social Change. People's Institute Press. People's Institute for Survival and Beyond. New Orleans, LA: People's Institute Press; 1997.

⁶ Defined by the Institute on Trauma and Trauma-Informed Care (2015)

⁷ Via Oxford dictionary

Tools for Implementing Anti-Racism in Healthcare

- The history of racism in healthcare and public health can be overwhelming. But you don't have to do the work alone! Trusted professional organizations have developed tools and documents that can help you and your health system start your institution's anti-racism journey.
 - [The Centers for Disease Control \(CDC\) established the "Racism and Health" web hub that explores racism's impact on health.](#)
 - [The American Medical Association has released a strategic plan to embed racial justice and advance health equity.](#)
 - [Renowned clinicians and public health scholars published "Structural racism and health inequities in the USA: evidence and interventions" via The Lancet.](#)
 - [The American Association of Medical College's Collaborative for Health Equity: Act, Research, Generate Evidence \(CHARGE\) \(a collaborative of health equity scholars, practitioners, and partners\) issued "10 Principles of Trustworthiness." Trustworthiness is a key component of trauma-informed, anti-racist care.](#)
 - Need help supporting productive conversations on racism and health? [KINSHIFT supported Trauma Transform on customizing easy-to-understand visual aids.](#)

KINSHIFT's Favorite Books on the History of Racism and Medicine

- Health inequities didn't appear overnight; medicine dedicated many years to "proving" false biological hierarchies. These books delve into important moments in our nation's medical history.
 - [Killing the Black Body: Race, Reproduction, and the Meaning of Liberty](#) by Dorothy Roberts
 - [Dying in the City of the Blues: Sickle Cell Anemia and the Politics of Race and Health](#) by Keith Wailoo
 - [The Immortal Life of Henrietta Lacks](#) by Rebecca Skloot
 - [Medical Apartheid: The Dark History of Medical Experimentation on Black Americans from Colonial Times to the Present](#) by Harriet Washington

Statements on Racism and Health from Professional Organizations

- Many professional organizations have issued statements and briefs focusing on racism's impact on health.
 - [The American Public Health Association has been cataloguing jurisdictions across the country that have declared racism a public health crisis.](#)
 - [The American Medical Association "recognizes that racism in its systemic, structural, institutional, and interpersonal forms is an urgent threat to public health, the advancement of health equity, and a barrier to excellence in the delivery of medical care."](#)
 - [According to the American Academy of Pediatrics, "by acknowledging the role of racism in child and adolescent health, pediatricians and other pediatric health professionals will be able to proactively engage in strategies to optimize clinical care, workforce development, professional education, systems engagement, and research in a manner designed to reduce the health effects of structural, personally mediated, and internalized racism and improve the health and well-being of all children, adolescents, emerging adults, and their families."](#)
 - [The American Psychiatric Association has formally apologized for subjecting "persons of African descent and Indigenous people who suffered from mental illness to abusive treatment, experimentation, victimization in the name of 'scientific evidence,' along with racialized theories that attempted to confirm their deficit status."](#)