

## Notes from Anti-Racism (A-R) Work Group 9/8/20.

Thank you for attending the Anti-racism Work group.

We reviewed the following:

1. **Council input** from ideas generated at last Anti-Racism mtg. Council set expectation that we have preliminary plans for an educational event for MPS membership for review by the MPS council on Oct 13, 2020.
2. Reviewed **Multicultural and Diversity Committee (MCDC) mtg input** to A-R Work Group including
  - a. Discussion of advantages and potential disadvantages of creation of a Minority Underrepresented group Representative (MUR). Dr. Reyerling clarified that this would require a change in the By-laws. By-laws are voted on by the membership in the annual mtgs.
  - b. Discussion of **Nominating Committee** as an important vehicle for fostering minority representation in MPS elected leadership. President can appoint three positions in addition to the current 4 elected positions. Feedback for these appointments was requested.
  - c. Discussion of importance of infusing work of **Anti-Racism in the committees of MPS** with discussion of recommended curriculum for committees. Dr Reyerling reviewed structure of committees. Chairs and co-chairs appointed by Pres for one year term with option for three years. Effort for Co-chairs to be MIT to train future leaders. Note that in prior years term limits have not been adhered to.
3. Discussion of **Educational Event for MPS members**. We had a robust brainstorming about what such an event/approach should entail including discussion of
  - a. **Type of Forum**.
    - i. Discussion of adding racism content to existing conferences as a way to expose A-R curriculum to audiences who may not attend a conference solely devoted to A-R. May be too late for this years' conferences which have been planned six months in advance (psychotherapy and psychopharm in Nov.)
    - ii. Discussion of A-R conference. Recognition that we are consigned to Zoom as a format for an educational event. Need for safe place for discussion/facilitated conversation such as small group break-out space. Roleplay.
    - iii. Discussion of developing suggested list of seminal readings/curriculum for use by committees
    - iv. Repeated inter-racial group contacts over time with a shared task have been noted to foster engagement and facilitate relationships and understanding.
  - b. **Target Audience**. Discussion of conference risk of "preaching to the choir," vs engaging members who may be avoidant of the topic. (Led to above suggestions) Reviewed a graphic of developmental stages of A-R. Consensus that those who are dedicated to racism denial may not be fruitful target but those who are fearful, hesitant of the topic may still be able to benefit in other forums and perhaps even from dedicated A-R conference. Discussed important role of white individuals to address fearful/hesitant, uninformed white individuals.
  - c. **Content**. Suggestions focused on

- i. Racist history of psychiatry and institutions.
  - ii. Basic A-R literacy, e.g. Institutional, interpersonal, internalized racism; Anti-racism, Racial disparities, Health inequity, etc
  - iii. How to be an Anti-racist psychiatrist
  - iv. Focus on A-R as a quality of patient care issue to MPS members rather than a broader injustice approach
  - v. Suggested readings/viewing
    - 1. International handbook of Black Community Mental Health, Emerald Publishing. Madelyn Hicks has a copy.
    - 2. <https://www.psychiatrictimes.com/view/dismantle-racism-in-psychiatry-society> (suggested by Dr Isom to MPS Council)
    - 3. Seven seminal articles from green journal circa 1970 cited by Dr. Shim; <https://ajp.psychiatryonline.org/toc/ajp/127/6>
    - 4. An Antiracist Approach to Achieving Mental Health Equity in Clinical care,” Rupinder Kaur Legha, MD<sup>a,\*</sup>, Jeanne Miranda, PhD<sup>b</sup> Psychiatric Clinics of North America, Psychiatr Clin N Am 43 (2020) 451–469
    - 5. Camara Jones <http://info.primarycare.hms.harvard.edu/blog/seven-values-targets-anti-racism-action>;  
<https://www.youtube.com/watch?v=GNhcY6fTyBM>
- d. **Goals and Objectives TBD**
- i. Goal: To engage MPS in the nationwide work of dismantling institutional racism which has led to serious health inequity and resultant health disparities among minority groups in US
  - ii. Objectives:
    - 1. To do so by engaging members in addressing their individual biases which ultimately impact patient care, and
    - 2. by addressing systemic health inequities which impact patient care
- e. **Speakers TBD**
4. **Assigned Readings for Group for next Mtgs Sept 29 and Oct 6, 7:-8:30 pm via Zoom.**
- a. <https://www.psychiatrictimes.com/view/dismantle-racism-in-psychiatry-society> (suggested by Dr Isom to MPS Council)
  - b. An Antiracist Approach to Achieving Mental Health Equity in Clinical care,” Rupinder Kaur Legha, MD<sup>a,\*</sup>, Jeanne Miranda, PhD<sup>b</sup> Psychiatric Clinics of North America, Psychiatr Clin N Am 43 (2020) 451–469 (attached)
  - c. Seven 1970 articles cited by Dr. Shin. <https://ajp.psychiatryonline.org/toc/ajp/127/6>
  - d. 2006 article cited by Dr Shin with clear recommendations for white psychiatrists <https://ajp.psychiatryonline.org/doi/10.1176/ajp.127.6.787>
  - e. Here is the link to the referenced Dr Shin article:  
<https://www.statnews.com/2020/07/01/structural-racism-is-why-im-leaving-organized-psychiatry/>

Respectfully Submitted,  
Sally Reyring, President MPS