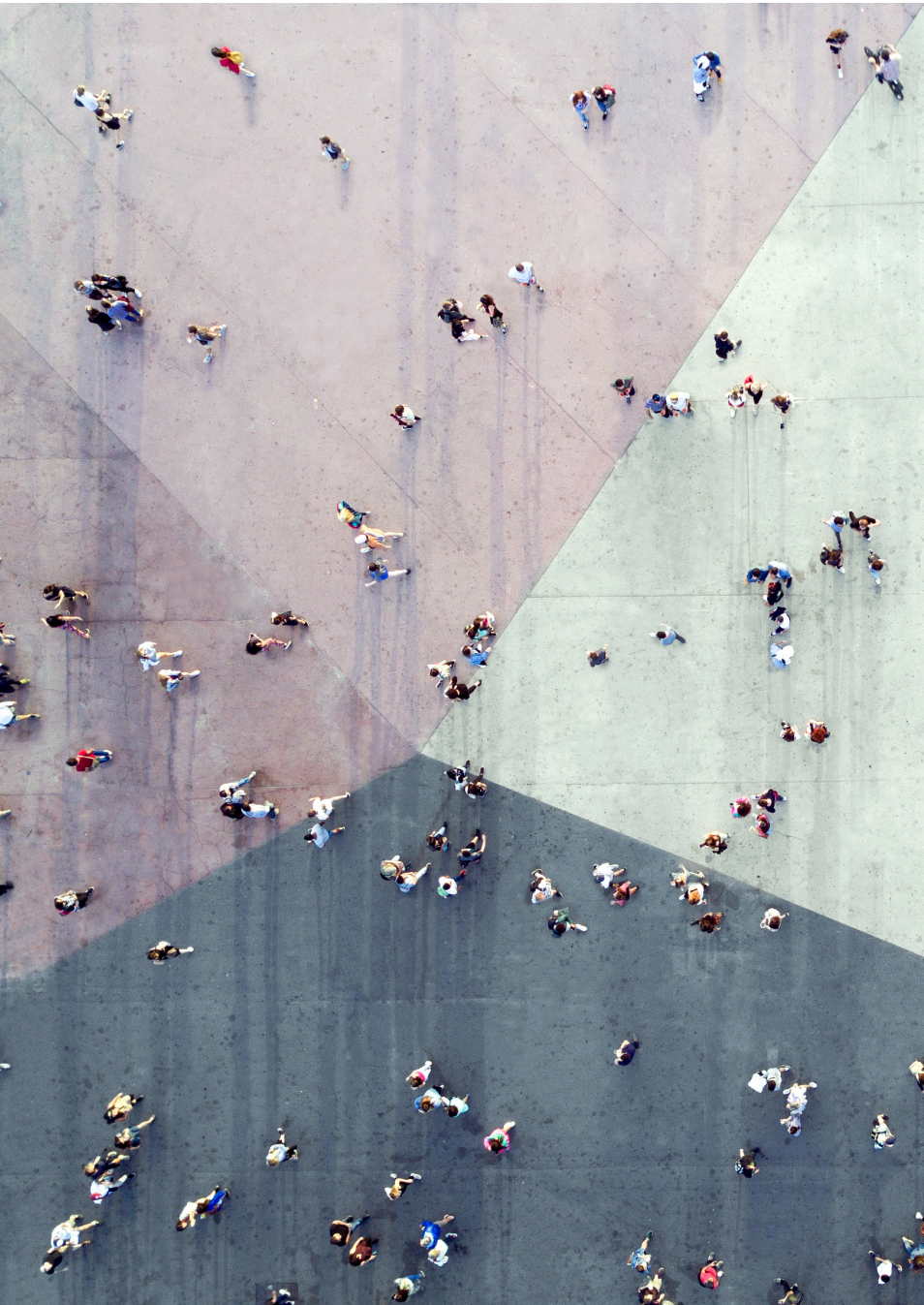


CENTER FOR DEI

# Institutional anti-racism guidebook

A guide for all OHSU members

Institutional Racism are the policies, procedures, and practices that operate within institutions and organizations that disadvantage individuals and groups based on race.



## Definitions

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### Unconscious or implicit bias

A tendency or inclination that results in judgment without question.

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### Health Disparities

Preventable differences in the burden of disease, injury, violence, or opportunities experienced by socially disadvantaged.

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### Prejudice

A preconceived opinion or belief about a person or group.

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### Discrimination

A differential treatment of a person or group based on prejudice.

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### Racism

A system of inequality in which discrimination on the basis of race is institutionalized.

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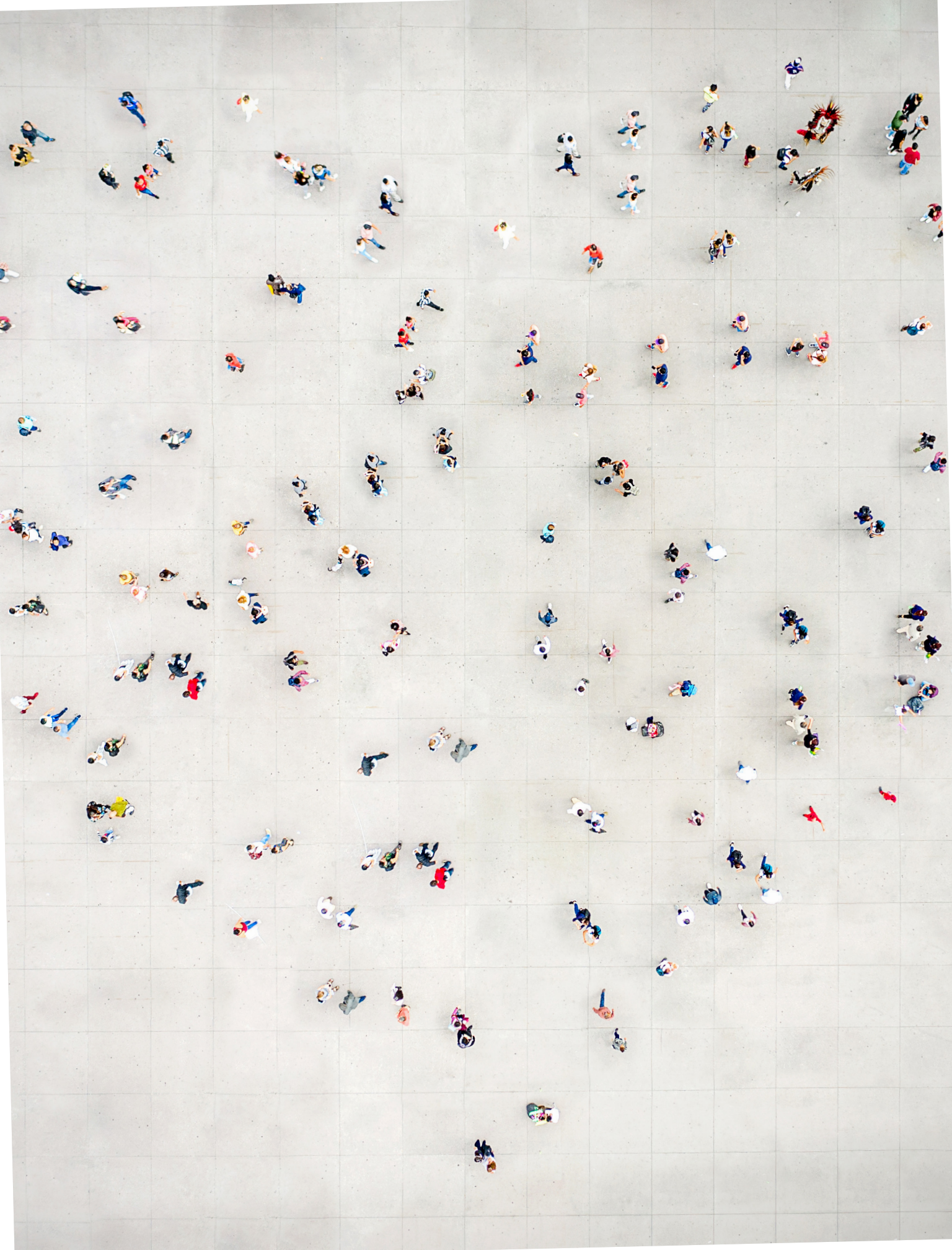
For expanded definitions and definitions of additional terms, see the **Inclusive Language Guide** developed by OHSU's Center for Diversity and Inclusion.

## Sociology of Racism

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### Complimentary readings:

- Bonilla-Silva, Eduardo: Racism without racists. Color-blind racism and the persistence of racial inequality in the United States. Rowman & Little field Publishers, 2022. [https://librarysearch.ohsu.edu/permalink/01ALLIANCE\\_OHSU/1emo4mm/alma99900357670601858](https://librarysearch.ohsu.edu/permalink/01ALLIANCE_OHSU/1emo4mm/alma99900357670601858)
  - Clair, Matthew, and Jeffrey S. Denis: “Sociology of racism.” The international encyclopedia of the social and behavioral sciences 19 (2015). <https://scholar.harvard.edu/matthewclair/publications/sociology-racism>
  - Wihbey, John: “White racial attitudes over time: Data from the General Social Survey.” <https://journalistsresource.org/criminal-justice/white-racial-attitudes-over-time-data-general-social-survey/>
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## The three I's: Internal

Our private beliefs and biases about race and racism:

- OHSU's Unconscious Bias Campus Wide Initiative.
- Harvard's Project Implicit.
- Banaji, Mahzarin R., and Anthony G. Greenwald. Blindspot: Hidden biases of good people. Bantam, 2013. <https://librarysearch.ohsu.edu/permalink/f/p31001/CP71308751460001451>
- Steele, Claude M. Whistling Vivaldi: How stereotypes affect us and what we can do. WW Norton & Company, 2011. [https://librarysearch.ohsu.edu/permalink/01ALLIANCE\\_OHSU/19jn9i0/alma99900077677301858](https://librarysearch.ohsu.edu/permalink/01ALLIANCE_OHSU/19jn9i0/alma99900077677301858)

## The three I's: Interpersonal

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When individuals act on internal racism:

- **Stepping In: An Evidence-Based Model for Responding to Discriminatory Behavior.**  
Training offered by the Center for Diversity & Inclusion and the School of Medicine.
  - Sue, Derald Wing, et al: “Disarming racial microaggressions: Microintervention strategies for targets, White allies, and bystanders.” *American Psychologist* 74.1 (2019):  
<https://engineering.purdue.edu/Engr/People/faculty-retention-success/Files/Racial-Microaggressions.pdf>
  - Torres, Madeline B., Arghavan Salles, and Amalia Cochran: “Recognizing and reacting to microaggressions in medicine and surgery.” *JAMA surgery* 154.9 (2019):  
[https://librarysearch.ohsu.edu/permalink/f/9umveu/TN\\_cdi\\_proquest\\_miscellaneous\\_2255461348](https://librarysearch.ohsu.edu/permalink/f/9umveu/TN_cdi_proquest_miscellaneous_2255461348)
  - Wong, Gloria, et al: “The what, the why, and the how: A review of racial microaggressions research in psychology.” *Race and social problems* 6.2 (2014):  
[https://www.researchgate.net/publication/328793651\\_A\\_Critical\\_and\\_Intersectional\\_Model\\_of\\_LGBTQ\\_Microaggressions\\_Toward\\_a\\_More\\_Comprehensive\\_Understanding](https://www.researchgate.net/publication/328793651_A_Critical_and_Intersectional_Model_of_LGBTQ_Microaggressions_Toward_a_More_Comprehensive_Understanding)
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## The three I's: Systems and Power

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### Defintions

- A system is a collection of interrelated parts or elements that we can think of as a functioning whole.
- Power is the ability to influence the behavior of others or the course of events.

### Resources

- Collins, Patricia Hill. Black Feminist Thought. Routledge, 2002. [https://librarysearch.ohsu.edu/permalink/01ALLIANCE\\_OHSU/19jn9i0/alma99334982893501451](https://librarysearch.ohsu.edu/permalink/01ALLIANCE_OHSU/19jn9i0/alma99334982893501451)
  - Johnson, Allan G. The gender knot: Unraveling our patriarchal legacy. Temple University Press, 2005. [https://librarysearch.ohsu.edu/permalink/01ALLIANCE\\_OHSU/19jn9i0/alma99319493859001451](https://librarysearch.ohsu.edu/permalink/01ALLIANCE_OHSU/19jn9i0/alma99319493859001451)
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## INSTITUTIONAL RACISM

### General Understanding

Institutional Racism are the policies, procedures, and practices that operate within institutions and organizations that disadvantage individuals and groups based on race.

- What is Systemic Racism?  
**Video series by Race Forward.**
- Wilkerson, Isabel. Caste:  
**“The origins of our discontents.”**
- BonillaSilva, Eduardo:  
**“What makes systemic racism systemic?”**
- Collins, Sean:  
**“The systemic racism black Americans face, explained in 9 charts.”**
- Wingfield, Adia Harvey:  
**“Systemic racism persists in the sciences.”**

### Education

- García, Emma:  
**“Schools Are Still Segregated, and Black Children Are Paying a Price.”**
- Chang, Alvin:  
**“We can draw school zones to make classrooms less segregated. This is how well your district does.”**
- Chatterji, Roby, Neil Campbell, and Abby Quirk:  
**“Closing Advanced Coursework Equity Gaps for All Students.”**

## Economics

- Smith, Llewellyn M., and Llewellyn M. Smith:  
**“The House We Live in (Race, the Power of an Illusion: 3).”**
- Atkins, Rachel, Lisa Cook, and Robert Seamans:  
**“Discrimination in lending? Evidence from the Paycheck Protection Program.”**
- Solomon, Danyelle, Connor Maxwell, and Abril Castro:  
**“Systematic inequality and economic opportunity.”**
- Howell, Junia, and Elizabeth Korver-Glenn:  
**“Neighborhoods, race, and the twenty-first-century housing appraisal industry.”**
- Lee, Amber, Bruce Mitchell, and Annaliese Lederer:  
**“Disinvestment, discouragement and inequity in small business lending.”**

## Law & Criminal Justice

- Ava Duvernay, and Jason Moran:  
**13<sup>th</sup> USA, 2016.**
- Alexander, Michelle. The New Jim Crow:  
**“Mass Incarceration in the Age of Colorblindness. New York”**
- Balko, Radley:  
**“There’s overwhelming evidence that the criminal-justice system is racist. Here’s the proof.”**

## Institutional Racism in Health Care Resources

- Bailey, Zinzi D., Justin M. Feldman, and Mary T. Bassett.  
**“How structural racism works—racist policies as a root cause of US racial health inequities.”**

<https://scholar.harvard.edu/files/sinha/files/nejmms2025396.pdf>

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- Chan, K. S., Gaskin, D. J., McCleary, R. R., & Thorpe Jr, R. J. (2019).  
**“Availability of health care provider offices and facilities in minority and integrated communities in the US.**

[https://librarysearch.ohsu.edu/permalink/f/9umveu/TN\\_cdi\\_proquest\\_miscellaneous\\_2275945995](https://librarysearch.ohsu.edu/permalink/f/9umveu/TN_cdi_proquest_miscellaneous_2275945995)

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- Gaskin, D. J., Dinwiddie, G. Y., Chan, K. S., & McCleary, R. R. (2012).  
**“Residential segregation and the availability of primary care physicians.”**

[https://librarysearch.ohsu.edu/permalink/01ALLIANCE\\_OHSU/u2vm0p/cdi\\_pubmedcentral\\_primary\\_oai\\_pubmedcentral\\_nih\\_gov\\_3416972](https://librarysearch.ohsu.edu/permalink/01ALLIANCE_OHSU/u2vm0p/cdi_pubmedcentral_primary_oai_pubmedcentral_nih_gov_3416972)

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- Hoffman, Kelly M., et al.  
**“Racial bias in pain assessment and treatment recommendations, and false beliefs about biological differences between blacks and whites.”**

<https://www.pnas.org/doi/full/10.1073/pnas.1516047113>

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- Paul-Emile, Kimani, et al.

**“Addressing patient bias toward health care workers: recommendations for medical centers.”**

<https://pubmed.ncbi.nlm.nih.gov/32658573/>

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- Serafini, Kelly, et al.

**“Racism as experienced by physicians of color in the health care setting.”**

<https://journals.stfm.org/familymedicine/2020/april/serafini-2019-0305/>

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- Williams, David R. **“How racism makes us sick.”**

[https://www.ted.com/talks/david\\_r\\_williams\\_how\\_racism\\_makes\\_us\\_sick?referrer=playlist-the\\_link\\_between\\_health\\_and\\_racism](https://www.ted.com/talks/david_r_williams_how_racism_makes_us_sick?referrer=playlist-the_link_between_health_and_racism)

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- Williams, David R., Jourdyn A. Lawrence, and Brigette A. Davis.

**“Racism and health: evidence and needed research.”**

<https://pubmed.ncbi.nlm.nih.gov/30601726/>

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## **Becoming an Antiracist and Multicultural Institution**

### **OHSU's Anti-Racism Action Plan**

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A multicultural institution is an institution that includes members of diverse cultural and social groups as full participants in all aspects of the organization. Jackson, Bailey W. "Theory and practice of multicultural organization development."

- An antiracist institution is an institution that creates policies, practices, and procedures to actively promote racial equity and justice. Kendi, Ibram X. How to be an antiracist. One world, 2019.
  - Continuum on becoming an Anti-Racist and Multicultural Organization.
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## Structural Change

### Next steps

- OHSU ends practice of factoring a patient's race into diagnosis, treatment in kidney disease.
- Speaking Up to Change Culture; OHSU changes language used in medical technology.

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### Reflection exercises:

- What policies or practices in your unit may be producing or reproducing DEI injustices?
  - What are the alternative policies or practices that could be implemented to alleviate these injustices?
  - Who, in your unit, is in the position or has the power to change the existing policies and practices?
  - What steps can you personally take to get the attention and buy-in of those stakeholders?
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