

HEALTH EQUITY WEEK 2024

Health Equity Week 2024 Tip Sheet | Monday, April 1 **Anti-Racist, Diverse, and Inclusive Environment**

What does it mean to be anti-racist?

Even if we have the best of intentions, we all live in a society that is set up to benefit some and exclude others, and we support such systems and policies with our inaction. Being anti-racist means we are proactive in examining and dismantling the policies, practices, and systems that create opportunity for some but disenfranchise others.

Why is it important?

We all have a role. The trauma of racism is real for those that experience overt discrimination and/or microaggressions, and live in a society where they are not given equal opportunities merely due to the color of their skin. Being anti-racist is about acknowledging that our collective inaction serves to support inequities in policies, practices, and systems, and only our collective action will dismantle those structures.

What can you do?

- Understand the inequities that exist between populations result from our collective inaction to address the structures that create unearned advantage or disadvantage.
- Affirm experiences and respond to discriminatory statements in the moment (not after).
- Listen with compassion, practice empathy, and show your humility.
- Avoid reacting defensively, overgeneralizing, and perpetuating stereotypes.
- Do not rely on Black colleagues to always lead and provide anti-racist education.

Learn more:

- Familiarize yourself with [resources](#) to begin the conversation about racism.
 - Watch this [series](#) to understand the ways microaggressions manifest in our health care learning and clinical environments.
 - Review [AAMC resources](#) to support anti-racist activities.
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Register for Events!

In celebration of Health Equity Week, visit the Health Equity Week website to view a [list of events](#) focused on advancing health equity through innovative solutions.