



5 Ways YOU Can Counter Racism in Healthcare (for white people)

1 Recognize Your Privilege

Recognize your privilege and start your personal journey:

- Find a group or a list of items to work on and **commit** to working through them.
 - Join your local SURJ group (**Showing Up for Racial Justice** www.showingupforracialjustice.org)
 - Or start with this list **What White People Can Do for Racial Justice**
- Don't ask or expect people of color to do the work for you.

2 Check on Your Colleagues

Check in with your black and brown colleagues:

- When you reach out, **don't burden them** with your feelings. **Be genuine** in your concern for their mental state. If you know them well enough, let them know what you are doing to dismantle white supremacy within your own personal journey and at work.
- But don't expect them to care or congratulate you. **They have been doing this work for a long time.**

3 Counter Micro-aggressions

Microaggressions: indirect, subtle, or unintentional discrimination against black or brown colleagues.

- Learn about microaggressions in the workplace and recognize when you do them. Then **apologize** when you do. Start to recognize when it happens by others and **speak up**. Let them know its not ok, and stand with your black and brown colleagues when you see it happen.
- **Sample script:** "When you tell someone you don't see race, that is a **microaggression**. It seems supportive, but it denies an individual's racial identity."

4 Use the Echo Technique

Use the echo technique:

- When a person of color brings up an idea (in a meeting, in an email) and it gets passed over, **echo their suggestion** and tell the group they need to hear more from the person who brought it up.
- **Sample script:** "I really liked what Sally said. I want to **echo her great idea** on this and I think we should **hear more from her** on this."

5 Speak Up

Speak up:

- When you see a conference, a webinar or panel filled with white people, **ask why?** Then reach out to the organization and **ask them why** there are no people of color represented. Better yet, **ask why there are no women of color.**
- Ask for their statement against racism (or diversity, equity and inclusion policy). If they don't have one, **recommend they come up with one.**

BETTER YET: 5 questions you can ask **leadership** to help healthcare counter racism

1. Ask your leadership for their **racial equity statement**. If they don't have one, request that they look at why.
2. Ask about **racial breakdown** at different staff, management and leadership levels. Why is it that way?
3. Request **data** on healthcare outcomes. Is your leadership **measuring it by race?** If not, why?
4. Ask if interventions or new initiatives are approached through a **racial equity lens**.
5. Ask about your system's **community partners**. How are they included in **decision making** or feedback on interventions that **directly impact them?**

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