TALK TO YOUR RESIDENTS

Sponsorship
• Intentional Mentorship/sponsorship
• Post-residency training
• Financial support/funding

Environment
• Encouragement, development and funding of networks/communities for minority and marginalized residents and faculty
• Support, empower, and fund Diversity offices/chairs etc.

Discrimination
• Develop systems to evaluate, examine, and address discrimination
• Be mindful of minority tax

Curriculum
• Antiracism training
• Bias training
• Cultural Humility training
• Structural Competency training
• Health and Equity training
• Reevaluating Psychotherapy with increased focus on effects of social-environmental circumstances or experiences

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LEARNING DIRECTLY FROM YOUR RESIDENTS/FACULTY

• APA/APAF Minority Fellows Outline Action Plan to End Racial Inequalities in Medical Education
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