

## 21-Day Pediatrics Anti-Racism Challenge

Welcome to the Pediatric Antiracism Curriculum (PARC). PARC is adapted from the 21-Day Equity Habit Building Challenge<sup>®</sup> (link: <https://www.eddiemoorej.com/21daychallenge>) created by social justice expert, Dr. Eddie Moore, Jr. The goal of the Challenge is to provide a framework for examining privilege, oppression, power, supremacy, and equity.

PARC focuses on the Black American experience. It includes a selection of readings, podcasts, and videos chosen to engage participants and challenge them into having difficult conversations. Designed by pediatric hospitalists, PARC includes a broad range of topics but importantly, items specific to medicine and pediatrics. Through education, reflection, and discussion, participants can start to build social justice habits.

Included below is the Pediatric Antiracism Curriculum (PARC) syllabus, as well as a link to a User Guide. We hope that this jumpstarts your quest for equity, and we encourage you to follow your conversations beyond this curriculum to wherever they take you.

**PARC User Guide** [\[note to website designer: insert "PARC User Guide Final" as downloadable document here\]](#)

### THE SYLLABUS

*\* some articles are not open access but are important readings. We hope that one member of your group has access.*

#### Session 1: Black History is US History

READ: Nikole Hannah Jones. [The 1619 Project: Our democracy's founding ideals were false when they were written. Black Americans have fought to make them true.](#) New York Times. (August 14, 2019)

#### Session 2: Identifying and Reflecting on Your Implicit Bias

READ: Policy Lab. [Examining physician implicit racial bias against children.](#) Children's Hospital of Philadelphia. (Spring 2017)

TAKE THE TEST: Project Implicit. Implicit Association Test (IAT). [Project Implicit. Implicit Association Test \(IAT\)](#)

*(To use the IAT, you must sign up, which includes a series of research questions. After signing up, you can do many tests, but we recommend that everyone do at least these tests: Race, Skin Tone, and Weapons-Race. Also, everyone is encouraged to add these tests if you are able: Asian American, Native American, and Arab-Muslim.)*

### **Session 3: The Power and Impact of Stereotypes**

READ: Linda Villarosa. [The 1619 Project: Myths about physical racial differences are used to justify slavery - and are still believed by doctors today](#) The New York Times Magazine. (August 14, 2019)

### **Session 4: Living While Black**

WATCH: TED: Baratunde Thurston. [How to deconstruct racism, one headline at a time.](#) YouTube. (June 26, 2019).

### **Session 5: Identifying the Quotidian Effects of White Privilege**

READ: Peggy McIntosh. [White Privilege: Unpacking the invisible knapsack.](#) The Seed Project. (First published in 1989).

### **Session 6: Black Mothers Discuss Raising Black Children.**

WATCH: Mater mea. [These are our children.](#) YouTube. (May 8, 2016).

### **Session 7: Income Inequality and Race**

READ: Emily Badger, Claire Cain Miller, Adam Pearce, and Kevin Quealy. [Extensive data shows punishing reach of racism for black boys.](#) The New York Times. (March 19, 2018).

### **Session 8: American Communities Perpetuate Health Inequities**

READ: Rejane Frederick. [The environment that racism built: the impact of place on maternal and infant health.](#) Center for American Progress. (May 10, 2018)

### **Session 9: Effects of Racism on Pediatric Health**

READ: The American Academy of Pediatrics. [Policy statement: the impact of racism on child and adolescent health.](#) *Pediatrics*. 144(2): e20191765.

### **Session 10: Discussing Health Equity Through the Lens of Penicillin Allergy Reporting.**

READ: Courtney Gilliam and Torsten Joerger. [Racism, not race: the root of racial disparities in penicillin allergy labeling](#). *Hospital Pediatrics*. 2022; 12:e266-268.

### **Session 11: Racial Bias in the Child Welfare System**

READ: Vivek Sankaran. [With child welfare, racism is hiding in the discretion](#). The Imprint. (June 21, 2020)

### **Session 12: Addressing our History to Improve our Future**

LISTEN or READ (transcript): David J Skorton (host). [Racism in medical education: telling the full story](#) AAMC: Beyond the White Coat Podcast. (October 15, 2020)

READ: Terri Laws, PhD. [How should we respond to racist legacies in health professions education originating in the Flexner Report?](#) *AMA Journal of Ethics*. 2021; 23:E271-275.

READ: American Academy of Pediatrics Board of Directors. [Truth, reconciliation, and transformation: continuing on the path equity](#). *Pediatrics*. 2020; 146(3): e2020019794.

### **Session 13: Lived Experiences of Black Physicians**

LISTEN: Emily Silverman (host) (2021, Nov 30). (Season 4, Episode 3) The Nocturnist Podcast. [Authentically Me](#).

READ: Aletha Maybank, Camara Phyllis Jones, Uché Blackstock and Joia Crear Perry. [Say her name: Dr. Susan Moore](#). The Washington Post. (December 26, 2020)

### **Session 14: Why More Physicians of Color Are Needed in Medicine**

READ: Ofole Mgbako, MD. [The Unicorn](#). *JAMA*. 2019; 321:149-150.

READ: Elisabeth Mahase. [Black babies are less likely to die when cared for by black doctors US study finds](#). *BMJ*. 2020; 370:m3315.

### **Session 15: Why Physicians of Color are Leaving Academic Medicine**

READ: Uché Blackstock. [Why black doctors like me are leaving faculty positions in academic medical centers](#). STAT. (January 16, 2020)

### **Session 16: Break the Silence: Actionable Steps to Address Racism**

READ: Tiffani J Johnson. [Your silence will not protect you: using words and action in the fight against racism](#). *Pediatrics*. 2022; 149: e2021052115.

### **Session 17: Race-based Medicine is Bad Medicine**

WATCH: Dorothy Roberts. (2015) [The problem with race-based medicine](#). TEDMED.

### **Session 18: Biased Patient Behavior Causes Harm to Residents**

READ: Shalila S. de Bourmont, et al. [Resident Physician Experiences With and Responses to Biased Patients](#). *JAMA*. 2020; 3:e2021769.

### **Session 19: Countering Microaggressions: It's Time to Take Action**

READ: Kristen Rogers. [Dear anti-racist allies: here's how to respond to microaggressions](#). CNN. (June 6, 2020)

READ: Jamilah M Hackworth, et al. [Microaggressions: privileged observers' duty to act and what they can do](#). *Pediatrics*. 2021; 148: e2021052758.

### **Session 20: UPstanding in the Moment: Immediate Response to Racism in the Workplace**

READ: Trinh Mai and Jean Whitlock. [How to respond to racism with compassion when someone is hurt by racism](#). Accelerate Learning Community. (August 27, 2020)

READ: British Medical Association. [Racial harassment guidance for medical students: what to do if you witness or experience racial harassment at medical school](#). British Medical Association. (June 14, 2022)

### **Session 21: Committing to Continual Change**

COMPLETE: The PARC Commitment to Change Worksheet [\[note for web designer: insert "PARC Commit to Change Worksheet" as downloadable sheet here\]](#)

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