

Supplementary Resources

Personal Reflection Questions

- Are you open to feedback?
- How do you respond when you are called out about something you said or did?
- Did you ever act overly friendly to a person of another race to make sure you didn't seem biased?
- Do you believe race determines human traits and capacities?
- Are you talking about racism in your daily life?
- Have you noticed someone's racism and behaved differently in some way because of it?
- How are YOU processing your feelings?
- Look at your table. Who sits at it? Who is represented, what perspectives/stories/experiences are missing? Why are they missing? How can you invite them in?

Research Articles

1. Maly & Vallerand (2018). Neighborhood, socioeconomic, and racial influence on chronic pain. *Pain Management Nursing*, 19(1), 14-22.
2. Fiscella & Sanders (2016). Racial and Ethnic Disparities in the Quality of Health Care. *Annual review of public health*, 37, 375-394.
3. Hoffman et al. (2016). Racial bias in pain assessment and treatment recommendations, and false beliefs about biological differences between blacks and whites *PNAS*, 113(16), 4296-4301.
4. Merry et al. (2011). Ethnic Group Differences in the Outcomes of Multidisciplinary Pain Treatment. *Journal of musculoskeletal pain*, 19(1), 24-30.
5. Weerasinghe (2012). Inequities in visible minority Immigrant Women's Healthcare accessibility. *Ethnicity and Inequalities in Health and Social care*, 5(1), 18-28.

Articles

1. [6 Steps to Building a Better Workplace for Black Employees](#) – Harvard Business School
2. [Allyship and Inclusion at the Faculty of Medicine](#) – University of Toronto
3. [Examples of microaggressions](#) - University of Minnesota

Ted Talks

1. [How Studying Privilege Systems Can Strengthen Compassion | Peggy McIntosh TEDx](#)
2. [Implicit Bias: How It Affects Us and How We Push Through | Melanie Funchess TEDx](#)
3. [The Urgency of Intersectionality | Kimberlé Crenshaw TEDWomen](#)
4. [How to Deconstruct Racism, One Headline at A Time | Baratunde Thurston TED2019](#)
5. [How racism makes us sick | David R. Williams TEDMED](#)
6. [Systemic Racism Explained](#)

Relevant Movies/Documentaries/Talks

1. Just Mercy (2019)
2. When They See Us (2019). Directed by Ava DuVernay
3. [Unarmed Verses](#)
4. [Responding to Anti-Indigenous Racism in the Health Care System](#)