

The Development of a Monthly Antiracism Curriculum for a Clinical Research Team

Background

In March 2021, the Center of Excellence in Psychosocial and Systemic Research at MGH (COE) started monthly antiracism seminars.

Our goal: Foster long-term antiracist growth within our center, leading to improvements in our research and operations.

Methods

Our seminars

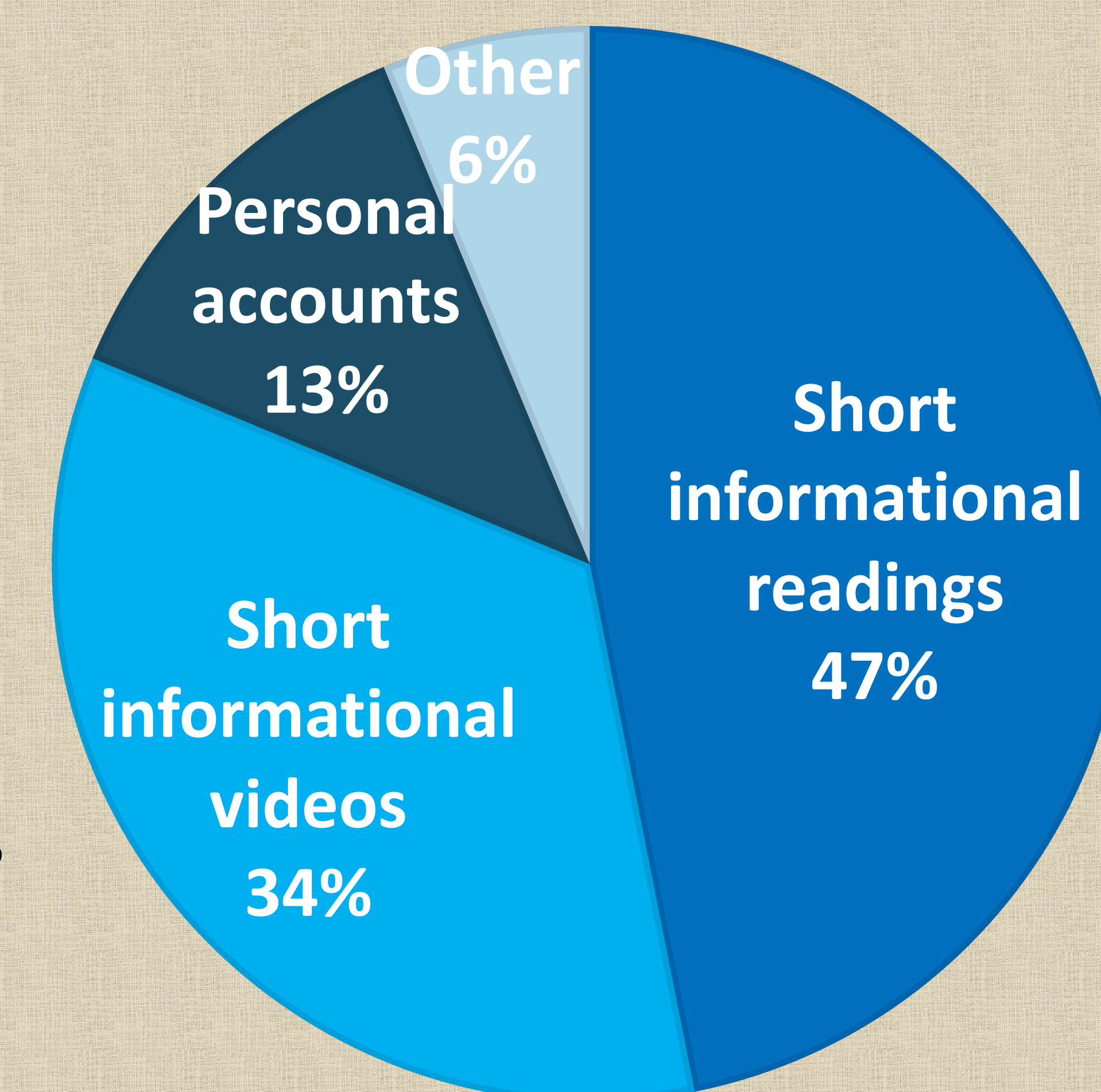
- Convene monthly for two hours.
 - Are theme-driven (e.g., police violence, environmental racism.)
 - Include written material, videos, and podcasts with interspersed discussion.
 - Are collaborative: COE members pick themes and materials.
- In initial meetings, we elicited COE members' preferences for group format and composition. Below are preferences expressed and how they were addressed:

Preference	Solution
Small group to facilitate comfort with sharing	Group participants consist of COE members only
Consume materials during rather than before meetings	Found short clips and readings to use as materials
Expressed a preference for factual information and action steps rather than sharing personal reflections	Materials focus on concrete events and issues (e.g., environmental racism) rather than self-reflective materials

Results

- We have completed ten seminars.
- In each seminar, we read/watch/listen to materials then discuss our reactions.
- Discussions are primarily facilitated by a senior faculty member.
- Examples of themes and materials are provided below and a link to the full list is provided at the bottom of this poster

Types of Materials



Themes	Example of Materials
Scientific and Academic Racism	<ul style="list-style-type: none"> • Reading: ‘Health equity tourists’: How white scholars are colonizing research on health disparities by Usha Lee McFarling • Personal account: The First Black Fellow by Rebekah Fenton
History of Civil Rights Activism	<ul style="list-style-type: none"> • Video: The Great Migration and the Power of a Single Decision by Isabel Wilkerson • Podcast: First 33 minutes of The Real Black Panthers by NPR podcast Throughline
Mental and Physical Consequences of Racism	<ul style="list-style-type: none"> • Video: How Racism Makes Us Sick by David Williams • Video: Daniel Dae Kim on Anti-Asian Violence in the US by NBC’s Today Show

The COE’s strategy to sustain a long-term commitment to antiracist growth and action has led to changes in our research and operations. Next steps: We plan to continue our monthly meetings indefinitely and start reading materials between rather than within sessions. We also hope to develop a larger antiracist learning collaborative within the Psychiatry Department.

To explore our materials, please visit: : <https://tinyurl.com/coeantiracism>