

## MPPDA statement on anti-Black racism

The members of MPPDA stand with black people and denounce all racism and racist acts that bring them any harm (physical, psychological, emotional or social). We call for actions to end the practice of categorizing, prioritizing and ranking human beings by their color. We actively welcome, include and support all persons within our specialty.

We recommend this 3-step action plan for each of our constituent combined internal medicine-pediatrics residency programs and all GME programs.

1. Support Black people
  - a. Provide forums to debrief your black trainees with a mental health professional they trust. Block their schedules so they may attend free of worry and free of charge.
  - b. Train those in your program's sphere of control (program leadership, trainees and key faculty and staff) in the concepts of implicit bias and aggressions toward black people, and in the skills to speak up and intervene.
  - c. Require those in your program to speak up and intervene when experiencing or witnessing acts of aggression as a tenet of professionalism.
  - d. Provide resources (administrative, structural, scheduling and financial) to student, resident, fellow and faculty organizations that serve as a safe space of advocacy such as the SNMA.
  - e. Work to promote anti-racist policies within your own programs, departments, institutions and communities.
2. Train yourself and your trainees in the concepts, history and impact of racism and the social determinants of health.
  - a. Do not ask your black trainees and colleagues to teach you. Teach yourself.
  - b. Read books and watch media such as those recommended in the MPPDA's Diversity and Inclusion Task Force's "Resources by MPPDA Committee."
  - c. Develop and attend sessions with your trainees and colleagues to discuss these readings and media in an open and genuine manner. Be uncomfortable and open to change.
  - d. Acknowledge that having racism is not binary (yes/no). The degree of racism we each possess exists along a spectrum. Commit yourself and actively pursue moving in a less racist direction over the course of your life.
3. As physician leaders, promote and work for Health Equity
  - a. Provide data on practice habits for your own trainees' patient populations by race.
  - b. Train yourselves and your trainees to develop performance improvement initiatives to close these performance gaps.
  - c. Aggressively pursue these initiatives.
  - d. Publicly and actively support anti-racist leaders and anti-racist policies that promote health equity
4. Measurement and Accountability
  - a. PDSA/Smart goals/strategic planning

*Injustice anywhere is a threat to justice everywhere.* – Martin Luther King