

## Next steps:

### Individual:

- Suggestion: 30 day challenge with daily activities broken up into 10 minute, 20 min, or 45 minute options  
<https://docs.google.com/document/d/1xcCJ0yc9rWzUqvYfGX2RzMA7qscRjaah9RMyoRUygvo/mobilebasic>
- Read more. Read from more diverse authors.
- Read stories from Black physicians. They are everywhere right now. I'll make a folder of this as well.
- Watch more diverse movies, whether documentary or films. Our biases can change over time by changing the media we are exposed to.
- Build relationships with people that are different than you. Be bold and ask someone for coffee (over Zoom?). Listening to each other's stories brings real change.
- Advocate for your colleagues that are Black. For academics, If you're writing a publication consider who diverse your author panel is. Can you bring someone else in? If you're on a committee, can you share the great work a colleague is doing?
- Introduce colleagues to people in your network to help build theirs.
- Support Black voices in the moment (meetings etc)
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### Clinic level:

- Take a few minutes and read the article "How to Identify, Understand, and Unlearn Implicit Bias in Patient Care" and commit to trying one of the strategies listed in the next week. Strategies include: introspection, mindfulness, perspective-taking, learn to slow down, individuation (a lot of evidence behind this) (add citation)
- Check your messaging in your office. What does your art, patient education, magazines, office layout, etc communicate to your patients? Do they belong?
- QI: utilize a health equity and empowerment lens. Do you have the right voices for your next QI project? Is your intervention helping all of your patients? Who is left out?  
<https://www.youtube.com/watch?v=1hsl6lQjXnU&t=143s>

### Institutional:

- Follow up with health system leadership. What are the action steps after the letters of support of the last week?
- Medical school level: [Changing How Race Is Portrayed in Medical Education:.... : Academic Medicine](#)

### City-level:

- Get informed for election day, especially for positions like sheriff, judges, prosecutors
- Find out what is happening in city council. This is where a lot of the changes actually happen
- Weigh in on city budgets. Reallocating funds from police to health, community resources, social work etc is one place to start

- *Remember the power of the voice of a doctor*

Excellent thread of resources from Dr Kimberly Manning

<https://twitter.com/gradydoctor/status/1270565425227747329>

Excellent thread by Mya Roberson, MSPH

<https://twitter.com/MyaLRoberson/status/1270069106897756162>