Part 1: Starting the Conversation

Here are some tools to start the conversation.

1. **Commit to Learning.** The first step is to commit to the work of educating ourselves. Here are two resource lists to start.
   a. [Anti-Racism Resources](#) by Sarah Sophie Flicker and Alyssa Klein.
   b. [The CHLA Anti-Racism Resource Library](#), is a project of the CHLA Pediatric Residency Diversity and Inclusion Committee and the Racial Equity Task Force. It is a living document and will continue to be updated. Contributions are welcome! You can submit additional resources to rcohen@chla.usc.edu.

2. **Know Your Bias.** We all have biases but often do not recognize how they affect our everyday lives. The resources below are a starting point to address our individual bias.
   a. [Race Implicit Association Test](#)
   b. [Test Yourself for Hidden Bias](#) (Additional Information)

3. **Start the Conversation.** Start conversations about race and bias at work, at home and with your circle of friends. Include your children using the following Sesame Street resource: [CNN/Sesame Street Racism Town Hall](#).
   a. Carve out time in your professional circle to host a meeting to discuss current events and racial inequality in healthcare.
   b. Select a few books/articles/videos from the resource list above to review together.
   c. Consider the following questions for discussion:
      i. Have I witnessed or been complicit in allowing racial bias to affect interactions with colleagues, patients and families?
      ii. Have I ever made a decision or changed a plan of action based on the race/ethnicity of an individual or individuals?
      iii. How does racism or racial inequity impact me?
   d. **Prepare for the conversation**
      i. For conversations in the workplace, co-facilitators are available to help support the discussion. Contact eap@chla.usc.edu for more information.
      ii. The following resources are available to support CHLA team members:
         1. CHLA Support Line: M-F, 9AM - 5PM, 323-361-4357 (1-HELP)
         2. Spiritual Care Services: SpiritualCareServices@chla.usc.edu
         3. Employee Assistance Program: eap@chla.usc.edu
            a. Employee Contact: Elizabeth Arias 323-361-2486
            b. Physician and Faculty Contact: Alana Epstein 323-361-7478
      iii. Set and agree to **ground rules**:
         1. Listen respectfully, without interrupting.
         2. Listen actively and with an ear to understanding others' views.
         3. Criticize ideas, not individuals.
         4. Commit to learning, not debating. Comment in order to share information, not to persuade.
5. Avoid blame, speculation, and inflammatory language.
6. Avoid judging emotions. There are a wide range of emotional responses to difficult topics.
7. Allow everyone the chance to speak.
8. Avoid assumptions about any member of the class or generalizations about social groups. Do not ask individuals to speak for their (perceived) social group.

4. **Create a “SPEAK UP” culture.** Like Step 3, this step can and should be applied in our personal and professional lives.
   a. Commit to creating an environment of [psychological safety](#), where none will be punished for speaking up with ideas, questions, concerns or mistakes:
      i. Ensure that everyone is heard
      ii. Create an environment that is safe for new ideas
      iii. Give actionable feedback
      iv. Implement advice or feedback
      v. Lead by example