

Domain: Our People

Metric 3: Diversity and Inclusion Training in our Workforce

Focus Area: Anti-Racism Training

Leading Practice Standard

Healthcare institutions should mandate anti-racism training and policies to ensure equitable care for all patients and equip staff with tools to address systemic racism in healthcare. This fosters inclusivity, improves patient trust, and reinforces the institution's dedication to social justice. Trainings should include some of the following principles:

1. Foundational Principles for Anti-Racism Interventions in Healthcare Settings
2. Define the Problem(s) and Set Clear Goals and Objectives
3. Incorporate Explicit and Shared Anti-Racism Language
4. Bring in the Right Support and Expertise
5. Build in Stop-and-Reflect Mechanisms in a Cyclical Process

Example

Mount Sinai Health System – New York City offers multiple anti-racism and diversity, equity and inclusion learning courses for its employees and clinical leaders, with an opportunity to participate in additional external trainings. Mount Sinai also developed and approved a policy in February 2021 to address racist and discriminatory patient behavior. This policy is designed to equip staff with verbiage to use in situations they encounter with patients and visitors and provide them with resources and support when responding.

If you are interested in learning more about the Responding to Racist and Discriminatory Patient Behavior policy at Mount Sinai, please contact: Diversity@mountsinai.org.

Background

Racism in healthcare is deeply harmful, exacerbating disparities, eroding trust, perpetuating injustices, and compromising public health. It contributes to unequal access to healthcare and poorer health outcomes among marginalized racial and ethnic groups.^{6,7} Experiences of racism within the healthcare system undermine trust and confidence in healthcare providers and institutions among marginalized communities, leading to decreased utilization of healthcare services and delays in seeking medical treatment.^{2,3} Moreover, racism perpetuates broader social injustices and systemic inequalities, reinforcing existing power imbalances and barriers to equitable healthcare access.^{1,4} This bias among healthcare providers results in disparities in pain management, treatment decisions, and overall patient care based on race.⁵ Addressing racism within healthcare institutions is imperative to promote health equity and ensure dignified and equitable care for all individuals, thereby mitigating its detrimental effects on public health and well-being.

Resources

1. [Association of American Medical Colleges Anti-racism Resources](#)
A compilation of resources to help medical schools, health systems, and teaching hospitals on their journey toward advancing anti-racism and catalyzing change in academic medicine.
2. [The National Commission to Address Racism in Nursing and American Nurses Association Resources](#)
Elevate your awareness of racism in nursing with resources on this page.
3. [Health Innovation Network Anti-Racism Toolkit](#)
In this toolkit, you will access information on how to talk about race, get comfortable with being uncomfortable, taking action, and implementing an anti-racist scope into your work.

References

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