

## Diversity, Equity, and Inclusion (DEI) Reading List

This resource is an enduring work in progress. Please suggest additional information and resources as together we co-create a living document that helps to increase understanding and motivate sustainable actions that advance diversity, equity and inclusion in the field of rheumatology, and the leadership, membership and operations of the College.

### Articles

#### *Allyship*

7 Ways to Practice Active Allyship

<https://hbr.org/2022/11/7-ways-to-practice-active-allyship>

12 Things Disabled People Want Their Nondisabled Friends to Know <https://www.huffpost.com/entry/disabled-people-want-nondisabled-friends-to-know> | 604808d5c5b672fce4e8f436?ncid=APPLENEWS00001

How Academia Should Respond to Racism

<https://www.nature.com/articles/s41575-020-0349-x>

How to Cultivate a Culture of Belonging by William Aruda <https://www.forbes.com/sites/williamarruda/2023/03/01/how-to-cultivate-a-culture-of-belonging-and-why-its-the-ultimate-competitive-edge/>

Rheumatology Proud: Fostering an Inclusive Environment in Academic Medicine

<https://www.the-rheumatologist.org/article/fostering-an-inclusive-environment-in-academic-medicine/>

The Harmful Ableist Language You Unknowingly Use by Sara Novic <https://www.bbc.com/worklife/article/20210330-the-harmful-ableist-language-you-unknowingly-use>

The Paradox of Belonging <https://arinnreeves.medium.com/the-paradox-of-belonging-1580883d3db8>

Understanding Diversity Ideologies from the Target's Perspective: A Review and Future Directions

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6400841/>

What Drives a Culture of Belonging?

<https://www.gallup.com/workplace/395102/drives-culture-belonging.aspx#:~:text=For%20example%2C%20if%20you%20truly,to%20ensure%20the%20team%20wins.>

#### *Culture and Gender Responsive Patient Care*

Challenges of Caring for Transgender and Gender Diverse Patients with Rheumatic Disease: Presentation of Seven Patients and Review of the Literature

<https://pubmed.ncbi.nlm.nih.gov/35797514/>

Cultural Competence and the African American Experience with Health Care: The Case for Specific Content in Cross-Cultural Education

[https://journals.lww.com/academicmedicine/fulltext/2007/02000/viewpoint\\_cultural\\_competence\\_and\\_the\\_african.10.aspx#:~:text=Cultural%20competence%20requires%20learning%20specific,to%20seek%20needed%20medical%20care.](https://journals.lww.com/academicmedicine/fulltext/2007/02000/viewpoint_cultural_competence_and_the_african.10.aspx#:~:text=Cultural%20competence%20requires%20learning%20specific,to%20seek%20needed%20medical%20care.)

Cultural Competence or Cultural Humility? Moving Beyond the Debate

<https://journals.sagepub.com/doi/10.1177/1524839919884912>

Cultural Competency in Graduate Medical Education: A Necessity for the Minimization of Disparities in Healthcare  
[https://www.thelancet.com/journals/eclinm/article/PIIS2589-5370\(21\)00117-6/fulltext](https://www.thelancet.com/journals/eclinm/article/PIIS2589-5370(21)00117-6/fulltext)

Cultural Competence in the Care of LGBTQ Patients

<https://www.ncbi.nlm.nih.gov/books/NBK563176/>

Development and Testing of a Bespoke Cultural Intervention to Support Healthcare Professionals with Patients from a Diverse Background <https://academic.oup.com/rheumatology/advance-article/doi/10.1093/rheumatology/kead383/7233067>

Participant-reported Effect of an Indigenous Health Continuing Professional Development Initiative for Specialists  
<https://ir.lib.uwo.ca/cgi/viewcontent.cgi?article=1670&context=paedpub>

Racial and Ethnic Disparities in Access to Culturally Competent Care in Patients with Joint Pain in the United States  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8858360/>

Training Could Improve Care for Diverse Population Living with Auto-immune Rheumatologic Conditions  
<https://www.birmingham.ac.uk/news/2023/training-could-improve-care-for-diverse-population-living-with-auto-immune-rheumatologic-conditions>

## **Gender Equity**

Equity For Women in Science: The Role of Gatekeepers  
[https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(23\)00625-6/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(23)00625-6/fulltext)

Gender-Diverse Inclusion in Immunological Research: Benefits to Science and Health  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9329564/>

Managing Gender Diversity in Healthcare: Getting it Right  
[https://www.researchgate.net/publication/313361762\\_Managing\\_gender\\_diversity\\_in\\_healthcare\\_getting\\_it\\_right](https://www.researchgate.net/publication/313361762_Managing_gender_diversity_in_healthcare_getting_it_right)

Maintaining Momentum on Gender Equity  
[https://www.thelancet.com/journals/lanrhe/article/PIIS2665-9913\(23\)00193-5/fulltext](https://www.thelancet.com/journals/lanrhe/article/PIIS2665-9913(23)00193-5/fulltext)

The Road to Equity for Women in Academic Rheumatology <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7521191/>

The Road to Gender Equity Must Be Paved with Data  
[https://www.thelancet.com/journals/lanrhe/article/PIIS2665-9913\(22\)00264-8/fulltext](https://www.thelancet.com/journals/lanrhe/article/PIIS2665-9913(22)00264-8/fulltext)

Overturning Roe v. Wade: Toppling the Practice of Rheumatology  
<https://acrjournals.onlinelibrary.wiley.com/doi/10.1002/art.42336>

## **Health Disparities and Equity**

A Critical Look at Race-Based Practices in Rheumatology Guidelines <https://pubmed.ncbi.nlm.nih.gov/33973416/>  
Addressing Health Disparities in Medical Education and Clinical Practice <https://pubmed.ncbi.nlm.nih.gov/31757284/>

Eliminating Explicit and Implicit Biases in Health Care: Evidence and Research Needs, Annual Reviews Public Health 2022. 43:477–501 <https://www.annualreviews.org/doi/10.1146/annurev-publhealth-052620-103528>

Health Disparities Exist All Over Rheumatology: What Can be Done?

<https://www.mdedge.com/rheumatology/article/252272/diversity-medicine/health-disparities-exist-all-over-rheumatology-what>

Healthcare Disparities in Rheumatology: The Role of Education at a Global Level  
<https://link.springer.com/article/10.1007/s10067-019-04777-x>

Mind the Gap: Working to Reduce Healthcare Disparities in Pediatric Rheumatology <https://www.the-rheumatologist.org/article/mind-the-gap-working-to-reduce-healthcare-disparities-in-pediatric-rheumatology/>

Race, Ethnicity, and Disparities in Rheumatology Educational Materials  
<https://pubmed.ncbi.nlm.nih.gov/33768717/>

Racial Disparities in Rheumatology Are About Access, Not Biology  
<https://www.acrconvergencetoday.org/racial-disparities-in-rheumatology-are-about-access-not-biology/>

Racial, Ethnic, and Healthcare Disparities in Rheumatoid Arthritis  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8009304/>

## ***The Impact of Culture, Ethnicity and Race on Healthcare Professionals and Medical Students***

A Conversation with Dr. Alycia Mosley Austin, Associate Dean of Diversity of Inclusion in the Graduate School at Brown University <https://www.cell.com/current-biology/pdf/S0960-9822%2820%2931580-3.pdf>

A Sense of Belonging: Perceptions of the Medical School Learning Environment among URM and Non-URM Students  
<https://www.tandfonline.com/doi/full/10.1080/10401334.2023.2232347>

Evaluation of Racial Microaggressions Experienced During Medical School Training and the Effect on Medical Student Education and Burnout <https://www.sciencedirect.com/science/article/abs/pii/S0027968420304284?via%3Dihub>

Honoring the Multitudes: Removing Structural Racism in Medical Education  
[https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(22\)02454-0/fulltext#:~:text=Students%20are%20taught%20that%20race,normal%20values%20for%20common%20tests.](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(22)02454-0/fulltext#:~:text=Students%20are%20taught%20that%20race,normal%20values%20for%20common%20tests.)

Implicit and Explicit Racial Prejudice Among Medical Professionals: Updated Estimates from a Population-Based Study  
[https://www.thelancet.com/journals/lanam/article/PIIS2667-193X\(23\)00063-7/fulltext](https://www.thelancet.com/journals/lanam/article/PIIS2667-193X(23)00063-7/fulltext)

Moral Injury and The Hidden Curriculum In Medical School: Comparing the Experiences of Students Underrepresented In Medicine (URMs) And Non-URMs <https://link.springer.com/article/10.1007/s10459-023-10259-2>

Promoting Diversity and Advancing Racial Equity in Biomedical Sciences  
<https://www.ascb.org/publications-columns/science-and-society/promoting-diversity-and-advancing-racial-equity-in-the-biomedical-sciences/>

Racism and Bias in Health Professions Education: How Educators, Faculty Developers, and Researchers Can Make a Difference. [https://journals.lww.com/academicmedicine/fulltext/2017/11001/commentary\\_racism\\_and\\_bias\\_in\\_health\\_professions.2.aspx](https://journals.lww.com/academicmedicine/fulltext/2017/11001/commentary_racism_and_bias_in_health_professions.2.aspx)

Recognizing Racial Bias and Promoting Diversity in the Rheumatology Workforce  
<https://acrjournals.onlinelibrary.wiley.com/doi/10.1002/art.42151>

Stages of Dismantling Structural Racism in Medicine: A Focus on Medical Training

<https://www.ahajournals.org/doi/10.1161/CIRCULATIONAHA.123.066131>

## Books

### ***Allyship***

*Better Allies* by Karen Catlin provides tips and strategies for cultivating an environment where coworkers feel welcome, respected, and supported and amplifying and advocating for others.

*Blindspots* by Mahzarin Banaji and Anthony Greenwald explores the hidden biases we all carry and invites us to understand our minds and in the process, be fairer to those around us.

*DEI Deconstructed* by Lily Zheng takes a deep dive into the core concepts of diversity, equity, and inclusion, demystifying complex topics and offering actionable strategies for organizations and individuals alike.

*Diversity Beyond Lip Service* by La'Wanna Harris explores the author's six-step model to help individuals, teams and organizations build a sustainable culture of inclusion.

*How to Be An Ally* by Melinda Briana Epler explores allyship and the critical role we can all play in advancing DEI efforts. It is a blueprint for turning good intentions into tangible actions that drive positive change.

*How to Be an Inclusive Leader, Second Edition: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive* by Jennifer Brown explores what it takes to be an inclusive leader offering insights, strategies and tools to spark learning at the individual and organizational level.

*The Inclusive Language Field Guide* by Suzanne Wertheim, Ph.D provides insights into the power of language in shaping inclusive environments. It is a practical tool for refining our communication skills and ensuring our words reflect our commitment to diversity.

*The Wake Up* by Michelle MiJung Kim challenges us to confront our biases and take action towards meaningful change. Her personal journey inspires us to wake up to the realities of inequity and become active allies in the fight for justice.

*Overcoming Bias* by Tiffany Jana and Mathew Freeman uses stories, exercises and activities to help us reflect on our personal experiences, uncover how our hidden biases are formed, and support the building of authentic relationships with people who are different from ourselves.

### ***Disability and Physical Abilities***

*Disability: The Basics* by Tom Shakespeare explores the broad historical, social, environmental, economic and legal factors which affect the experiences of those living with an impairment or illness in contemporary society.

*Disability Visibility: First-person Stories From The Twenty-first Century* by Alice Wong is a collection of works written by people living with a disability.

*Native American Communities on Health and Disability* by Lavonna L. Lovern and Carol Locust examines concepts of disability and wellness in Native American communities and discusses ways to improve cultural competency of those unfamiliar with Native American ways of being.



## **Gender Equity**

*Equity for Women in Science: Dismantling Systemic Barriers to Advancement* by Cassidy Sugimoto and Vincent Larivière is large-scale empirical analysis of the gender gap in science, showing how the structure of scientific labor and rewards—publications, citations, funding—systematically obstructs women’s career advancement.

*Redefining Realness: My Path to Womanhood* by Janet Mock is a part-memoir intersectional look at class, gender identity, and race.

*Twice as Hard: The Stories of Black Women Who Fought to Become Physicians, from the Civil War to the 21st Century* by Jasmine Brown spans over 150 years to introduce nine Black American women who became physicians.

*We Should All Be Feminists* by Chimamanda Ngozi Adichie discusses why we still need feminism and why every person should be a feminist.

## **Health Equity, Health Disparities and the Impact of Race, Ethnicity and Culture in the U.S. Healthcare System**

*Black Man in a White Coat* by Damon Tweedy, MD examines the complex ways in which both black doctors and patients must navigate the difficult and often contradictory terrain of race and medicine.

*Caste: The Origins of our Discontents* by Isabel Wilkerson explores the struggles the United States has experienced due to the preservation of the constraints and legacy of slavery that still leaves its mark on our modern society

*Healing and Mental Health for Native Americans: Speaking in Red* edited by Ethan Nebelkopf and Mary Phillips highlights the importance of eliminating health disparities and increasing the access of Native Americans to critical mental health services.

*Health Disparities: Weaving a New Understanding through Case Narratives*, edited by Adam Perzynski, Sarah Shick, and Ifeolorunbode Adebambo uses case narratives illustrate the interrelated biopsychosocial components of patients’ health problems and the gradations of learning needed for practitioners to address them effectively.

*Health Disparities, Diversity, and Inclusion: Context, Controversies, and Solutions*, by Patti R. Rose explores key social justice issues relevant to health disparities with an eye to creating greater health equity – taking the reader from the classroom to the real world to implement new solutions.

*New and Emerging Issues in Latinx Health* edited by Airin D. Martinez and Scott D. Rhodes examines the epidemiology of Latinx health and the factors influencing the health and well-being of this growing population.

*Under the Skin* by Linda Villarosa explores racial health disparities in America, revealing the toll racism takes on individuals and the health of our nation.

*Unequal Treatment: Confronting Racial and Ethnic Disparities in Healthcare* edited Brian D. Smedley, Adrienne Y. Stity and Alan R. Nelsonb explores how race and ethnicity remain significant predictors of the quality of healthcare received in the United States.

## **LGBTQIA Health and Equity**

*Exile and Pride: Disability, Queerness, and Liberation* by Eli Clare explores the intersection of queerness and disability and is a call for social justice movements that are truly accessible to everyone.

*LGBTQ: Cultural Competency* by Andi Boykins explores the intersectionality within the LGBTQ+ community, acknowledging that people's experiences are shaped not only by their sexual orientation and gender identity but also by factors such as race, ethnicity, socioeconomic status, and disability

*The GLMA Handbook on LGBT Health*, edited by Jason S. Schneider, Vincent M.B. Silenzio, and Laura Erickson-Smith is a comprehensive handbook on LGBT physical and mental health.

## Videos & Podcasts

Addressing the Health Needs of Sexual and Gender Minority Populations in the United States

<https://www.youtube.com/watch?v=vRy2vY48yA4>

Asian Americana <http://www.asianamericana.com/episodes>

Code Switch <https://www.npr.org/podcasts/510312/codeswitch>

How to be an Unlikely Ally [https://www.ted.com/talks/dwinita\\_mosby\\_tyler\\_want\\_a\\_more\\_just\\_world\\_be\\_an\\_unlikely\\_ally](https://www.ted.com/talks/dwinita_mosby_tyler_want_a_more_just_world_be_an_unlikely_ally)

Minoritized Patients Face Multiple Disparities in Healthcare <https://news.hss.edu/video-minoritized-patients-face-multiple-disparities-in-health-care/>

The 1619 Project <https://www.nytimes.com/column/1619-project>

We Should All Be Feminists [https://www.youtube.com/watch?v=hg3umXU\\_qWc](https://www.youtube.com/watch?v=hg3umXU_qWc)

Why Representation in Research Matters <https://www.urban.org/critical-value/61-why-representation-matters-research>

## Resources

A Guide To Gender Identity Terms

<https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq>

Accessibility, Inclusion, and Action in Medical Education Lived Experiences of Learners and Physicians With Disabilities, AAMC and USCF <https://diversity.ucdavis.edu/sites/g/files/dgvnsk731/files/inline-files/Accessibility%2C%20Inclusion%2C%20and%20Action%20in%20Medical%20Education--Lived%20Experiences%20of%20Learners%20and%20Physicians%20With%20Disabilities.pdf>

Advancing Health Equity: A Guide to Language, Narratives and Concepts, American Medical Association

<https://www.ama-assn.org/about/ama-center-health-equity/advancing-health-equity-guide-language-narrative-and-concepts-0>

Improving Cultural Competence to Reduce Health Disparities for Priority Populations, Agency for Healthcare Research and Quality

<https://effectivehealthcare.ahrq.gov/products/cultural-competence/research-protocol>

Cross-Cultural Issues and Diverse Beliefs, University of Washington, Department of Bioethics

<https://depts.washington.edu/bhdept/ethics-medicine/bioethics-topics/detail/59>

Cultural Competency in Healthcare, National Medical Association & Medscape Education

[https://www.medscape.org/viewarticle/573591\\_2](https://www.medscape.org/viewarticle/573591_2)

Developing Inclusive, Diverse & Welcoming Clinical Environments for LGBTQ Providers & Patients, American Medical Association

<https://edhub.ama-assn.org/course/265#548410>

Health Equity Guiding Principles for Inclusive Communications, Centers for Disease Control - <https://www.ama-assn.org/about/ama-center-health-equity/advancing-health-equity-guide-language-narrative-and-concepts-0>

Health Equity for Diverse Populations

<https://www.hrsa.gov/about/organization/bureaus/ohe/populations/diverse-populations>

The Surgeon General's Framework for Workplace Mental Health and Well-Being

<https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>

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