

# Racism and Mental Health Resources for Healthcare Workers

The COVID-19 pandemic significantly amplified health inequities experienced by racial, ethnic, and medically underserved groups. Structural racism remains a public health issue and affects physical, mental health, and other social determinants of health. [The Black Mental Health Workforce Survey Report](#) found that approximately 3 out of 10 respondents has or is currently considering leaving the mental health field, of which microaggression and racism in the workplace was a top determined theme as to why.

Watch the Webinar

**“The Impact of Racism on Mental Health and Well-being of Healthcare Workers”** in partnership with All Healers Mental Health Alliance (AHMHA)

## Resources to Address Racism and Racial Trauma on an Individual Level

- [BIPOC SHIP Support, Heal, Inspire and Plan to Dismantle Barriers to Equity](#) offers a virtual Black, Indigenous, People of Color Accountability Hub every third Thursday of the month. The Hub provides a mechanism of peer support for navigating one’s anti-racist journey and is free.
- [Community Healing Network Emotional Emancipation Circles](#) provides healing circles and safe spaces for discussion of the impact of racism and strategies for collective well-being.
- [Racial Equity Support Line](#), staffed by individuals who have experienced racism, operates a hotline for processing emotional impacts of racial trauma in the workplace, community, and beyond. Currently the hotline is only available in Portland, Oregon, but may expand in the future.
- Available through the Institute for the Study and Promotion of Race and Culture, [Racial Trauma is Real Article](#) and [#Racial Trauma is Real Infographic](#) discuss the reality and manifestations of racial trauma as well as strategies to process and overcome racial trauma.
- [The Four Bodies: A Holistic Toolkit for Coping with Racial Trauma](#) describes a holistic approach for physical, emotional, spiritual, and mental strategies for coping with and getting through racial trauma.
- [Undoing Racism: The People’s Institute for Survival and Beyond](#) conducts community workshops across the nation on how to engage in anti-racism work.

## Resources to Address Racism in Organizations and Institutions

- [Self-Assessment For Modification of Anti-Racism Tool \(SMART\)](#) helps organizations identify areas that need attention regarding racism and focuses on expanding self-directed, sustained anti-racism work.
- [Unconscious Bias in Academic Medicine](#) discusses an overview of implicit bias in medical settings, their impact on patient health, and what can be done about it.
- [Undoing Racism: The People's Institute for Survival and Beyond](#) conducts community workshops across the nation on how to engage in anti-racism work.
- [White Coats 4 Black Lives Racial Justice Report Card](#) promotes anti-racism strategies for teaching health centers across the nation and facilitates public accountability for promoting anti-racist medical practices.

### About the Program

[Healthcare Ready](#) seeks to rebuild the capacity of the healthcare workforce in communities disproportionately impacted by COVID-19 with funding from the [Center for Disaster Philanthropy \(CDP\) COVID-19 Response Fund](#). In partnership with leading organizations serving clinicians and other critical staff in the healthcare workforce, "Restoring the Healthcare Workforce for Equity," provides widely accessible trainings for frontline healthcare workers and leaders on critical healthcare workforce issues. Find other resources and learn more about the program on [our webpage](#).

