
30 Racial Equity Building Blocks in Under 20 Minutes

Supplements to History of Race Class

- **Watch**

- [We need to talk about an injustice](#)
- [The urgency of intersectionality](#)
- [BLACK IN VETERINARY MEDICINE: My experience |What the community needs during these turbulent times](#)
- [AAVMC DIVERSITY MATTERS INITIATIVE](#)

- **Listen**

- [How Does Racism Affect Your Health?](#)
Mary Bassett explains how structural racism impacts people's access to healthcare services. She asserts that being healthy is having access to a life that protects your health, and looks at how inequities in the political and economic organization of our world contribute to unequal access.
- [Without Slavery, Would The U.S. Be The Leading Economic Power?](#)
In this conversation, Edward Baptist explains how America's history with slavery is responsible for our current economy. He asserts that the western world doesn't acknowledge it as a major driver of the country's early economic growth.

- **Read**

- [14 Disturbing Stats About Racial Inequality in American Public Schools](#)
- [Implicit bias may help explain high preschool expulsion rates for black children](#)
- [The economic cost of the US education gap](#)
- [6 facts about economic inequality in the U.S.](#)
- [Minority student perceptions of the veterinary profession: Factors influencing choices of health careers](#)
 - [Read the abstract and skim pages 62-77](#)
- [Nine Charts about Wealth Inequality in America \(Updated\)](#)
- [500 Years of the Racial Wealth Gap](#)
- [Study: Black Families Have 1 Cent for Every Dollar White Families Have](#)
- ["How Racism Hurts—Literally" \(2007\)](#)
- [Implicit Bias and Health Care Inequities](#)
- [Veterinarians talk racial discrimination](#)

Activity

[Implicit Bias Test](#)

This test aims to reveal hidden racial biases that the test taker may possess.

Watch [White Privilege](#)

[Why “I’m not racist” is only half the story](#)

Then read

[Explaining White Privilege To A Broke White Person](#)

Gina Crosley-Corcoran grew up in poverty and struggled to see how she could be considered as “privileged,” according to her article. It wasn't until she read Peggy McIntosh's piece, “White Privilege: Unpacking the Invisible Knapsack,” (see below) that she began to think about how different aspects of your identity, such as race, nationality, or gender can have an impact on your level of privilege, and the importance of recognizing that.

[White Privilege: Unpacking the Invisible Knapsack](#)

In this piece, Peggy McIntosh notes that as a White person, when she was taught about racism it was always through the lens of something that puts others at a disadvantage, rather than something that puts White people at an advantage. McIntosh writes about how her white privilege is seen in everyday life, and lists various of these realizations.

[New York Times Op-Docs on Race](#)

- [‘A Conversation With Black Women on Race’](#) (5:57 mins)
 - In this short documentary, Black women share some of their experiences with racist attitudes and the negative emotional impact of these instances.
- [‘A Conversation With Native Americans on Race’](#) (6:23 mins)
 - In this short documentary, Native Americans challenge their invisibility in society and share experiences of racism.
- [‘A Conversation With Latinos on Race’](#) (6:31 mins)
 - In this short documentary, latinos explain the challenges that they face because of their ethnicity, including grappling with their own identity.
- [‘A Conversation With Asian-Americans on Race’](#) (7:19)
 - In this short documentary, Asian-Americans confront stereotypes that their community faces through their own experiences.

[What Being Hispanic and Latinx Means in the United States](#)

Fernanda Ponce distinguishes between what it means to be “hispanic” and what it means to be “latinx” and speaks from personal experience about identifying with these categories and living in the United States.

[How I Learned to Stop Worrying and Love Discussing Race](#)

In this TedTalk, Jay Smooth underlines the need for understanding that it is okay to not be perfect when it comes to talking about race, but that there must be a willingness to accept flaws within oneself and a desire to work on these issues.

[How to deconstruct racism, one headline at a time](#)

Baratunde Thurston explores the formation of news headlines to normalize the existence of Black people as a crime. He reveals how powerful the language used in storytelling can be and challenges the audience to think critically.

[The danger of a single story](#)

In her TedTalk, Chimamanda Adichie explains how having a “single story” for people, by only depicting them as one thing over and over, confines people to only being this one thing. She says that while stories have the ability to limit people, they also have the power to empower and humanize.

Additional Resources

[Resources to understand America’s long history of injustice and inequality](#)

[AMA Racial Equity Reading list](#)

[AAVMC DIVERSITY MATTERS INITIATIVE: INTERGROUP COMMUNICATION](#)

[Navigating Diversity and Inclusion in Veterinary Medicine; 2013, edited by Lisa M. Greenhill, Kauline Cipriani Davis, Patricia M. Lowrie and Sandra F. Amass](#)

[Minority Student Perceptions of the Veterinary Profession: Factors Influencing Choices of Health Careers; 2008, by Dr. Evan M. Morse \(thesis\)](#)

[Unity Through Diversity; 2006, Final Report of the AVMA Task Force on Diversity](#)

Cultural Competence in Veterinary Practice. V.Kiefer, K. Grogan, J. Chatfield, J. Glaesemann, W. Hill, B. Hollowell, J. Johnson, D. Kratt, R. Stinson, and K. Urday. JAVMA. 2013 243:3, 326-328

A Business Case for Diversity and Inclusion: Why it is Important for Veterinarians to Embrace our Changing Communities. L Kornegay. JAVMA. May, 2011.

The Attitudes of Minority Junior High and High School Students toward Veterinary Medicine. A. Asare. J Vet Med Educ. 2007 34(2): 47-50.

Tying Art and Science to Reality for Recruiting Minorities to Veterinary Medicine. PM Lowrie. J Vet Med Educ. 2009 36(4):382-387.

Racial, Cultural, and Ethnic Diversity within US Veterinary Colleges. Greenhill, LM, PD Nelson, and RG Elmore. J Vet Med Educ. 34(2): 74-78. 2007