

For many, Diversity, Equity, and Inclusion (DEI) can feel overwhelmingly complex. This newsletter attempts to clarify important DEI concepts with brief, digestible resources that are thematically related to the monthly VGEC CIRCAA program curriculum. This month's DEI keyword:

Critical Race Theory

An intellectual movement and loosely organized framework of legal analysis based on the premise that race is not a natural, biologically grounded feature of physically distinct subgroups of human beings but a socially constructed category that is used to oppress and exploit people of color. Critical race theorists hold that the law and legal institutions in the United States are inherently racist insofar as they function to create and maintain social, economic, and political inequalities between whites and nonwhites, especially African Americans.

Be Informed

[Deconstructing Inequities – Transparent Values in Measurement and Analytic Choices](#) (New England Journal of Medicine)

[Commentary: Just What is Critical Race Theory and What's it Doing in a Progressive Field like Public Health?](#) (Ethnicity & Disease)

[Racial Disparities in Rheumatology Through the Lens of Critical Race Theory](#) (Rheumatic Disease Clinics)

[Dismantling Systemic Racism in Long-Term Services and Supports: A Call to Action for Social Workers](#) (Journal of Gerontological Social Work)

[The Globalization of Light Skin Colorism: From Critical Race to Critical Skin Theory](#) (American Behavioral Scientist)

Start a Dialogue

Watch: [Critical Race Theory in Medicine](#) (UW Internal Medicine Residency Speaker Series, 53 min)

Read: [Creating Real Change at Academic Medical Centers — How Social Movements Can Be Timely Catalysts](#) (New England Journal of Medicine)

Read: [The Performance of “Antiracism” Curricula](#) (New England Journal of Medicine)

Listen: [Anti-Racism in Healthcare Education](#) (The DEI Shift Podcast, 54 min)

Picture to Go



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