

## **Resources for Understanding, Condemning, and Acting Against Systemic Racism and Racial Disparities in Health**

As protests continue to erupt around the country, we at 7wireVentures have a responsibility as members of the investor community, the healthcare industry, and as individuals to speak out against injustice and condemn racism. We are outraged at the loss of life and the persistent unequal treatment of Blacks and Latinos. We are committed to better understand, support, and make changes across our country. We acknowledge our responsibility to be part of the solution.

We recognize you, like us, may be seeking resources to educate yourselves and your families, deepen your understanding of implicit biases, understand helpful ways to speak out, and ultimately determine how to take action. We have compiled a list of resources (highlighted below) that we have found to be insightful, educational, and challenge our own assumptions about racism and privilege.

In addition to compiling a list of broader resources, we feel it is our responsibility to highlight the ongoing issue of racial disparities in healthcare. The coronavirus pandemic has shed light on these inequities in our country, as COVID-19 is disproportionately killing vulnerable populations.

The list below is not intended to be fully comprehensive but is aimed at providing members of our community with a place to begin or continue their journey on becoming allies in condemning racism. We welcome any thoughts or recommendations for resources you have found to be helpful.

## Resource Guide

### Education: Anti-Racism Resources

| Reading Materials  | Description   |
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| <a href="#">Checklist on Privilege</a>   | Checklist from Chloe Zelkha at Urban Adamah, drawn and adapted from published research guides on white privilege, able-bodied privilege, male privilege, middle/upper class privilege, and cisgender privilege.   |
| <a href="#">Esquire Anti-Racism Books List</a>   | Esquire list of books deemed essential reading on dismantling racism, from memoirs to essay collections to poems.   |
| <a href="#">Forbes: 10 Actions You Can Take To Promote Racial Justice In The Workplace</a> | Forbes article from senior contributor, Dana Brownlee, author of The Unwritten Rules of Managing Up: Project Management Techniques from the Trenches, provides practical techniques on taking action in the workplace.  |
| <a href="#">New York Times Antiracist Reading List</a>                                     | Curated list by Ibram X. Kendi, providing books to help America transcend its racist heritage.  |
| <a href="#">The New Yorker: The Death of George Floyd, In Context</a>                      | New Yorker article by Jelani Cobb summarizing the events following the death of George Floyd and context behind them.   |
| <a href="#">Training for Racial Equity and Inclusion</a>                                   | Project Change Anti-Racism Initiative guide is intended to help community leaders, organizations, policy makers, funders and other stakeholders select and support approaches that best suit their needs and goals for training on racial equity and inclusion. |
| <a href="#">Twitter Thread of Anti-Racism Readings</a>                                     | Twitter thread of books, poems, and speeches on the topic of anti-racism.   |
| <a href="#">Twitter Thread: Advice for companies</a>                                       | Twitter thread for companies from Sheree Atcheson, Monzo's Head of Diversity and Inclusion  |

### Understanding Racial Disparities in Health

| Resource   | Description   |
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| <a href="#">Black and Blue: The Origins and Consequences of Medical Racism</a> | The novel Black and Blue is the first systematic description of how American doctors think about racial differences and how this kind of thinking affects the treatment of their black patients.  |
| <a href="#">Black Man in a White Coat</a>                                      | The memoir, Black Man in a White Coat, examines the complex ways in which both African American doctors and patients must navigate the difficult and often contradictory terrain of race and medicine.                                      |
| <a href="#">Health Gap</a>   | In the novel, Health Gap, author Michael Marmot underscores that we have the tools and resources materially to improve levels of health for individuals and societies around the world, and that to not do so would be a form of injustice. |

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| <a href="#">Health Disparities are a Symptom of Broader Social and Economic Inequities</a>                                      | The report by the Kaiser Family Foundation shares findings from their analysis, with the hope that increased recognition and understanding of disparities could provide a catalyst for the challenging work required to address them.   |
| <a href="#">In Focus: Reducing Racial Disparities in Healthcare by Confronting Racism</a>                                       | The article written by the Commonwealth Fund offers examples of health systems that are making efforts to identify implicit bias and structural racism in their organizations and developing customized approaches to engaging and supporting patients to ameliorate their effects.   |
| <a href="#">Invisible Visits</a>  | The research report, Invisible Visits, analyzes how middle-class Black women navigate the complexities of dealing with doctors in this environment. It challenges the idea that race and gender discrimination-particularly in healthcare settings-is a thing of the past, and questions the persistent myth that discrimination only affects poor racial minorities. |
| <a href="#">Just Medicine: A Cure for Racial Inequality in American Health Care</a>   | The research analysis, Just Medicine, examines how health disparities have remained stubbornly entrenched in the American health care system. Author Dayna Bowen Matthew finds that such disparities principally arise from unconscious racial and ethnic biases held by physicians, institutional providers, and their patients.                                     |
| <b>COVID-19 Reports</b>   |   |
| <a href="#">Black workers face two of the most lethal preexisting conditions for coronavirus—racism and economic inequality</a> | Report by the Economic Policy Institute describes the myriad of ways racial and economic inequality have exacerbated the impact of the coronavirus crisis on African American communities.  |
| <a href="#">George Floyd and the cascade of crises in black America</a>   | Vox report reveals how the death and life of George Floyd, especially amid the coronavirus, illustrates the country’s racial disparities.   |
| <a href="#">The Color of Coronavirus: COVID-19 Deaths by Race and Ethnicity in the U.S.</a>                                     | Analysis from the APM Research Lab reveals deep inequities by race across COVID-19 cases.   |
| <a href="#">What Do Coronavirus Racial Disparities Look Like State By State?</a>  | NPR article shares findings from the COVID-19 demographic data collected by the <a href="#">project COVID Racial Tracker</a> and the key drivers behind these racial health disparities.  |

### Anti-Racism Videos to Watch

| Resource             | Description  |
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| <a href="#">13th</a> | Netflix documentary where scholars, activists and politicians analyze the criminalization of African Americans and the U.S. prison boom. |

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| <a href="#">1965 Debate between James Baldwin Debates William F. Buckley</a> | Historic debate between James Baldwin v. William F. Buckley Jr. at Cambridge University on the question: "Is the American Dream at the expense of the American Negro?"             |
| <a href="#">How Studying Privilege Systems Can Strengthen Compassion</a>     | Ted Talk by Peggy McIntosh, Associate Director of the Wellesley Centers for Women at Wellesley College in Massachusetts.   |
| <a href="#">Just Mercy</a>   | Film based on civil rights lawyer Bryan Stevenson's work on death row in Alabama.  |
| <a href="#">Let It Fall</a>  | Documentary looking at racial tensions in Los Angeles and the riots over Rodney King's death.  |
| <a href="#">The Color of Fear</a>  | Documentary about the state of race relations in America as seen through the eyes of 8 men of Asian, European, Latino and African descent gathered by director Lee Mun Wah (1994). |
| <a href="#">When They See Us</a>   | Netflix film about five teens from Harlem who become trapped in a nightmare when they're falsely accused of a brutal attack in Central Park. Based on the true story.              |

### Where to Donate: Charities and Funds

| Organization   | Description   |
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| <a href="#">Facing History and Ourselves</a>             | Facing History and Ourselves fosters empathy and reflection, improves students' academic performance, reinigorates teachers, and builds safe and inclusive schools.   |
| <a href="#">From Privilege to Progress</a>               | National movement to desegregate the public conversation about race. P2P calls on all Americans to join on the path to antiracism by learning, speaking up in their everyday lives and amplifying the voices of Blacks and Latinos on social media.   |
| <a href="#">Illinois Holocaust Museum</a>                | The Illinois Holocaust Museum and Education Center is dedicated to preserving the legacy of the Holocaust by honoring the memories of those who were lost and by teaching universal lessons that combat hatred, prejudice and indifference. The Museum fulfills its mission through the exhibition, preservation, and interpretation of its collections and through education programs and initiatives that foster the promotion of human rights and the elimination of genocide.   |
| <a href="#">NAACP Legal Defense and Educational Fund</a> | NAACP Legal Defense and Educational Fund (LDF) is a nonprofit organization fighting for racial justice. Through litigation, advocacy, and public education, LDF seeks structural changes to expand democracy, eliminate disparities, and achieve racial justice in a society that fulfills the promise of equality for all Americans. LDF also defends the gains and protections won over the past 75 years of civil rights struggle and works to improve the quality and diversity of judicial and executive appointments. |

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| <a href="#">Showing Up for Racial Justice</a> | <p>SURJ is a national network of groups and individuals organizing White people for racial justice. Through community organizing, mobilizing, and education, SURJ moves White people to act as part of a multi-racial majority for justice with passion and accountability. We work to connect people across the country while supporting and collaborating with local and national racial justice organizing efforts.</p> |
| <a href="#">Campaign Zero</a>                 | <p>Campaign Zero is an organization committed to ending police violence in America. Funds donated support the analysis of policing practices across the country, research to identify effective solutions to end police violence, technical assistance to organizers leading police accountability campaigns and the development of model legislation and advocacy to end police violence nationwide.</p>                  |
| <a href="#">Equal Justice Initiative</a>      | <p>The Equal Justice Initiative is committed to ending mass incarceration and excessive punishment in the United States, to challenging racial and economic injustice, and to protecting basic human rights for the most vulnerable people in American society.</p>  |

### Actions You Can Take

| Action Step   | Description   |
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| Contact and Request Action from Your Representative | <p><a href="#">Find Your Representative</a> (your state rep/assembly member and state senator). Call or email your state rep via the contact resource and request state legislation to be passed related to police violence or racial justice.</p>                |
| Sign a Petition                                     | <p>There are several petitions supporting racial justice on websites such as change.org. Research petitions such as <a href="#">the NAACP equity relief bill</a>, urging Congress to pass an equitable, comprehensive relief bill for vulnerable populations.</p> |
| GoFundMe Donation Accounts                          | <p>Research GoFundMe Accounts to support families affected by police brutality and seeking justice and donate.</p>  |
| Support your local community organizations          | <p>There are several local level community organizations you can support financially, politically, and as a volunteer.</p>  |