

Geisel Town Hall on Structural Violence and Community Trauma

*Community Discussion Guide
June 19, 2020*

The purpose of this discussion guide is to facilitate conversation following this week's Town Hall/Open Forum, with an emphasis on developing next steps. While a comprehensive action plan would be an improbable goal in this short time, more reasonable goals are (1) to encourage processing of the subject matter, (2) to prioritize initiatives and activities that demonstrate a commitment to diversity, inclusion, and explicit anti-racism, and (3) elicit a commitment from participants to engage in this work. The total time estimated for this discussion is approximately 1 hour.

ICE-BREAKER & INITIAL REACTIONS (5-10 minutes)

- Suggestion for small group (<20 attendees): share your name and its origin
- Suggestion for larger group: share your name and a 1-word reaction from the event (i.e. "energized", "exhausted", etc.)

REFLECTION (15-20 minutes)

- Based on your group size, consider having reflections in smaller (3-5 attendees) breakout sessions on Zoom or Webex
- Potential prompts include:
 - What did you find most impactful about the event?
 - How did the event expand or challenge your definition about racism?
 - What questions did the speakers bring up for you?
- A variety of reflection questions (from UPenn medical student Christina Amutah) were compiled and adapted by Dartmouth colleagues and are included below for additional consideration. We offer them for their ability to help us reflect on our implicit biases and assumptions around race. Please select the ones that resonate most strongly for you:
 - Has anyone ever walked up to you on campus and asked you who you are or why you were there?
 - Which patient do you pre-round on as quickly as possible? Which patients do you stay and chat with?
 - What's your plan to respond when someone says something racist in the hospital or in your personal life? How will you approach them and what will you say?
 - Has anyone ever voiced surprise at how you appeared, upon meeting you after some "non-face-to-face" contact? Do you scrutinize the looks of others wondering if they're holding back from voicing the same question?
 - How do you think it feels to be in a classroom where your race is a case study to explain "social and behavioral determinants of health"?
 - How did you feel when a patient treated your trainee or colleague differently because of their looks and you did not confront them about it?

- Why is it so easy for you to connect with professors and admin? Do you think it's that easy for everyone? What do you think are the consequences of that?
- When you see a cop, do you always think of your own death?
- When you put on Dartmouth gear, is it an attempt to save your life?

PRIORITIZING NEXT STEPS (20-25 minutes)

- There are many possible areas to explore (i.e. hiring practices, retention and support of diverse community members, emphasizing social determinants of health in didactic content, etc.)
- Potential prompts include:
 - Which initiatives and areas merit immediate attention?
 - Which should be addressed on a longer timeframe?
 - How and when should we meet next to ensure we're on track?
 - How can white colleagues ensure colleagues of color are not overburdened with this work?
- We recommend that participants commit to at least one action step on the department level and one on the personal level (the latter can be made silently based on individual comfort)

CLOSING & ADDITIONAL RESOURCES (5-10 minutes)

- We recommend wrapping up the conversation in time to get a tentative follow-up meeting scheduled, or a definite plan to continue the conversation.
- You may also consider asking participants (depending on group size) to share an additional one-word reflection.
- Encourage participants to practice good self-care, stay in touch with Geisel and departmental leadership about concerns, and to continue learning. Here are two final resources we'd like to share:
 - DARTMOUTH LIBRARY ANTI-RACISM GUIDE
 - <https://researchguides.dartmouth.edu/antiracism>
 - DARTMOUTH LIBRARY CULTURAL HUMILITY GUIDE
 - https://researchguides.dartmouth.edu/cultural_awareness
 - GEISEL RESOURCE GUIDE FOR ALLIES
 - This includes videos, articles, resources, and other writings to help our community members become socially conscious, justice-oriented, and anti-racist.
 - <https://tinyurl.com/GeiselResourceGuide>
 - RACIAL EQUITY GLOSSARY
 - Adapted from Project Change's "The Power of Words," this is not meant to be a definitive rulebook for how to speak about these issues, but rather an introduction to *why* some terms are preferred over others.
 - <https://tinyurl.com/GeiselEquityGlossary>