



Over the past few weeks, our nation has been shaken to its core by the tragic deaths of Breonna Taylor, Ahmaud Arbery, and George Floyd. The graphic video footage has laid bare the reality of systemic racism and injustice plaguing our country, even attracting the attention of many who had previously turned a blind eye.

We have read the powerful statements condemning racism in all its forms and committing to positive change from our leaders within UFCOM, UF Health, UF, and the broader academic medicine community. As healthcare professionals, scientists, and students, we have a calling to be part of the solution. Like the COVID-19 pandemic, the racism pandemic is a public health emergency that requires us all to act together to promote the safety and well-being of our community at UFCOM and beyond.

**For those who want to learn more about systemic racism**, self-education is key. Please do not further burden your Black friends and colleagues by asking them to expend the energy necessary to educate you. Rather, do the work and use existing resources to learn more on your own. Here are some helpful resources to get you started (this is by no means an exhaustive list!):

- Online Training:
  - Antiracism Training (free for students & general public/ CEUs available for a \$30 fee): <https://www.driep.org/anti-racism-training?fbclid=IwAR2tyCFM7mCCzMXN66sKrp1DeVCzRxT-hadzts-LRxajCZXkk9Y1OSXXqzc>
- Videos:
  - “Uncomfortable Conversations With a Black Man” (10 min): <https://www.facebook.com/themanacho/videos/vb.736820289749441/272134207491609/?type=2&theater>
  - “A Conversation With Black Women on Race” (5 min): <https://www.youtube.com/watch?v=U-xz4qiUBsw>
  - “A Conversation With White People on Race” (5 min): <https://www.youtube.com/watch?v=xXow7olFyIM>
  - TEDx Talk—“The Future of Race in America” by Michelle Alexander (23 min): <https://www.youtube.com/watch?v=SQ6H-Mz6hgw>
  - PBS 3-part Documentary “Race: The Power of an Illusion”: [https://www.pbs.org/race/000\\_General/000\\_00-Home.htm](https://www.pbs.org/race/000_General/000_00-Home.htm)
- Articles:
  - “White Privilege: Unpacking the Invisible Knapsack”: <http://convention.myacpa.org/houston2018/wp-content/uploads/2017/11/UnpackingTheKnapsack.pdf>
  - “Who Gets to Be Afraid in America?”: <https://www.theatlantic.com/ideas/archive/2020/05/ahmaud-arbery/611539/>
- Books:
  - [White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo, PhD

- [How To Be An Antiracist](#) by Ibram X. Kendi, PhD
- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander, JD
- An Antiracist Reading List: [https://www.nytimes.com/2019/05/29/books/review/antiracist-reading-list-ibram-x-kendi.html?fbclid=IwAR0IOyvxe8EFp3Au9RMQnvxue1R1Gmti2kthlY4vf7KrEsqIXr\\_HPtqF2As](https://www.nytimes.com/2019/05/29/books/review/antiracist-reading-list-ibram-x-kendi.html?fbclid=IwAR0IOyvxe8EFp3Au9RMQnvxue1R1Gmti2kthlY4vf7KrEsqIXr_HPtqF2As)
- Local Organization:
  - Alachua County Truth & Reconciliation: <https://truth.alachuacounty.us/>

**For those who want to be a better ally**, here are a few resources to get you started:

- Guide to Allyship: [https://guidetoallyship.com/?fbclid=IwAR2LxHf5fnIS3D\\_Ausal0vzd4pdjse6tu4hZw7T23pWcmjvzJU6ITR6IBI4#the-work-of-allyship](https://guidetoallyship.com/?fbclid=IwAR2LxHf5fnIS3D_Ausal0vzd4pdjse6tu4hZw7T23pWcmjvzJU6ITR6IBI4#the-work-of-allyship)
- Anti-Racism Resources for White People: [https://docs.google.com/document/u/1/d/1BRIF2\\_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/mobilebasic?fbclid=IwAR18wt2bAJ8jQe4p\\_u6Swoi99fLuweP5JgaxJq5VRrHz6YrgepuLPSHhgck](https://docs.google.com/document/u/1/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/mobilebasic?fbclid=IwAR18wt2bAJ8jQe4p_u6Swoi99fLuweP5JgaxJq5VRrHz6YrgepuLPSHhgck)
- “75 Things White People Can Do for Racial Justice:” <https://medium.com/equality-includes-you/what-white-people-can-do-for-racial-justice-f2d18b0e0234>
- “Guidelines for Being a Strong White Ally”: <https://www.racialequitytools.org/resourcefiles/kivel3.pdf>
- “How to Be an Ally if You Are a Person with Privilege”: <http://www.scn.org/friends/ally.html>

**For those who are struggling emotionally**, please remember the importance of self-care. During this emotionally-charged time, reach out to your support system and take advantage of the resources available to you.

- FOR STUDENTS:
  - UFCOM Office of Student Counseling & Professional Development: <https://counseling.med.ufl.edu/>
  - UF Counseling & Wellness Center: <https://counseling.ufl.edu/>
- FOR FACULTY/RESIDENTS/STAFF:
  - UF Health Staff Telepsych Service Center: Call between 8:30 a.m. and 7 p.m. (7 days per week) at 352-265-5459 or email [c19peersupport@shands.ufl.edu](mailto:c19peersupport@shands.ufl.edu) (provide your name, contact number, and best time(s) to receive a call back)
  - TalkSpace free online therapy [for GatorCare beneficiaries]: <https://redemption.talkspace.com/redemption/gatorcare> (optimized for Google Chrome)
  - Employee Assistance Program (EAP) free counseling: <http://eap.ufl.edu/>

During this difficult time, we can all work to build a stronger and more supportive community. Stay well,

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