

“The arc of the moral universe is long, but it bends toward justice.” - Martin Luther King, Jr.

OHSU Psychiatry Residents’ Statement on Anti-Racism:

We, the residents of Oregon Health & Science University’s Psychiatry Residency program, condemn the murders of Aaron Campbell, Atatiana Jefferson, Breonna Taylor, Daniel Prude, Erik Garner, Freddie Gray, George Floyd, Kendra James, Michael Brown, Quanice Hayes, Rayshard Brooks, Tamir Rice, and the innumerable people of color killed as a result of police brutality and white supremacy.

Oregon has been shaped by a history of inequity, discrimination, and racism, such as exclusion laws, redlining, the Compulsory Education Act, and gentrification. Medicine, and specifically Psychiatry, have been complicit in the reprehensible treatment of BIPOC populations – in justifying segregation as “medically necessary,” over-diagnosing schizophrenia, undertreating ADHD, and accepting carceral settings as appropriate care, and more. We acknowledge our shameful history and the racism which exists today. Our systems continue to perpetuate suffering and unjust loss of life to those who identify as Black, Indigenous, or People of Color. They are an outright contradiction of our physician’s oath and substantial work lies ahead of us to overcome and reform them.

If you identify as Black, Indigenous, or Person of Color, we acknowledge the historical and ongoing trauma, stress and hurt, and are beginning to understand its harmful effects on your physical health and mental wellbeing. To our learners, trainees, and faculty, the OHSU Psychiatry residents are committed to creating a culture and community of inclusion that supports and uplifts you. To our patients, we aim to provide you with equitable trauma-informed care and to acknowledge how racism has impacted your health and the health of your communities. We honor the work of those who have affected positive change before us, while realizing significant additional growth is required. We pledge to be open to feedback, and to drive ourselves, our colleagues, and our leaders to enact necessary changes.

Racism, individual and systemic, cannot be normalized or tolerated. We publicly denounce the ongoing racism and police violence in our own city. We continue to confront racist underpinnings within our own professional spaces that negatively impact the health and wellbeing of our employees and community members. To this end, as residents we vow to be advocates of social justice, to speak up, to have difficult conversations, to educate ourselves, and to hold ourselves and our academic community responsible so that we may work toward building an antiracist community.

We humbly acknowledge our shortcomings and pledge to bend our arc toward justice. Specifically, we commit to the following immediate actions as a starting point to generations of continuing work:

1. Improve recruitment and mentorship of BIPOC residents
2. Integrate topics of implicit bias, microaggression, gender inequity, racism, and culturally-sensitive care into didactics and rotation-based teaching

3. Dedicate resident M&M case conferences, journal clubs, and QI projects to topics of social justice and equity, culturally sensitive care, antiracism and gender issues within psychiatry
4. Advocate for educational time in all four years of training for dedicated learning experiences, advocacy, and workshops on culturally sensitive care, antiracism, and social justice in mental health
5. Collaborate with program leaders and faculty members to formally evaluate our progress toward becoming an antiracist community