
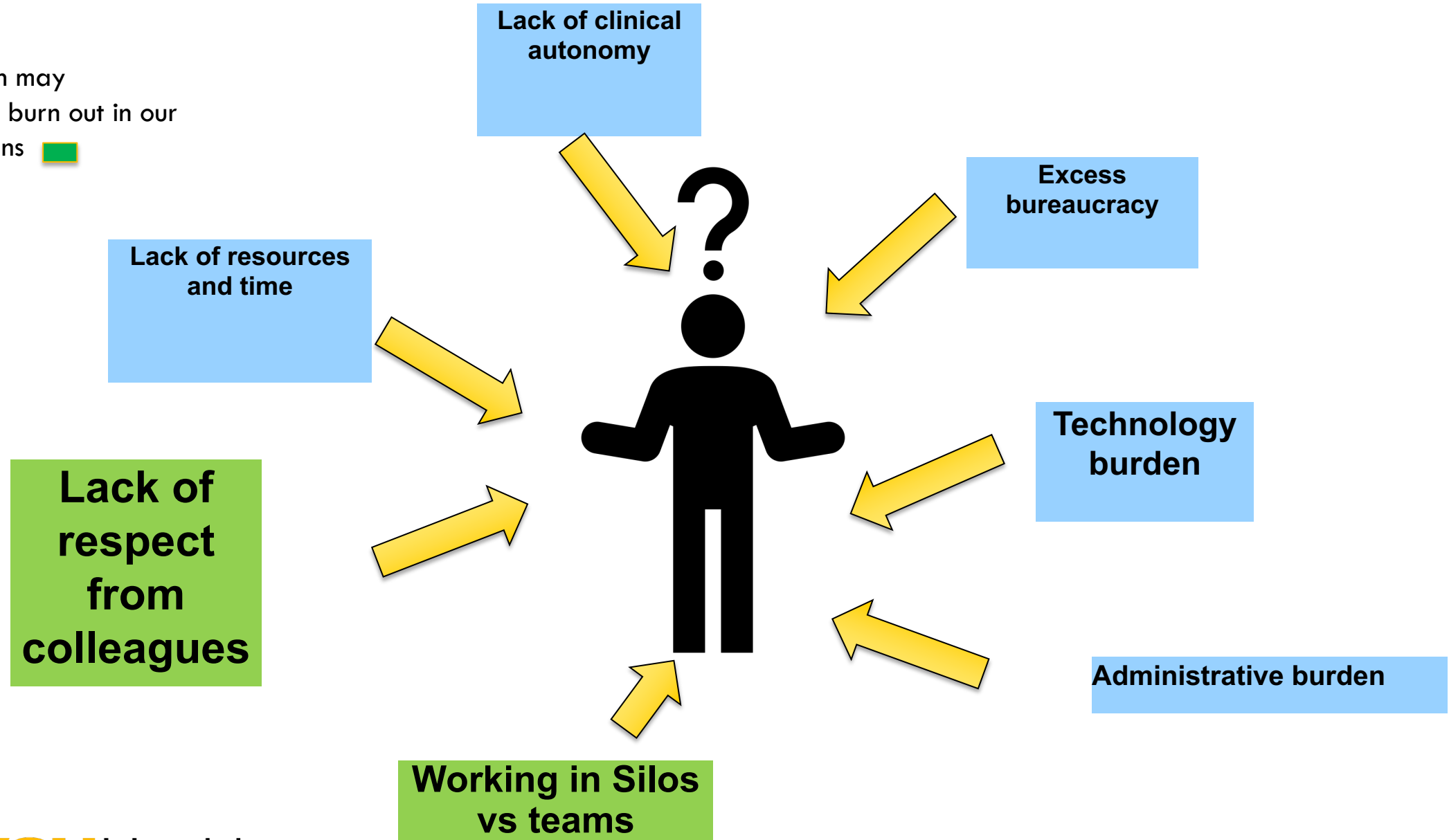


Summary of Resources



Factors/causes which affected burnout pre-COVID

Factors which may harbor more burn out in our Asian clinicians 



Tools for processing and coping with discrimination

Coping

Mental Health Experts Offer Advice for Processing Discrimination- <https://www.wcia.com/news/mental-health-experts-offer-advice-for-processing-discrimination/>

For resources in combatting Asian targeted hate crimes patients can be given materials from National Asian Pacific American Bar




Association:

https://www.napaba.org/page/HateCrimeResources&utm_source=homebutton



Spring Morning in the Han Palace

”Stress First Aid” Example of one peer support tool

 READY	REACTING	INJURED	ILL  
<p>DEFINITION</p> <ul style="list-style-type: none">• Adaptive coping• Effective functioning• Well-being <p>FEATURES</p> <ul style="list-style-type: none">• In control• Calm and steady• Getting the job done• Playing• Sense of humor• Sleeping enough• Ethical and moral behavior	<p>DEFINITION</p> <ul style="list-style-type: none">• Mild and transient distress or loss of function <p>FEATURES</p> <ul style="list-style-type: none">• Anxious• Irritable, angry• Worrying• Cutting corners• Poor sleep• Poor mental focus• Social isolation• Too loud and hyperactive	<p>DEFINITION</p> <ul style="list-style-type: none">• More severe and persistent distress or loss of function <p>TYPES</p> <ul style="list-style-type: none">• Trauma• Fatigue• Grief• Moral injury <p>FEATURES</p> <ul style="list-style-type: none">• Loss of control• Can't sleep• Panic or rage• Apathy• Shame or guilt	<p>DEFINITION</p> <ul style="list-style-type: none">• Clinical mental disorders• Unhealed stress injuries <p>TYPES</p> <ul style="list-style-type: none">• PTSD• Depression• Anxiety• Substance abuse <p>FEATURES</p> <ul style="list-style-type: none">• Symptoms persist > 60 days after return from deployment

Bystander training programs

[Bystander Intervention Program: Targeting Leaders to Enhance Organizational Culture](#)

University of Tennessee at Chattanooga

[Bystandertraining](#)

(<https://www.ihollaback.org/bystanderintervention/>)
pioneered by the national [Asian Americans Advancing Justice](#) (AAJC) based in DC (the first legal and civil rights org for AAPI).

De-escalation training and training for inappropriate and family behavior

Inappropriate patient and family
behavior:

<https://jamanetwork.com/journals/jama/internalmedicine/article-abstract/2701633>



Noble Ladies in Tang Dynasty

Books and Educational Tools

- Books and educational tools:
- **Combatting Anti-Asian Racism** by Emily Boudreau

Book on training from the AAMC

- <https://www.aamc.org/what-we-do/equity-diversity-inclusion/learning>
- <https://www.powells.com/post/lists/16-essential-books-to-read-for-asian-american-and-pacific-islander-heritage-month>
- The Sum of Us- Heather McGhee



Riverside Scene at Qingming Festival By Zhang Zeduan,
an artist in the Northern Song Dynasty (960-1127)

Organizations should have excellent Reporting Systems which are:

- Anonymous
- Include “No retaliation” policies

Microaggression in training:

<https://onlinelibrary.wiley.com/doi/10.1002/pmrj.12229>

KEEP COMMITMENTS VISIBLE!



Emperor Taizong Receiving the Tibetan Envoy

Review the letters and Statement on Anti-Asian Racism, Violence, and Bias- from ACP

Educational program

Examples: Many university websites have an excellent repository of resources

- NYU Anti-Racism Education, Programs and Resources-
<https://www.nyu.edu/life/global-inclusion-and-diversity/anti-racism.html>
- Seattle University- Toolkit for Anti-Asian Racism-
<https://www.seattleu.edu/diversity/resources/toolkit-for-anti-asian-racism/>
- Cornell University- Anti-Racism Resources for the AAPI Community -
<https://asianamericanstudies.cornell.edu/anti-racism-resources-aapi-community>



A Thousand Li of Rivers and Mountains

Wang Ximeng, Northern Song Dynasty (960-1127), is a landscape painting masterpiece of ancient China.

It is now part of the collection of the Palace Museum in Beijing.

AFFINITY GROUP!

A newly formed ACP Pan Asian Affinity Group (APAAG) is a continuing resource for any interested ACP member:

<https://www.acponline.org/about-acp/who-we-are/get-engaged/acp-affinity-groups/the-acp-pan-asian-affinity-group-apaag>



Han Xizai Gives A Night Banquet

A scroll drawn by Gu Hongzhong, a painter in the Five Dynasties and Ten Kingdoms period (907-960).

It is now housed in the Palace Museum in Beijing

The difference starts with us! Commit to these easy behaviors:

- Monitor, mentor and watch out for each other.
- Role model, teach and practice the skill of “Upstanding”
- Recognize your colleagues for their accomplishments
- Include everyone in decisions. ask for their advice or opinion
- Thank people everyday!

