Summary of Resources

Asian American and Pacific Islander
May Heritage Month
Factors/causes which affected burnout pre-COVID

Factors which may harbor more burnout in our Asian clinicians

- Lack of clinical autonomy
- Lack of resources and time
- Working in Silos vs teams
- Technology burden
- Excess bureaucracy
- Administrative burden
- Lack of respect from colleagues
Tools for processing and coping with 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
"Stress First Aid” Example of one peer support tool

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<tr>
<th>READY</th>
<th>REACTING</th>
<th>INJURED</th>
<th>ILL</th>
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| **DEFINITION** | • Adaptive coping  
• Effective functioning  
• Well-being | • Mild and transient distress or loss of function | • More severe and persistent distress or loss of function |
| **FEATURES** | • In control  
• Calm and steady  
• Getting the job done  
• Playing  
• Sense of humor  
• Sleeping enough  
• Ethical and moral behavior | | |
| | | **TYPES** | • Trauma  
• Fatigue  
• Grief  
• Moral injury |
| | | **FEATURES** | • Loss of control  
• Can’t sleep  
• Panic or rage  
• Apathy  
• Shame or guilt |
| | | **TYPES** | • Clinical mental disorders  
• Unhealed stress injuries |
| | | **FEATURES** | • 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

Bystander training (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/jamainternalmedicine/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**


• **The Sum of Us**- Heather McGhee
Organizations should have excellent Reporting Systems which are:

- Anonymous
- Include “No retaliation” policies


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

KEEP COMMITMENTS VISIBLE!

Emperor Taizong Receiving the Tibetan Envoy
Educational program

Examples: Many university websites have an excellent repository of resources


- 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

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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.
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!