Figure 1. A pathway to antiracism

Acknowledge

- · Racism is a determinant of health and health care
- · Everyone is at risk of perpetuating racism
- · There is a need to be actively antiracist

Reflect

- Engage in honest self-reflection about personal conscious or unconscious biases
- Understand and accept that our biases can do harm to others across the micro, meso, and macro levels of care in which we are involved

Engage in self-improvement

- Accept that we cannot be perfectly unbiased but that we can be more self-aware
- Commit to continual self-improvement, humility, and a willingness to learn

Reform

- · Antiracist approaches to patient care (micro)
- Antiracism policies, processes, and structures in the health care environment (meso)
- Engage and assist community organizations linked to the social determinants of health to be actively antiracist (meso)
- Advocate for laws and health and social policies, especially those targeting the social determinants of health, that support equitable opportunities for health and social gains for racialized populations (macro)

Be actively antiracist

- · Normalize antiracism standards of care
- Aim to provide or support racially equitable health care at interpersonal (micro) and systemic (meso and macro) levels of care