

# The Six “E’s” of How to Address Racism in the COVID-19 Era

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## Disclosure:

**Rahn Kennedy Bailey, M.D.** has no financial relationships with commercial interests and has nothing to disclose.

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## Engage:

Bailey, R. K., MD, & Bonds, C., MD. (2020). Southern California Psychiatric Society Newsletter. Southern California Psychiatric Society Newsletter, June 2020. Retrieved September 30, 2021, from <https://www.socalpsych.org/2020/06/june-2020/>.

- An impediment to the progress of equality and justice is unwillingness to openly discuss past racial transgressions.
- If we remain quiet these violent acts will continue, as it did recently in Atlanta, Ga shortly after Mr. Floyd's murder.
- A precedent of this was the time Nelson Mandela started the Truth and Reconciliation Commission after he got released for being wrongfully imprisoned for 27 years.

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- The Truth and Reconciliation Commission still exists today and allows a platform for these discussions to be had.
- South Africa was marred with racial problems. This period was defined by violence and disregard for human rights.
- This type of body was created to usher in an era of greater fairness and humanity.
- In an official court setting it gave people a chance to air their grievances.

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- It demonstrated the people's commitment to reconciliation.
- This same type of reconciliation should be practiced in the era we are in now.
- Race relations might improve if we engage in dialogue with those of different backgrounds.
- Understanding the processes of how they think and allowing an outlet to these emotions.

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## Empower:

- We should move towards a model of interpersonal engagement, antithetic from public discourse like “all lives matter”.
- “All lives matter is counterproductive and diminishes discourse of critical conversations.”
- The statement implies a failure to comprehend that African Americans are still mistreated.
- Which undermines open dialogue, blocks progress towards free thought, and hampers iterative processes.

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## Empower:

- Can be harmful to African Americans by not acknowledging that African Americans are being hurt now.
- Giving examples of other people who have suffered the same can give hope and create encouragement.
- Give the patient resources (eg: YMCA programs, support groups, literature).
- Especially the elderly who usually have historically experienced open racism. Suggest to not isolate, start new hobbies.

Bailey, R. K., MD, & Bonds, C., MD. (2020). Southern California Psychiatric Society Newsletter. Southern California Psychiatric Society Newsletter, June 2020. Retrieved September 30, 2021, from <https://www.socalpsych.org/2020/06/june-2020/>.

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## Explore:

- Allowing the patient to express traumatic events can be therapeutic.
- Attempt to try to get the individuals to talk about these issues.
- We may be one of the few the individual is able to express these issues with.
- Allow for the exchange of information. Multiple attempts may be necessary, it can be difficult for a person to express past traumatic experiences.

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## Explore:

- Ask how that made them feel and how they coped with these feelings until now.
- Having these types of conversations is a healthy practice.
- Importantly discussions can include how to function out of that going forwards.
- Racial conversations in this country have been blocked for years, exploring these topics is necessary.

Bailey, R. K., MD, & Bonds, C., MD. (2020). Southern California Psychiatric Society Newsletter. Southern California Psychiatric Society Newsletter, June 2020. Retrieved September 30, 2021, from <https://www.socalpsych.org/2020/06/june-2020/>.

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## Empathize:

- Relating to the individual if you have similar experiences can be powerful.
- Can allow for a bond that makes the person feel they are not alone in this.
- The primary objective is compassionate and attentive listening but by sharing your own vulnerabilities can enable the person to do the same.

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## Empathize:

- Try to put yourself in their position.
- What it like to be marginalized? To be empathic is to feel what it's like to be in your shoes.
- This can be a dialogue on what it like to be marginalized.
- This can include your ethnicity, gender, immigrant status, sexuality, age, etc.

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4 tips for successful brand evolution. (n.d). Retrieved from <https://phillarmstrong.com/brand/four-tips-for-successful-brand-evolution/>

## Evolve:

Bailey, R. K., MD, & Bonds, C., MD. (2020). Southern California Psychiatric Society Newsletter. Southern California Psychiatric Society Newsletter, June 2020. Retrieved September 30, 2021, from <https://www.socalpsych.org/2020/06/june-2020/>.

- We cannot allow to remain stagnant in life due to mistreatment or being marginalized.
- It is the age-old story of Power in humanity. Racism affects a person emotionally and psychologically in many ways.
- These can act as barriers to progress but despite this a person cannot quit or give up.
- Evolving means one must improve in their abilities. This can be done by studying or practicing harder to perfect your craft.

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- An individual cannot stay the same they either progress or regress. Break through whatever ceiling that might be placed on you.
- The world moves extremely fast and you must be even faster. Suggesting positive guidelines to deal with issues as they come up.
- It might be beneficial to discuss the individual's personal dreams/goals, and how to attain them.



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- Encouraging the individual towards these goals can build self-confidence and self-esteem.
- Teaching coping mechanism can allow ways for an individual to deal with racism in their daily lives.
- This in turn can reduce the negative affects racism can have on a person

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## Embrace:

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- Embrace the challenges ahead. As striving towards racial justice can be an arduous task.
- Many battles will still have to be fought as racist individuals will continue to exist.
- Expecting difficulties and but still trying to keep a positive attitude. Identifying actions that can lead to change.
- Embracing social responsibilities, whether it be protests, volunteering/ forming organizations which can fight against racism.

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# Embrace:

- Getting actively involved in areas where racism exists such as: healthcare, education, law enforcement.
- Even participating in dialogue with racist individuals, as it can lead to learning why an individual is racist and if there is anything that can be done about it.
- Finally, embrace you are, we can't stop being what we are. Accept, embrace, and Love yourself.
- Understand that others that practice these racist acts are wrong. Believe you can do anything anybody else can.

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