

Faculty Competencies Version 2

Domain — category

Competency — sub-category

Behaviors — skill targets

Domains: Teaching, Education, Leadership, Communication, Scholarship, Anti-Racism, Professionalism

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Domain 6: Anti-Racism (and other forms of oppression)

Competencies

1. Institutionalized Racism
2. Personally Mediated Racism
3. Internalized Racism

Left to right: Increasing skill level

Competency	Level A (Behaviors)	Level B	Level C	Level D
<u>Institutionalized Racism</u> *	Recognizes and acknowledges how racism is embedded in institutional structures	Acknowledges the history of systemic racism in institutional policies and procedures and identifies areas of change needed to address structural racism	Actively collaborates to address structural racism by changing organizational systems that perpetuate racial inequity and injustice	Works collaboratively within and outside the organization to change institutional structures to dismantle racist policies and procedures and to address equitable access to power Demonstrates improved metrics resulting from proactive interventions to reduce or

				eliminate institutionalized racism
<u>Personally Mediated Racism*</u>	<p>Identifies personally mediated racism in others</p> <p>Recognizes that personally mediated racism can be intentional or unintentional and can be manifest through acts of commission or omission</p>	<p>Identifies personally mediated racism in one's individual behavior</p> <p>Articulates the concepts of intent vs impact in communication</p>	<p>Openly acknowledges when one's own intent does not match the impact of their behavior</p> <p>Actively addresses the impact of one's own behavior Commits to allyship and its behaviors</p>	<p>Leads others to acknowledge when intent does not match the impact</p> <p>Leads others to work to repair the unintended impact</p> <p>Works in solidarity with oppressed groups in the struggle for justice</p>
<u>Internalized Racism*</u>	<p>Defines the concepts of internalized racial superiority and internalized racial oppression</p> <p>Recognizes that internalized processes are often unconscious and can be reduced if not eliminated</p>	<p>Reflects on and acknowledges personal relationship with these concepts.</p> <p>Acknowledges the impact of internalized systems of privilege, stigmatization, and power on one's own beliefs, thoughts, language, and behaviors</p>	<p>Advocates for dismantling racialized hierarchies</p> <p>Promotes the awareness and analysis of internalized processes in one's self and others</p> <p>Prioritizes and centers disempowered and actively excluded voices</p>	<p>Supports and/or leads collective action to disrupt systems of unearned privilege and disempowerment</p> <p>Mentors others in disrupting systems of unearned privilege and disempowerment</p>

*Camara Phyllis Jones, MD, MPH, PhD. Levels of Racism: A Theoretic Framework and a Gardener's Tale