Day Five

**Topic: Supporting theories that can help understand the daily struggles with structural racism among Blacks, and the need to find allyship from leaders that can impact change in reducing health disparities.**

**Each learning objective is approximately 2.5 hours of activities, and videos length of time are listed next to the title of the video.**

In today’s module, participants will be learning about Critical Race Theory and Transformational leadership framework. CRT is an important framework that provides an in-depth understanding about structural racism and how certain systems in society was created to oppress the Black community. It brings to light the need for CRT curriculum to be included in medical education to provide awareness and humility about racial categories and the use of race to create clinical tests and algorithms that may be harmful to Black patients.

Please keep in mind that the facilitator has selected articles for participants to read and review. The literature selected is peer-reviewed to support the topics that are presented in each learning objective. The videos are also selected to provide an alternative for participants to view and learn about the topics that are presented in each learning objective. **The “question of the day” and the “reflection questions” require the participants to email the facilitator the answers for credit towards the training.**

**Question of the Day:**

What is your understanding of Critical Race Theory? Write about it and hold on to your responses until the end of the training to assess if you are right. Please email me your response prior to the start of Day 5 of training.

** Learning Objective 1: Critical Race Theory (CRT).**

Please take some time to read over the tenets of Critical Race Theory and please use the book by Delgado & Stefancic as your guide in this learning objective.

**Book:** Delgado, R., & Stefancic, J. (2023). *Critical race theory: An introduction* (Vol. 87). NyU press.

[Critical Race Theory: An Annotated Bibliography on JSTOR](https://www.jstor.org/stable/1073418). <https://www.jstor.org/stable/1073418>

By using the above reading as a guide on CRT by Delgado & Stefancic (2023). Please read and review the following tenets:

1. Social construction of race
2. Racism is normal and an ordinary experience for Blacks.
3. Interest convergence – Blacks serve the interests of dominant White groups.
4. Blacks undergo differential racialization.
5. Intersectionality – no individual can be identified into only one group.

* [WATCH: What is critical race theory? (youtube.com)](https://www.youtube.com/watch?v=_gdxrkwpPKc)

<https://www.youtube.com/watch?v=_gdxrkwpPKc> (2:50)

* [Why Race Matters: Critical Race Theory (youtube.com)](https://www.youtube.com/watch?v=IKwPPGQDRH8)

<https://www.youtube.com/watch?v=IKwPPGQDRH8> (26:48)

* [The Battle Over Critical Race Theory (feat. Kimberlé Crenshaw) | The Daily Show (youtube.com)](https://www.youtube.com/watch?v=6mGohbqdcT8)

<https://www.youtube.com/watch?v=6mGohbqdcT8> (1:06:22)

* [Parents skeptical of critical race theory talk to experts: Drawing Conclusions PART 1 FULL INTV (youtube.com)](https://www.youtube.com/watch?v=mmRO3J6IJC8)

<https://www.youtube.com/watch?v=mmRO3J6IJC8> (1:00:01)

** Learning Objective 2: Transformational leadership – Crucial in finding transformational leaders to help achieve results in reducing health disparities.**

Korejan, M. M., & Shahbazi, H. (2016). An analysis of the transformational leadership theory. *Journal of fundamental and applied sciences*, *8*(3), 452-461.

<https://www.researchgate.net/publication/323732677_An_analysis_of_the_transformational_leadership_theory>

Pawar, A. (2016). Transformational leadership: inspirational, intellectual and motivational stimulation in business. *International Journal of Enhanced Research in Management & Computer Applications*, *5*(5), 14-21.

[B14\_Transformational20200317-35158-1sn1iul-libre.pdf (d1wqtxts1xzle7.cloudfront.net)](https://d1wqtxts1xzle7.cloudfront.net/62393609/B14_Transformational20200317-35158-1sn1iul-libre.pdf?1584530578=&response-content-disposition=inline%3B+filename%3DTransformational_Leadership_Inspirationa.pdf&Expires=1706338949&Signature=ecqTMq90UlwMXtKOYJiPr~TCm8faTx~VqJtj5tiYO6NBJeeayyG4k5WttPN1mNkSCenDwX5FSBCy0Y2-UEm57BE0f6BuJp6Bb1UlRiCMMxin7i-jNoYX2eGL9~ZyAyoZEU9vFxyhDVyI9F9ydWjDgAVpi7h1ipOr3oEgtXz5XypcOgDtDIS7ZTJLFwoLolR2JA7TXgMGNNDOQeDt6FQb3mjkSTqQauO9Uzepu75p19zIAPhN7YN7qGbFfyM6yzH5p84ObIksvsvPnoM7z0fMKBmhznX1EWtBnTaeTh1RDCTzIGuB0O6uliA37xgXCNrDmnJ3Po7Aoq6kpIS5qQFptg__&Key-Pair-Id=APKAJLOHF5GGSLRBV4ZA)

Steinmann, B., Klug, H. J. P., & Maier, G. W. (2018). The Path Is the Goal: How Transformational Leaders Enhance Followers' Job Attitudes and Proactive Behavior. *Frontiers in psychology*, *9*, 2338. <https://doi.org/10.3389/fpsyg.2018.02338>

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6281759/>

* [Transforming transformational leadership | Lesley Hayes | TEDxBrentwoodCollegeSchool (youtube.com)](https://www.youtube.com/watch?v=n3sEybeRzZI)

<https://www.youtube.com/watch?v=n3sEybeRzZI> (17:16)

* [Transformative leaders know how to shovel | Wye Huxford | TEDxPointUniversity (youtube.com)](https://www.youtube.com/watch?v=9zM5ZIVyhi4)

<https://www.youtube.com/watch?v=9zM5ZIVyhi4> (19:55)

* [Start with why -- how great leaders inspire action | Simon Sinek | TEDxPugetSound (youtube.com)](https://www.youtube.com/watch?v=u4ZoJKF_VuA)

<https://www.youtube.com/watch?v=u4ZoJKF_VuA> (18:01)

* [Great leaders transform organizations by thinking INSIDE the box | Lars Sudmann | TEDxLuxembourgCity (youtube.com)](https://www.youtube.com/watch?v=rT4XW9ogHD0)

<https://www.youtube.com/watch?v=rT4XW9ogHD0> (16:29)

* **Challenging your thinking:** After learning about CRT, write about why certain communities oppose the teaching of CRT in higher learning?
* What kind of leader are you and how can you help impact reducing health disparities?
  + Do you think your colleagues would appreciate your leadership style? Why or why not?

**Reflection questions:**

1. After learning about Critical Race Theory, has your understanding changed? How can you implement CRT into your organization’s training towards Black patients and other groups who have struggled with structural racism?
2. How can you become a transformational leader? Write down some ways you can show your support as a transformational leader.

**Please write down your answers to “challenge your thinking” section and “reflection questions” and email them to the facilitator for credit. The email address is** [**sirivanh.shuffer@simmons.edu**](mailto:sirivanh.shuffer@simmons.edu)**.**