

APA Official Actions

Position Statement on Racism and Racial Discrimination in the Psychiatric Workplace

Approved by the Board of Trustees, December 2021

Approved by the Assembly, November 2021

“Policy documents are approved by the APA Assembly and Board of Trustees. . . These are . . . position statements that define APA official policy on specific subjects. . .” – *APA Operations Manual*

Issue:

Racial discrimination is pervasive throughout the United States. Racism has harmful effects on health, including poorer physical and mental health. Systemic racism also pervades healthcare systems and is evident in many physician workplaces. Studies have shown that physicians, including psychiatrists, are subject to the negative effects of racism in the workplace from patients, colleagues, multidisciplinary team members, and other hospital employees.

APA Position:

Workplaces should be free of racist and discriminatory treatment of all persons, including physicians. Measures must be taken to recognize and address hate speech, in particular.

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