



Central East (HHS Region 3)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Exploring Cultural Awareness: The Initial Step in Providing Culturally Responsive Care

Jessica Henry, Ph.D.
Dana Cunningham, Ph.D.

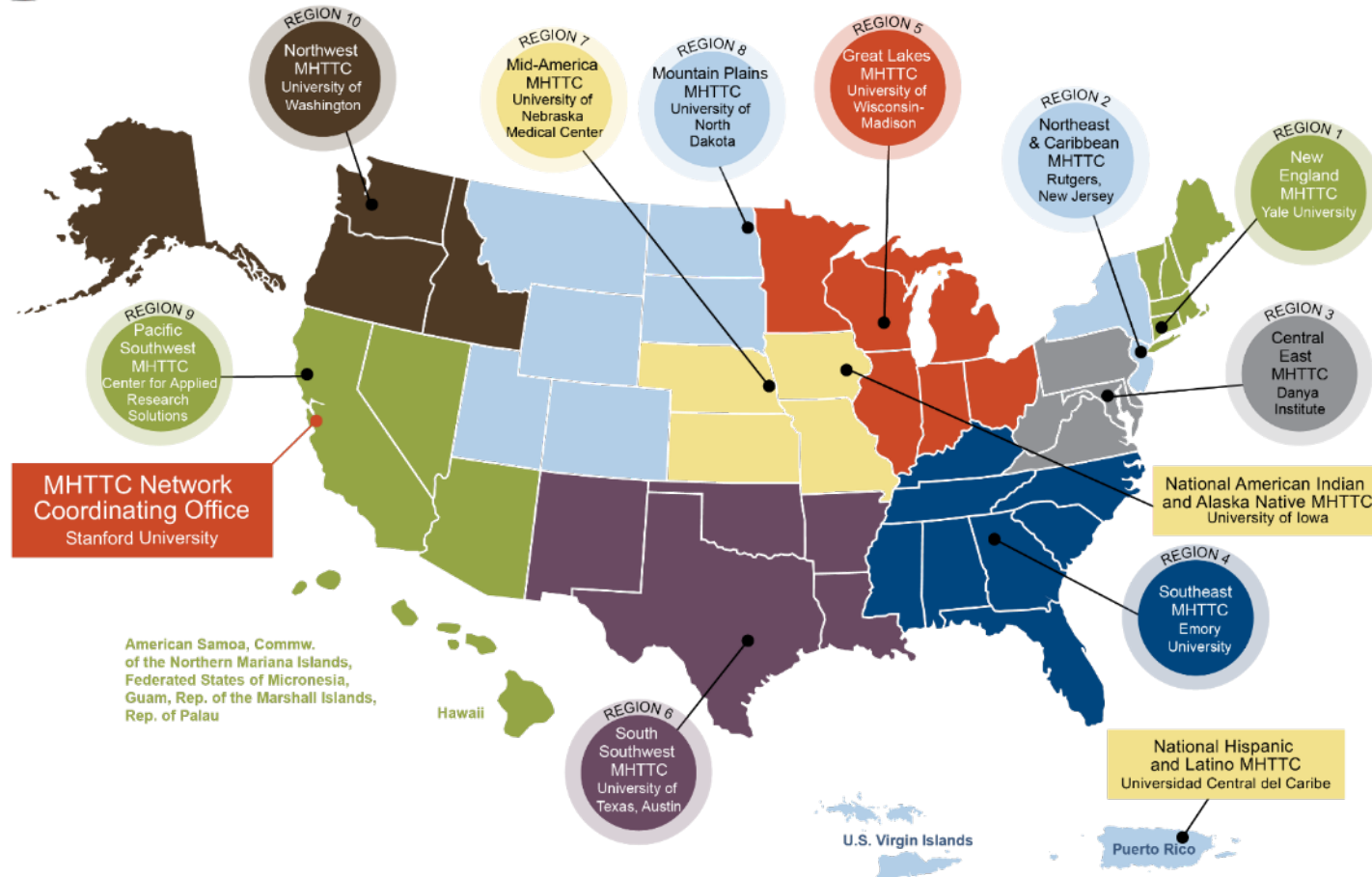
MHTTC Network



MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

MHTTC Network

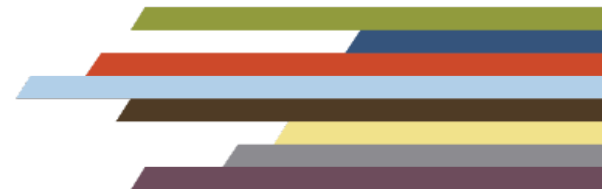


Central East (HHS Region 3)

MHTTC

MHTTC Purpose

The MHTTC Network vision is to unify science, education and service to transform lives through evidence-based and promising treatment and recovery practices in a recovery-oriented system of care.



Central East MHTTC Goals

Funded by SAMHSA to:

- **Accelerate** the adoption and implementation of mental health related evidence-based practices
- **Heighten** the awareness, knowledge, and skills of the behavioral health workforce
- **Foster** alliances among culturally diverse practitioners, researchers, policy makers, family members, and consumers
- **Ensure** the availability and delivery of publicly available, free of charge, training and technical assistance

Central East Region

HHS REGION 3

Delaware

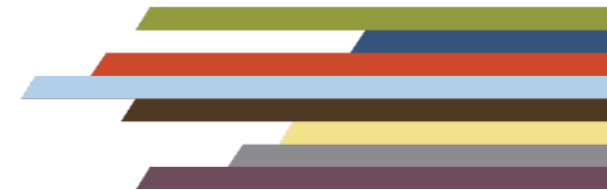
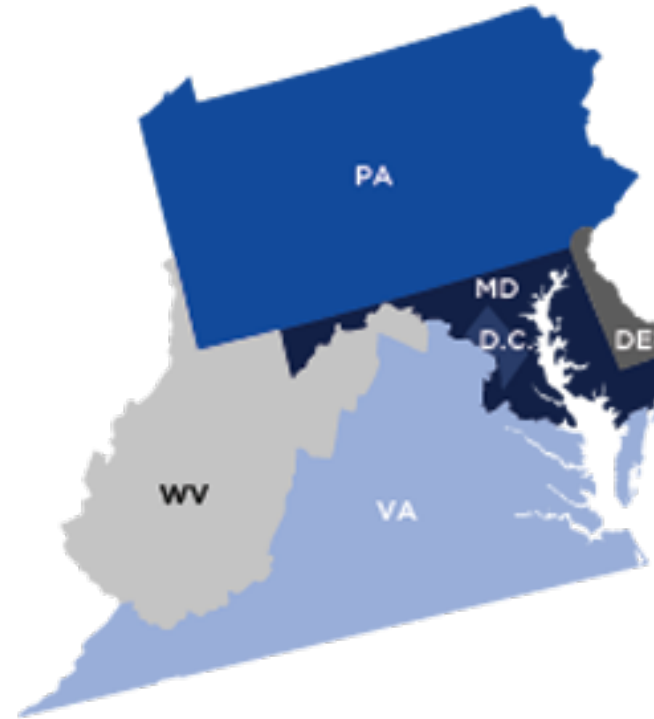
District of Columbia

Maryland

Pennsylvania

Virginia

West Virginia





Black Mental
Wellness



Exploring Cultural Awareness: The Initial Step in Providing Culturally Responsive Care



Black Mental
Wellness

Black Mental Wellness, Corp.



- **Dr. Nicole L. Cammack:**
President & CEO
- **Dr. Danielle R. Busby:**
Professional Relations & Liaison
- **Dr. Dana L. Cunningham:**
Community Outreach & Engagement
- **Dr. Jessica S. Henry:**
Program Development & Evaluation





Black Mental
Wellness

Black Mental Wellness, Corp.



The Mission of Black Mental Wellness

- To provide information and resources about mental health and behavioral health topics from a Black perspective
- To highlight and increase the diversity of mental health professionals
- To decrease the mental health stigma in the Black community





Black Mental
Wellness

OBJECTIVES

- Define culture
- Explore culture and mental health
- Recognize the impact of racism and disparities on mental health
- Discuss the importance of cultural awareness and cultural sensitivity
- Learn how to enhance cultural awareness



Black Mental
Wellness

REMEMBER:

IT IS NOT OUR DIFFERENCES THAT DIVIDE US. IT IS
OUR INABILITY TO RECOGNIZE, ACCEPT, AND
CELEBRATE THOSE DIFFERENCES.

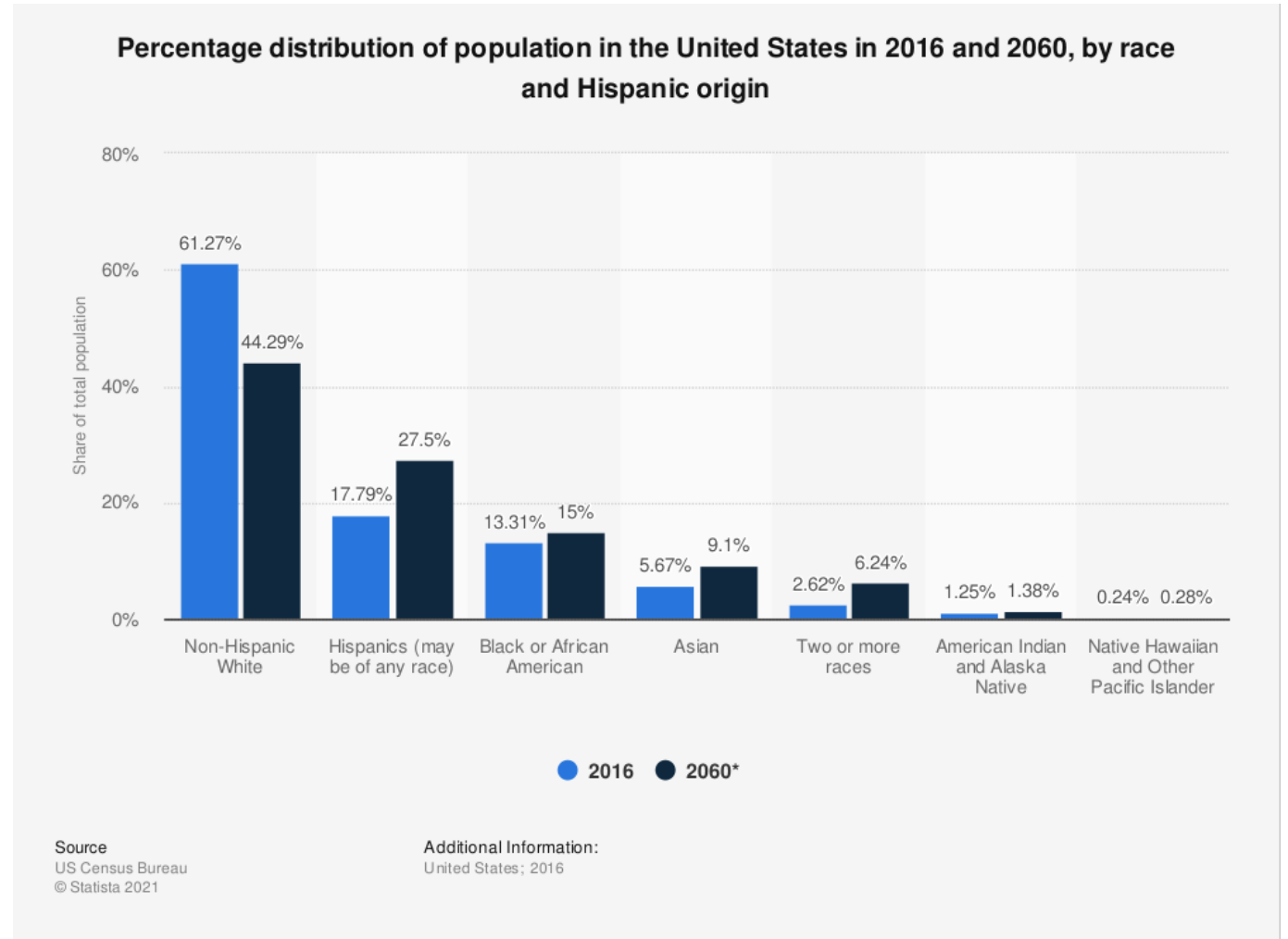
-Audre Lorde



Black Mental
Wellness

IMPORTANCE OF CULTURE

United States is ethnically
and racially diverse





Black Mental
Wellness

Exploring Culture and Mental Health



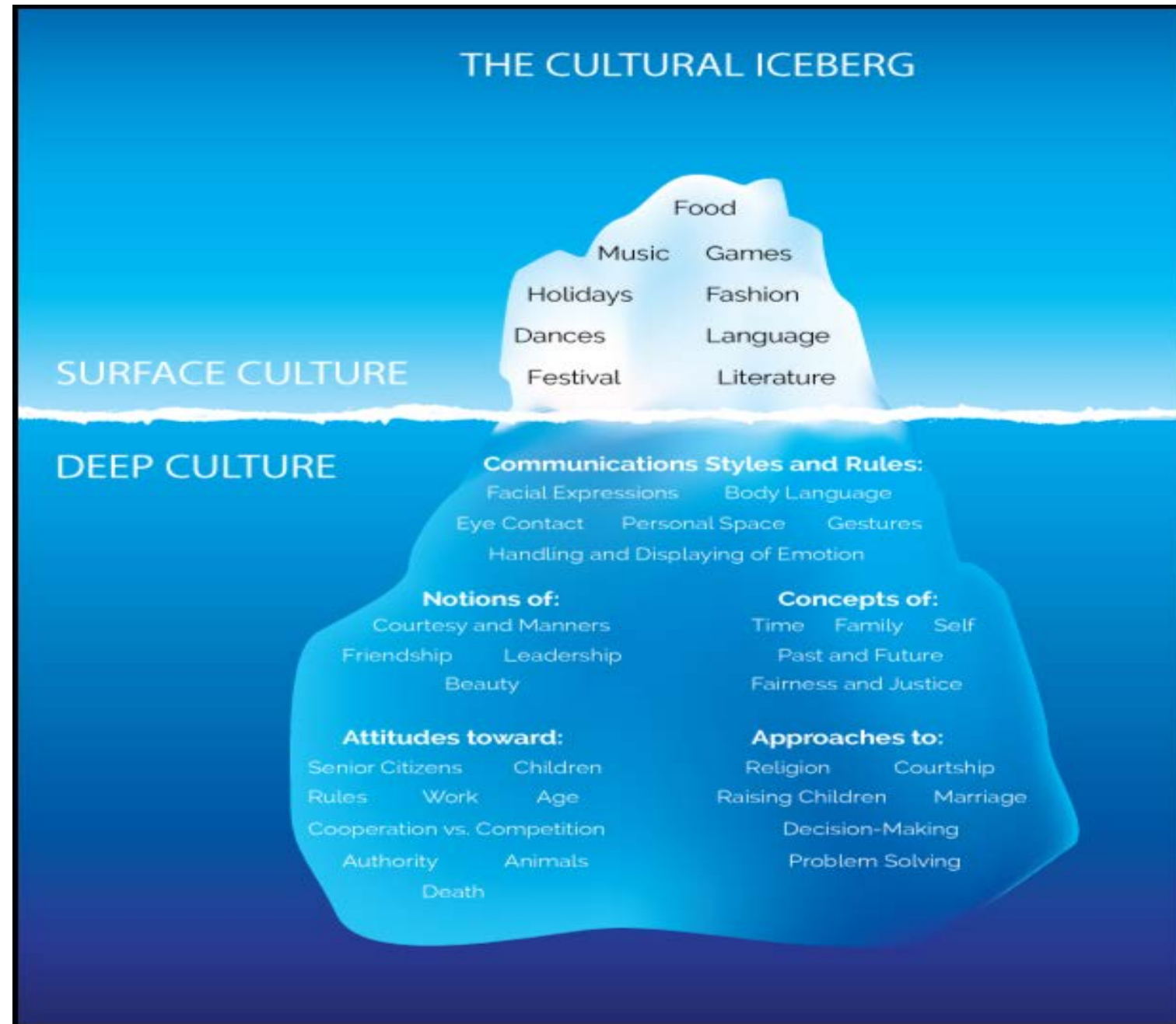
CULTURE

The characteristics and knowledge of a group of people

- Language
- Religion
- Customs
- Cuisine
- Social habits
- Music/Art



Culture as an Iceberg





Black Mental
Wellness

INFLUENCE OF CULTURE ON MENTAL HEALTH

- How patients/clients and health care providers view health and illness
- Which conditions are stigmatized and why
- What patients/clients and health care providers believe about the causes of disease and mental health disorders
- Where patients seek help and how they ask for help (help-seeking strategies)
- How symptoms are experienced and expressed



Black Mental
Wellness

INFLUENCE OF CULTURE ON MENTAL HEALTH

- How patients/clients interact with health care providers
- The degree of understanding and compliance with treatment options recommended by health care providers who do not share their cultural beliefs
- What are patient/client perceptions of the amount of control they have in preventing and controlling disease
- What is the patient/client's willingness to discuss symptoms with a health care provider, or with an interpreter being present
- What is the Influence of family dynamics, including support among family members
- How accessible the health system is, as well as how well it functions



Black Mental
Wellness

STEREOTYPING CULTURAL GROUPS

- No cultural group is homogenous
- Individual differences in thoughts and behaviors
- Unable to predict behavior with certainty





Black Mental
Wellness

The Impact of Racism and Disparities on Mental Health



Black Mental
Wellness

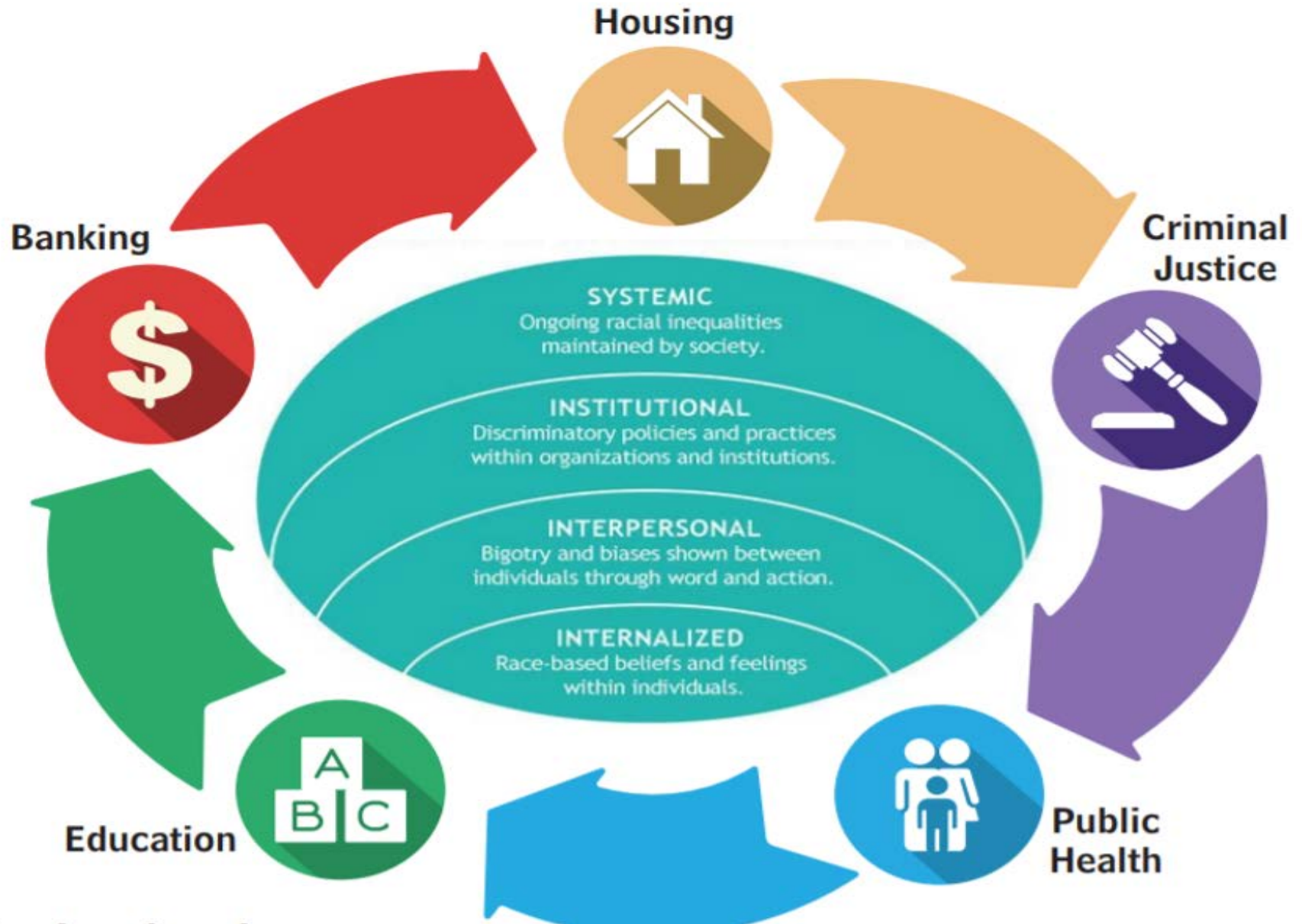
RACE & RACISM

- **Race:** A socially constructed notion of biological differences—usually based on superficial characteristics of appearance (skin color, facial features, hair) that are viewed as markers of intrinsic biological difference
- **Racism:** An organized system that categorizes population groups into ‘races’, and uses this ranking to preferentially allocate societal goods and resources to groups regarded as superior



Black Mental
Wellness

TYPES OF RACISM





Black Mental
Wellness

RACISM IMPACTS CULTURE

- Shapes our policies and practices
- Perpetuates a culture of superiority and inferiority
- Increases disparities in health, employment, education, and income
- Leads to cultural mistrust



Black Mental
Wellness

IMPACT OF RACISM

Physical Health

- Blood pressure
- Cardiovascular disease
- Hypertension
- Abdominal fat
- Sexual functioning
- Breast cancer

Health Risk Behaviors

- Cigarette smoking
- Substance use
- Risky sexual behaviors

Mental/Behavioral Health

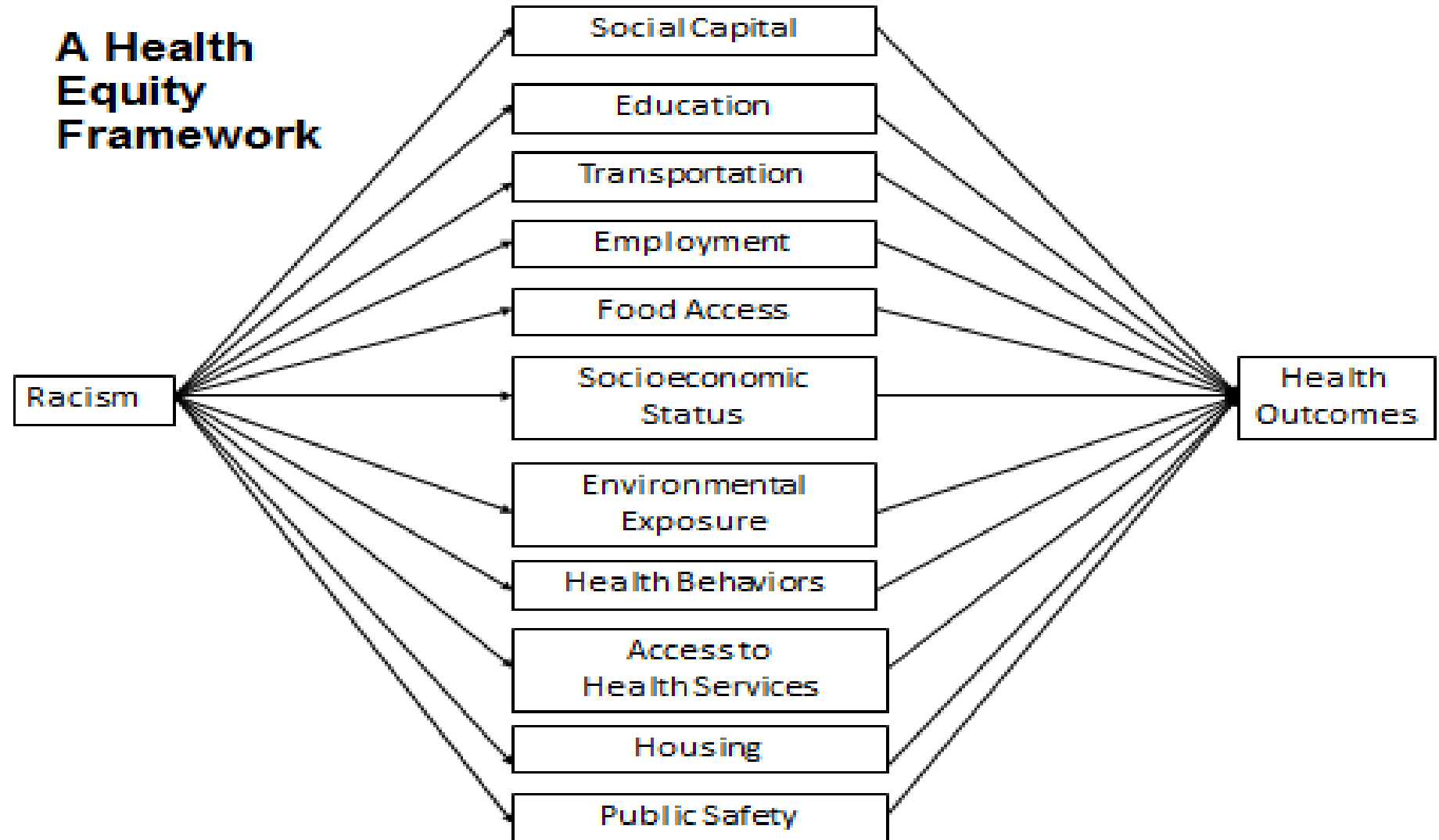
- Psychiatric disorders
- Aggressive behavior
- Cognitive impairments





Black Mental
Wellness

IMPACT OF RACISM





Black Mental
Wellness

DISPARITIES IN CARE

Culturally diverse individuals and communities:

- Have less access to, and availability of mental health services
- Are less likely to receive needed mental health and substance use services
- Often receive a poorer quality of care
- Are under-represented in mental health research
- Are over-represented in restrictive levels of care (foster care, residential, juvenile detention)
- Higher rates of misdiagnosis of psychotic disorders in Black and Latinx



Black Mental
Wellness

DISPARITIES IN CARE – YOUTH OF COLOR

- Youth of color
 - More likely to be referred to the juvenile justice system than to specialty care
 - More likely to have interactions with juvenile justice/police due to harsh disciplinary practices in schools
 - More likely to be referred to special education
- Black males are less frequently diagnosed with learning disabilities & more likely to be identified with an emotional disability
- Mental health services only meet the needs of 13% of youth of color, compared to 31% of White youth



Black Mental
Wellness

DISPARITIES IN CARE – SERVICE UTILIZATION & ACCESS

- Black and Hispanic adults are less likely to receive mental health care, compared to White adults
- White adults are more likely to access mental health service in outpatient settings while Black adults are more likely to access inpatient mental health services
- Youth of color are more likely to receive mental health services in juvenile justice and child welfare systems than schools or mental health settings



Black Mental
Wellness

DISPARITIES IN CARE – CONTRIBUTING FACTORS

- Cultural differences
 - Language barriers
 - Cultural presentation of symptoms
 - Beliefs about health and illness
- Lack of insurance
- Mental illness stigma
- Historical trauma - Distrust of the health care system
- Lack of culturally competent providers



Black Mental
Wellness

How Can we Address These Disparities?



Black Mental
Wellness

HOW CAN WE ADDRESS THESE DISPARITIES?

- Cultural Awareness
- Cultural Sensitivity
- Cultural Competence
- Cultural Humility
- Anti-Racism





HOW CAN WE ADDRESS THESE DISPARITIES?

Cultural Awareness

- Understand differences and similarities between cultural groups
- Have knowledge of one's own culture and biases

Cultural Sensitivity

- Value and respect other cultures
- Willingness to adapt behavior and communication patterns
- View differences as positive

Cultural Competency

- Focused on achieving a state of knowledge of other cultures
- Services may reflect awareness of cultural differences
- Cultural Knowledge / Skills / Awareness
- Provider is viewed as the expert

Cultural Humility

- Ongoing learning and commitment
- Understand/ Address power imbalances
- Hold systems accountable
- Client is the expert



Black Mental
Wellness

Enhancing Cultural Awareness

Knowledge of Self: (Cultural Self-Awareness)

- What do you know about your own culture?
- How do your values influence your perceptions and interactions?
- How has your worldview been shaped by your experiences?
- What assumptions or beliefs do you hold that may contribute to racism and bias?
- What biases and prejudices do you have?
- How have you benefited from the current structure of our society (privilege)?



Black Mental
Wellness

Enhancing Cultural Awareness

Knowledge of Others (Cultural Knowledge):

- Have awareness of differences in values and practices between and within various groups
- Acknowledge differences – you have to see color!
- See the individuality of others to counteract stereotypes
- Recognize that identity and self-definition is fluid
- Seek out relationships with those who are different from you
- Participate in an experience that is unique from your culture
- Go somewhere where you are in the minority



Black Mental
Wellness

Enhancing Cultural Awareness

Historical Knowledge:

- Recognize the political and social dynamics of power and privilege (past and present)
- Increase understanding of the impact of structural racism on health and mental health outcomes
- Consider the social, political and historical contexts of health care/ education
- Acquire knowledge about the impact of racism and white supremacy



Black Mental
Wellness

Cultural Formulation Interview (American Psychiatric Association, 2013)

Figure. Flow of Cultural Formulation Interview domains for cultural assessment



(DeSilva, Aggarwal, & Lewis-Fernandez, 2015)



Black Mental
Wellness

Example: From Awareness to Action

Consider and explore the cultural context:

- Neighborhood resources
- Impact of redlining
- Experiences with racism and discrimination
- Family traditions
- Coping strategies



Black Mental
Wellness

What is privilege?

- A set of unearned benefits given to people who are a part of a dominant social group
- Privilege can help you obtain something you may not deserve
- A system that favors some groups over others
- Obtain access to the rewards of the larger community
- Many are unaware of their privilege
- Can experience privilege in one area and oppression in another

If you don't
have to think about it,
it's a privilege.



Black Mental
Wellness

PRIVILEGE

In the US, privilege is given to people who are members of one or more of these groups:

- White people
- Able-bodied
- English speaking
- Socio-Economic Privilege
- No criminal record
- Mentally healthy
- Men
- Christians
- Heterosexuals
- Thin
- Employed
- Attractive



Black Mental
Wellness

EXAMPLES of WHITE PRIVILEGE (McIntosh, 1990)

- I can, if I wish, arrange to be in the company of people of my race most of the time.
- I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.
- I can turn on the television or open the front page of the paper and see people of my race widely represented.
- I can be sure that my children will be given curricular materials that testify to the existence of their race.
- I can go into a music shop and count on finding the music of my race represented, into a supermarket and find the staple foods that fit with my cultural traditions, into a hairdresser's shop and find someone who can deal with my hair.
- I can choose bandages in "flesh" color that more or less match my skin tone.
- I am never asked to speak for all the people of my racial group.
- I can be sure that if I need legal or medical help my race will not work against me.



Black Mental
Wellness

MOVING FROM AWARENESS TO ACTION

- Recognize your power and privilege
- How do you address the imbalance of power and privilege that show up in your interactions with others?
- How can you help create a more equitable environment?
- How can you create a safe place to discuss these issues?
- How can you invite and accept the discomfort required to address power and privilege in your role?



Black Mental
Wellness

MOVING FROM AWARENESS TO ACTION

- Continuous commitment to self-evaluation and knowledge
- View the client as the expert
- Don't assume competence based on your previous experience
- Hold others accountable
- Take accountability for your actions
- Consider how your beliefs and values may impact interactions
- Remain curious
- Remain humble
- Work toward systemic change



Black Mental
Wellness

ANTI-RACISM

- Actively working to identify and oppose racism and change the policies and behaviors that perpetuate racism
- Results from a conscious decision to consistently make frequent choices grounded in equity
- Involves critically examining your own biases
- Conscious and actively engaged



Developed by: Andrew Ibrahim, MD

www.SurgeryRedesign.com



Black Mental
Wellness

EXAMPLES OF ANTI-RACISM

- Voting on important issues that impact your community
- Holding police with records of excessive force accountable
- Working to dismantle policies that negatively impact people of color
- Advocating for access to high quality and equitable mental and behavioral health services for all
- Speaking out about injustices
- Amplifying voices of color
- Examine discipline policies in schools
- Identify appropriate assessment and placement practices
- Ensure curriculum is inclusive of all students



Black Mental
Wellness

SUMMARY

- Cultural beliefs, customs, and practices have an impact on mental health
- Racism and disparities negatively impact mental health service utilization, access, and treatment
- It is critical to explore our own biases, prejudices, power, and privilege to provide culturally responsive care
- Move from awareness to action!



Black Mental
Wellness

RESOURCES

[DSM V Cultural Formulation Interview Online Training Module](#)

[Georgetown University National Center for Cultural Competence](#)

[Teaching Tolerance](#)

[Stanford University RaceWorks Toolkit](#)

[Anti-Racist and Related Resources](#) (compiled list)

[Embrace Race](#)



Black Mental
Wellness

CONTACT INFORMATION

[Black Mental Wellness website](#)



Black Mental Wellness



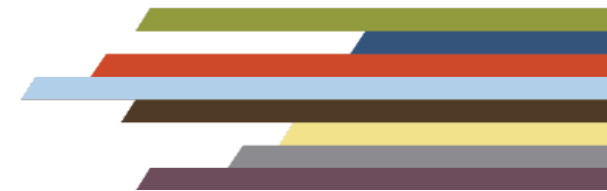
Black Mental Wellness

[Email:](#)

[Dr. Henry](#)

[Dr. Cunningham](#)

Questions

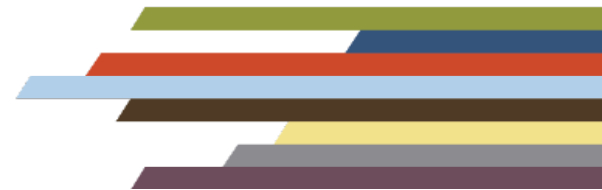


Evaluation



[Evaluation Link](#)

Once you complete the evaluation, you will be directed to the resource page and certificate request form.



Appreciation



Central East (HHS Region 3)

MHTTC



Contact Us



Central East (HHS Region 3)

MHTTC

Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

a program managed by



[Central East MHTTC website](#)
[Oscar Morgan, Project Director](#)

[Danya Institute website](#)
[Email](#)
240-645-1145

Funding for this presentation was made possible by SAMHSA grant no. 3H79SM081785. The views expressed by speakers and moderators do not necessarily reflect the official policies of HHS; nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.



Central East (HHS Region 3)

MHTTC

