



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

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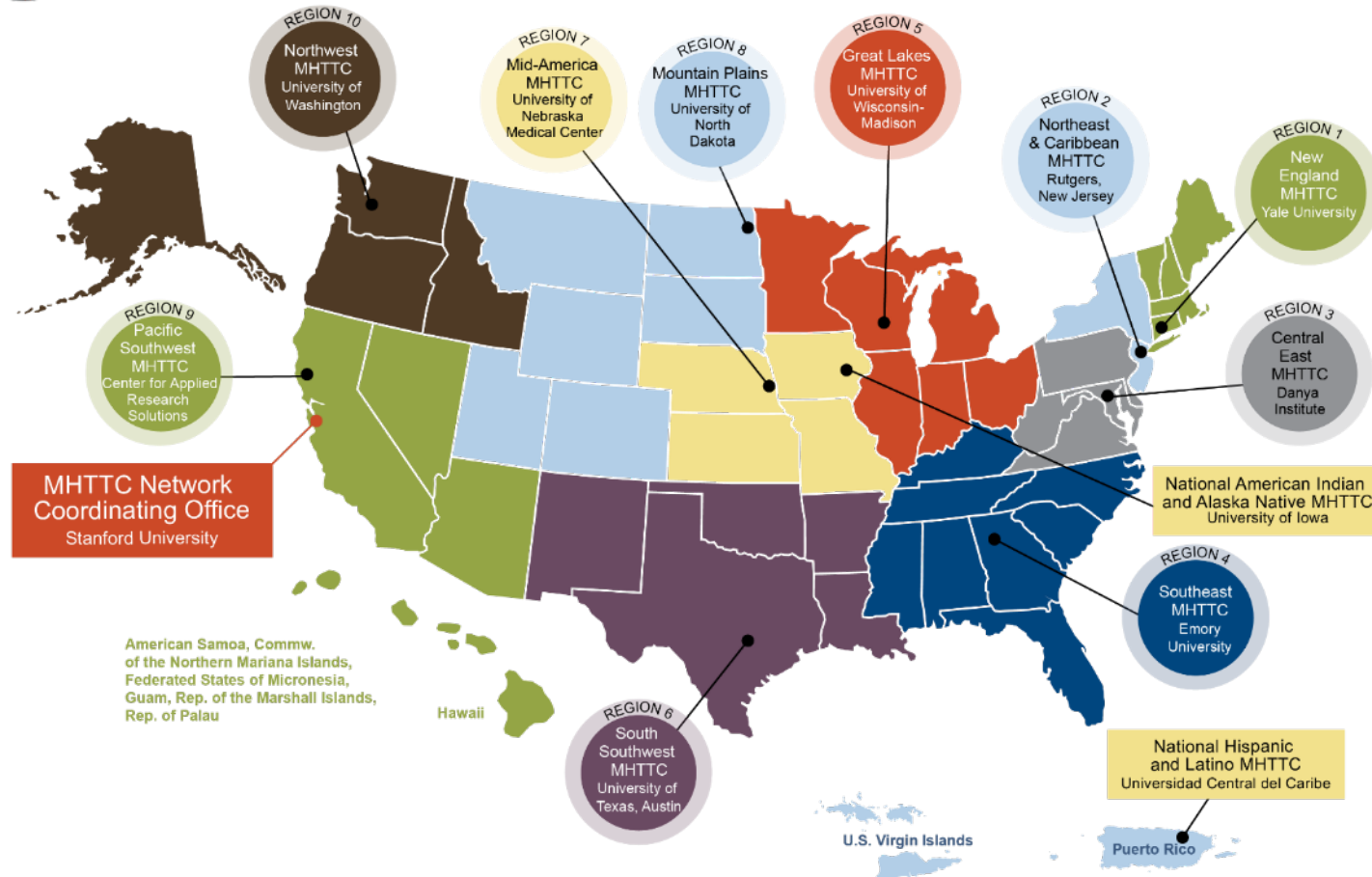
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MHTTC Purpose

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

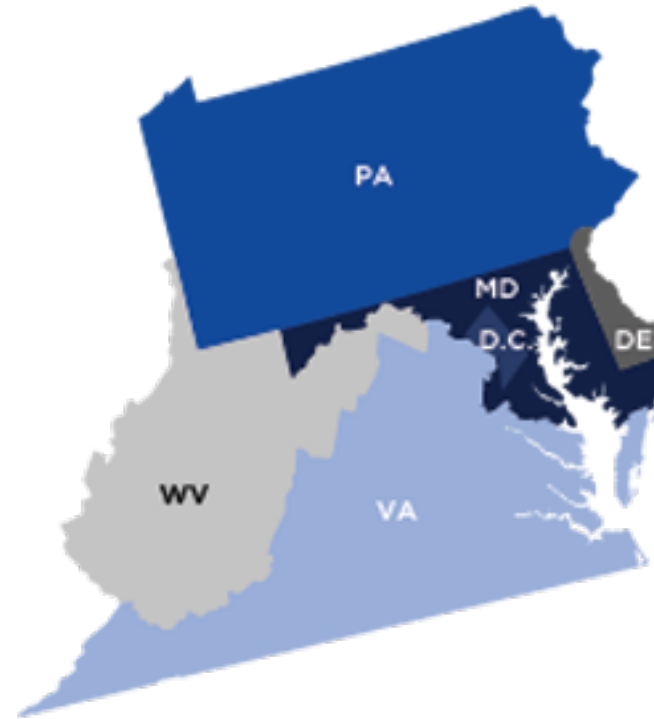
District of Columbia

Maryland

Pennsylvania

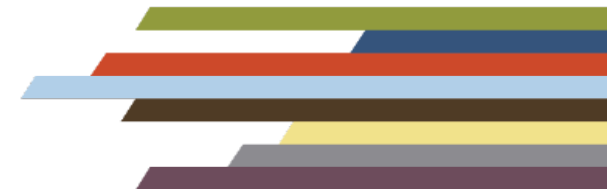
Virginia

West Virginia



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Black Mental
Wellness



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



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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





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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





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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



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

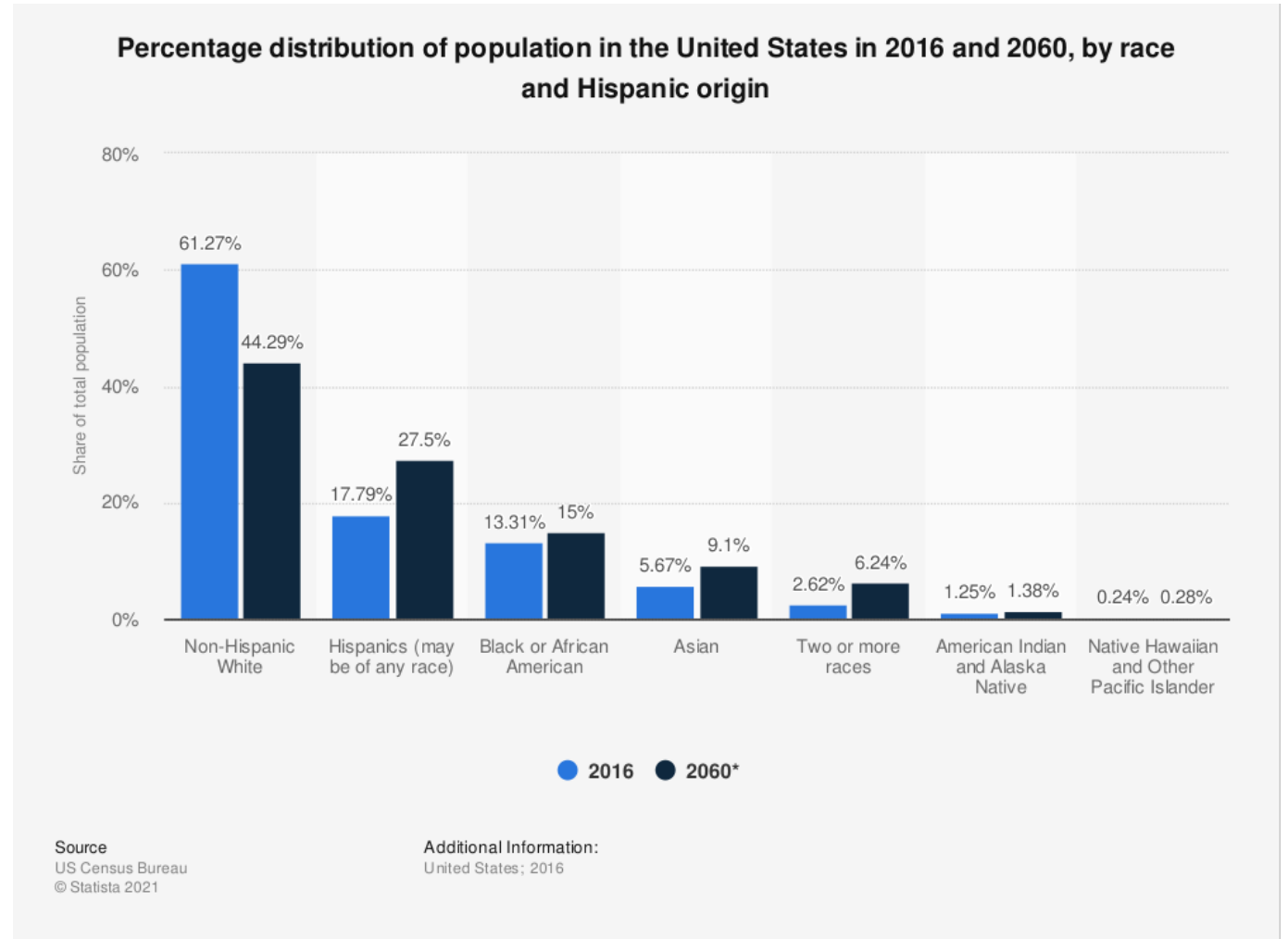
-Audre Lorde



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IMPORTANCE OF CULTURE

United States is ethnically
and racially diverse





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Exploring Culture and Mental Health



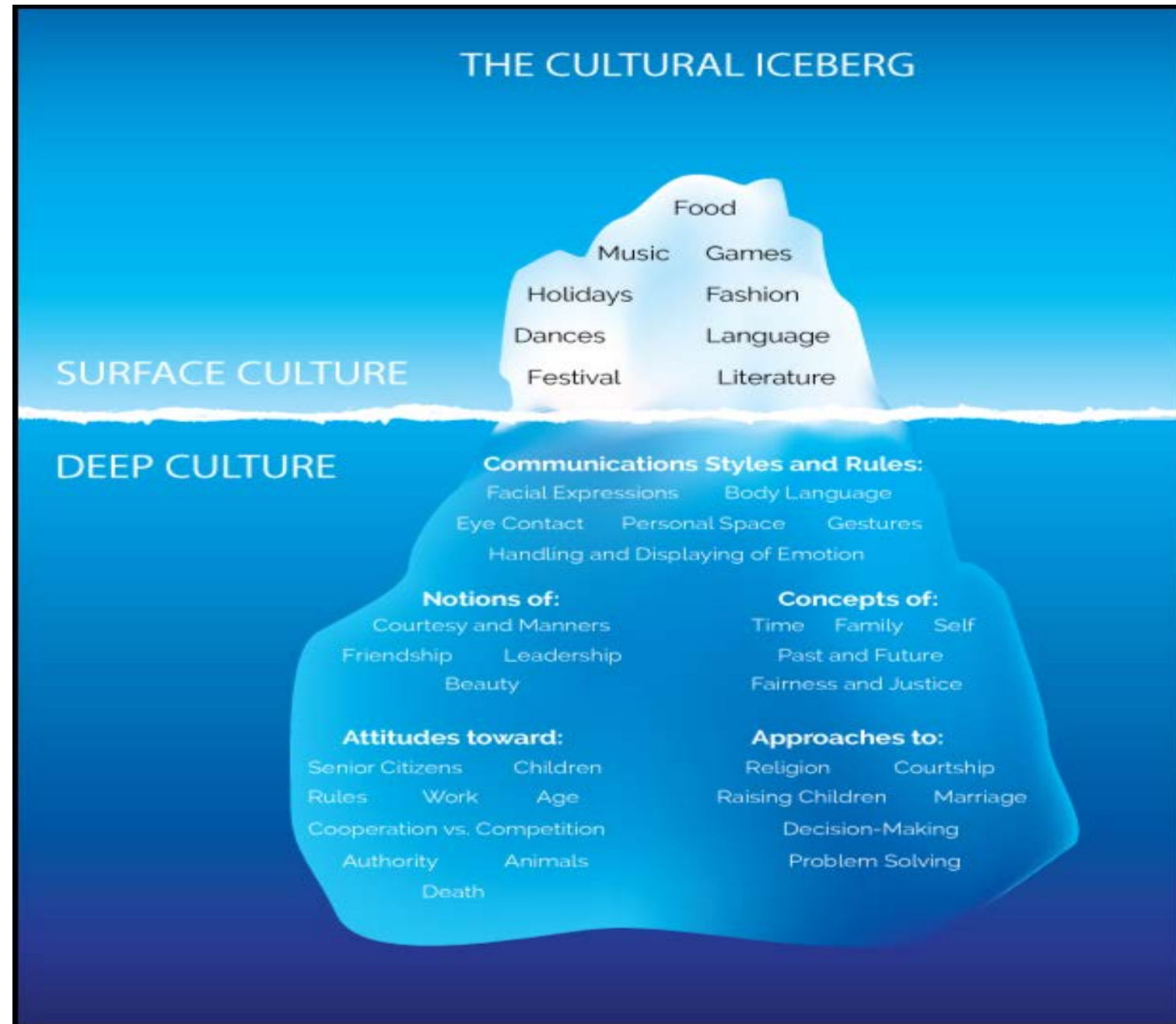
CULTURE

The characteristics and knowledge of a group of people

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



Culture as an Iceberg





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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



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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



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STEREOTYPING CULTURAL GROUPS

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





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The Impact of Racism and Disparities on Mental Health



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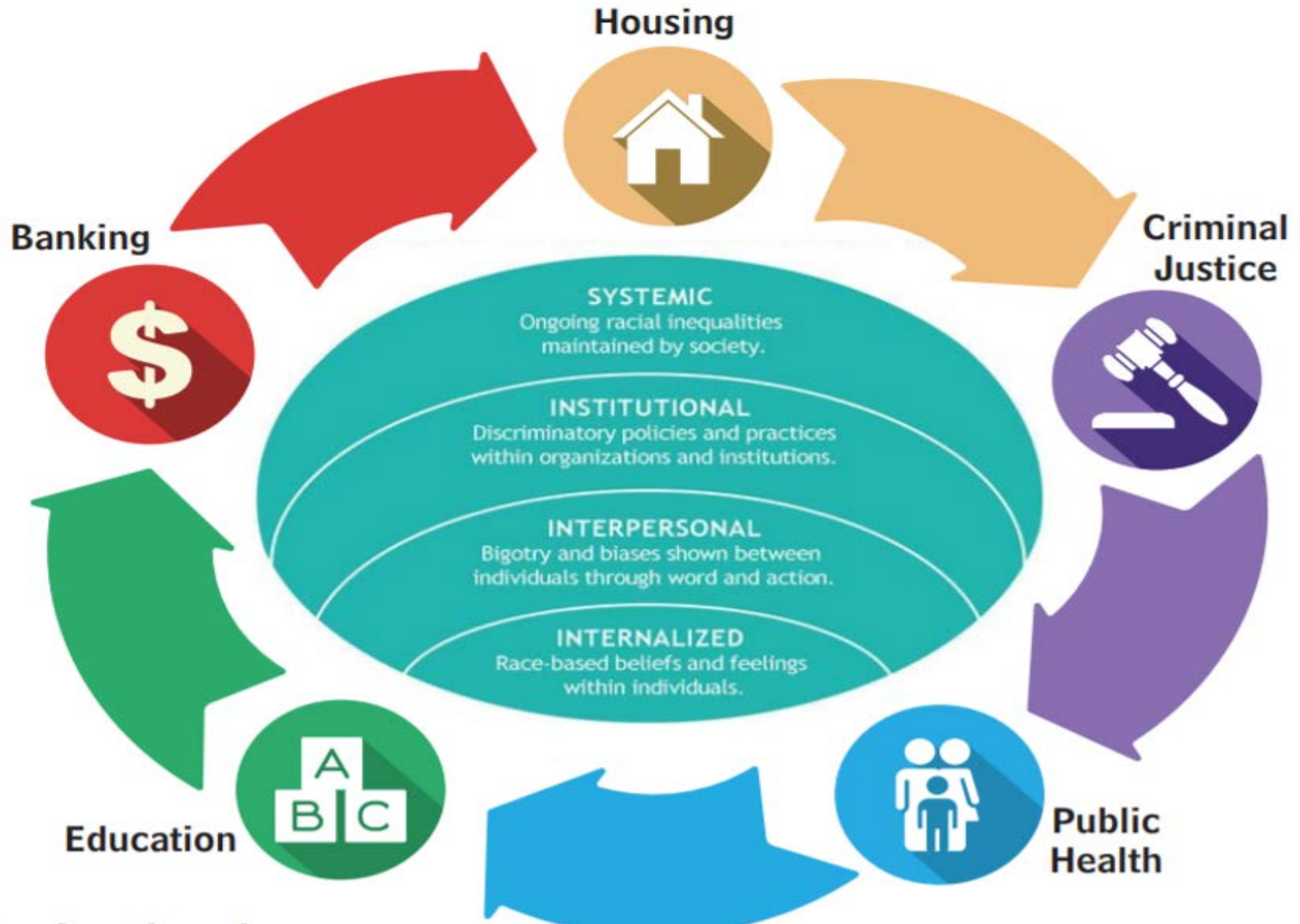
RACE & RACISM

- **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



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TYPES OF RACISM





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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



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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

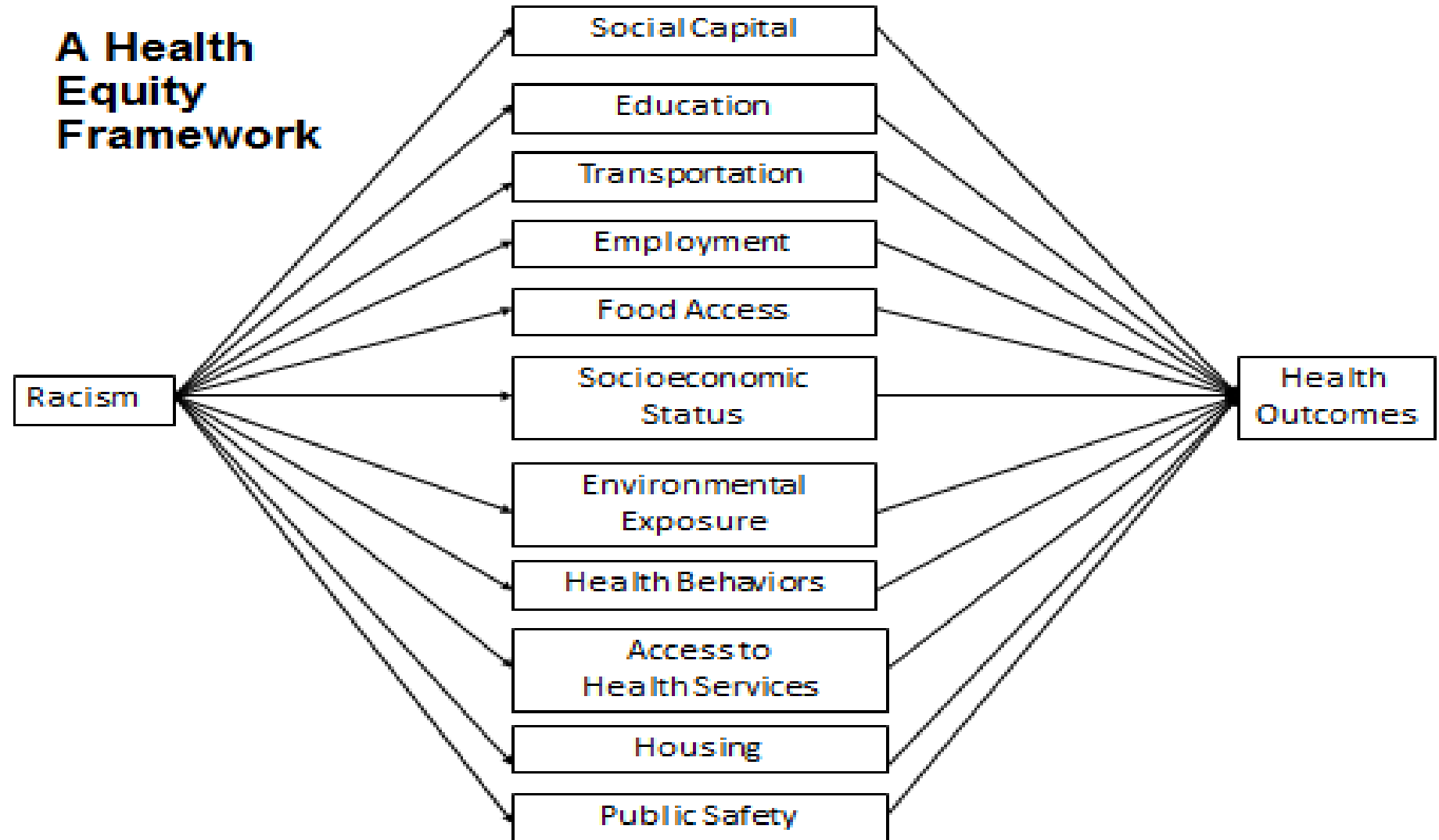
- Psychiatric disorders
- Aggressive behavior
- Cognitive impairments





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IMPACT OF RACISM





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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



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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



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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



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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



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How Can we Address These Disparities?



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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



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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)?



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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



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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



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Cultural Formulation Interview (American Psychiatric Association, 2013)

Figure. Flow of Cultural Formulation Interview domains for cultural assessment



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



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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



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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.



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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



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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.



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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?



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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



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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



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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



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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!



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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](#)



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CONTACT INFORMATION

[Black Mental Wellness website](#)



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Questions

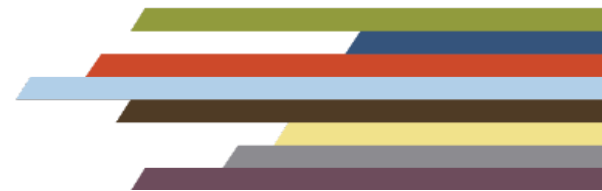


Appreciation



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