Hidden in Plain Sight:

How Racism & Bias Demand Effective Training

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LAND & LABOR ACKNOWLEDGEMENT

The Northwest MHTTC acknowledges the Native and Indigenous peoples who are tied to this land through history, legends, and culture since time immemorial, and whose lands were forcibly taken. This acknowledgment is a commitment to show respect, build relationships, learn and remember tribal history and sovereignty, and work for justice in these communities.

We also acknowledge that like most modern-day U.S. institutions, the University of Washington benefits from the unaddressed legacy of stolen labor and slavery, which is at the foundation of this nation and its vast and inequitable wealth. We recognize our debt to exploited workers past and present whose labor was and continues to be stolen through unjust practices.

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Harborview Medical Center
UW Medicine | King County

SPIRIT
Supporting Psychosis Innovation through Research, Implementation & Training

UW Medicine
Department of Psychiatry and Behavioral Sciences

CHRISTINA CLAYTON
LICSW, SUDP
She/her

Co-Director, Northwest MHTTC
SPIRIT Lab
Clinical Assistant Professor
UW School of Social Work

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MA, SUDP
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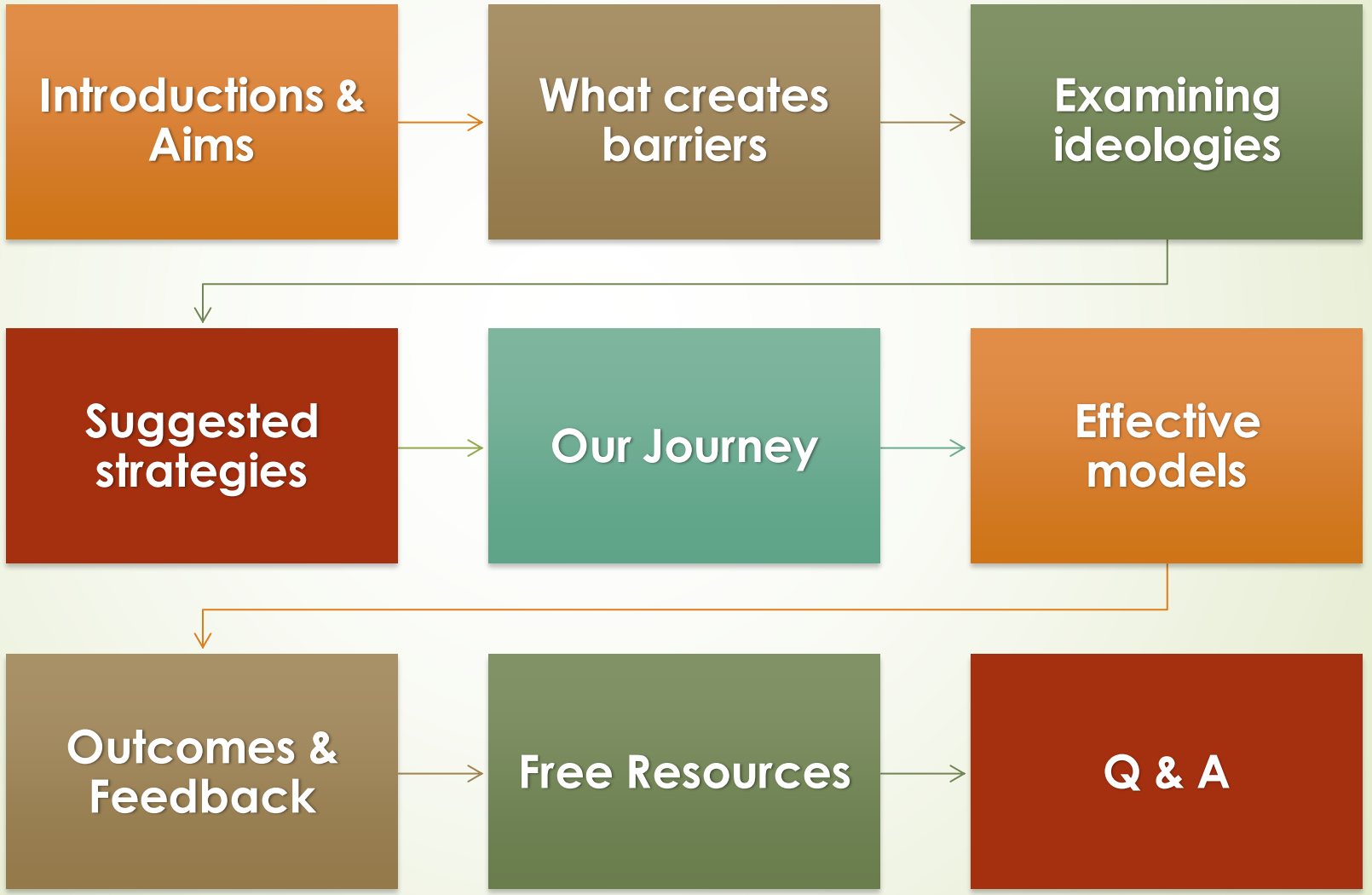
Therapist & Clinician
Harborview Mental Health and Addiction Services
Consultant & Trainer

PAYTON MESSERSMITH
BA
He/him

Project Coordinator
Northwest MHTTC
SPIRIT Lab

What has been your experience?

AGENDA



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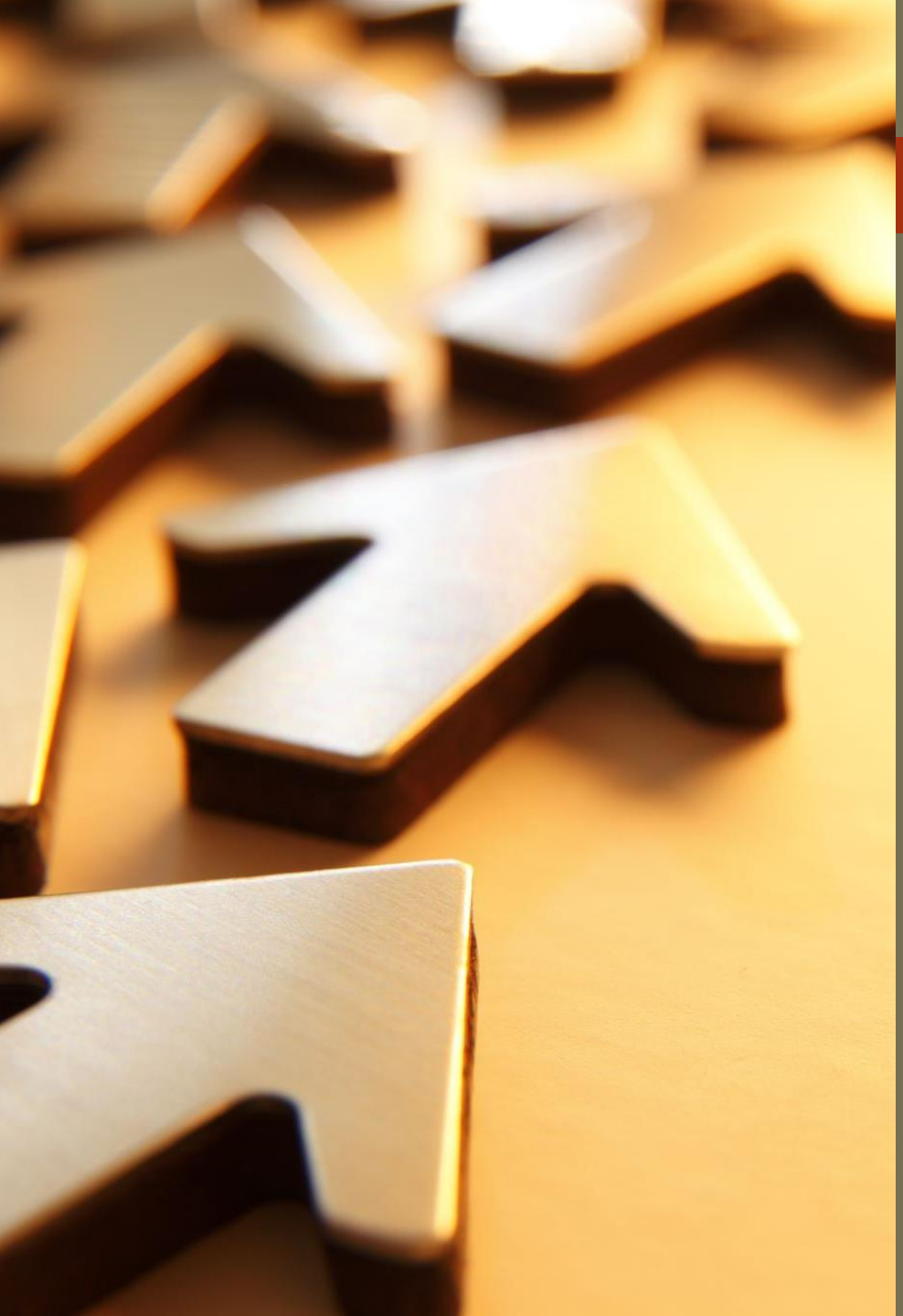

Introductions & Aims

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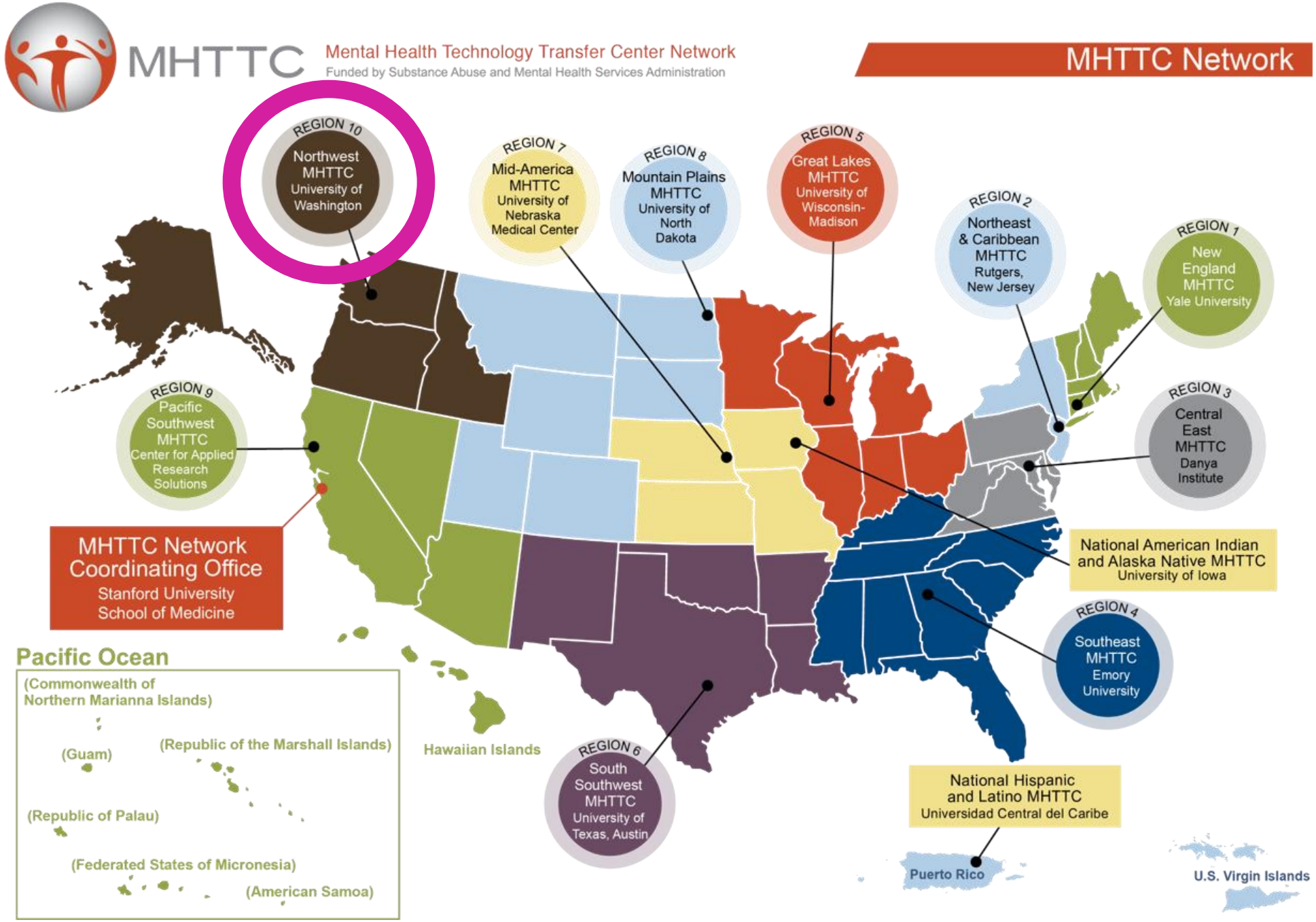
MHTTC
Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration
MHTTC Network
REGION 10
Northwest MHTTC
University of Washington
REGION 7
Mid-America MHTTC
University of Nebraska Medical Center
REGION 8
Mountain Plains MHTTC
University of North Dakota
REGION 5
Great Lakes MHTTC
University of Wisconsin-Madison
REGION 2
Northeast & Caribbean MHTTC
Rutgers, New Jersey
REGION 1
New England MHTTC
Yale University
REGION 9
Pacific Southwest MHTTC
Center for Applied Research Solutions
REGION 3
Central East MHTTC
Danya Institute
MHTTC Network Coordinating Office
Stanford University School of Medicine
National American Indian and Alaska Native MHTTC
University of Iowa
REGION 4
Southeast MHTTC
Emory University
Pacific Ocean
(Commonwealth of Northern Marianna Islands)
(Guam)
(Republic of the Marshall Islands)
(Republic of Palau)
(Federated States of Micronesia)
(American Samoa)
Hawaiian Islands
REGION 6
South Southwest MHTTC
University of Texas, Austin
National Hispanic and Latino MHTTC
Universidad Central del Caribe
Puerto Rico
U.S. Virgin Islands

UNIVERSITY of WASHINGTON
PSYCHIATRY & BEHAVIORAL SCIENCES

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LIVE & RECORDED WEBINARS

VIRTUAL LEARNING COMMUNITIES

ONLINE, SELF-PACED COURSES

OUR GOALS

Support mental health-related EBPs and best practices.

Heighten awareness, knowledge, and skills

Foster alliances and address diversity of training needs

Share FREE, publicly available training and TA.

NETWORK AREA OF FOCUS: Evidence-based practices (EBPs) for psychosis

Including CBT for psychosis (CBTp) & Assertive Community Treatment (ACT)

ADDITIONAL TRAINING TOPICS

Integrated Care ~ Peer Support ~ Leadership ~ Co-occurring Substance Use Disorders
Provider Well-being ~ Suicide Prevention ~ Equity & Inclusion ~ Families ~ Trauma-Informed
Addressing Stigma ~ Culturally Responsive ~ Crisis Work ~ Grief & Loss

PRIORITIZING EQUITY, DIVERSITY, INCLUSION & PROVIDER WELL-BEING

LYDIA CHWASTIAK, MD, MPH
PI & CO-DIRECTOR

CHRISTINA CLAYTON, LICSW, SUDP
CO-DIRECTOR

@NorthwestMHTTC
mhttcnetwork.org/northwest

NEWSLETTERS & OPPORTUNITIES

RESOURCE LIBRARY

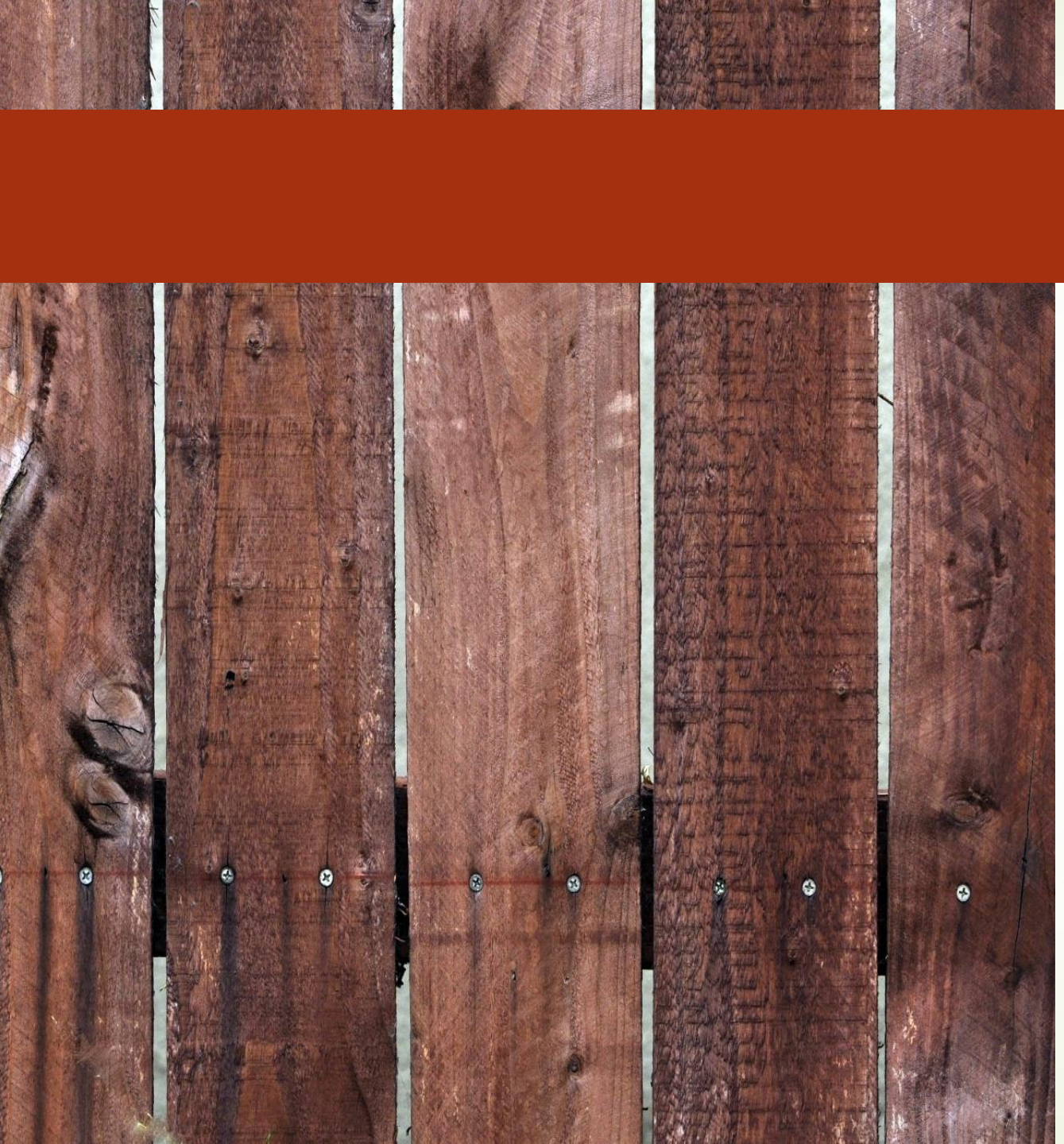
"PUTTING IT TOGETHER" *PODCAST*

Our hopes for today:

- Moving toward equity
- How racism & bias affect us
- Share lived experiences
- Training models
- Free resources

We are not experts, we humbly offer our experience and perspective

Why are you here today?



What creates barriers

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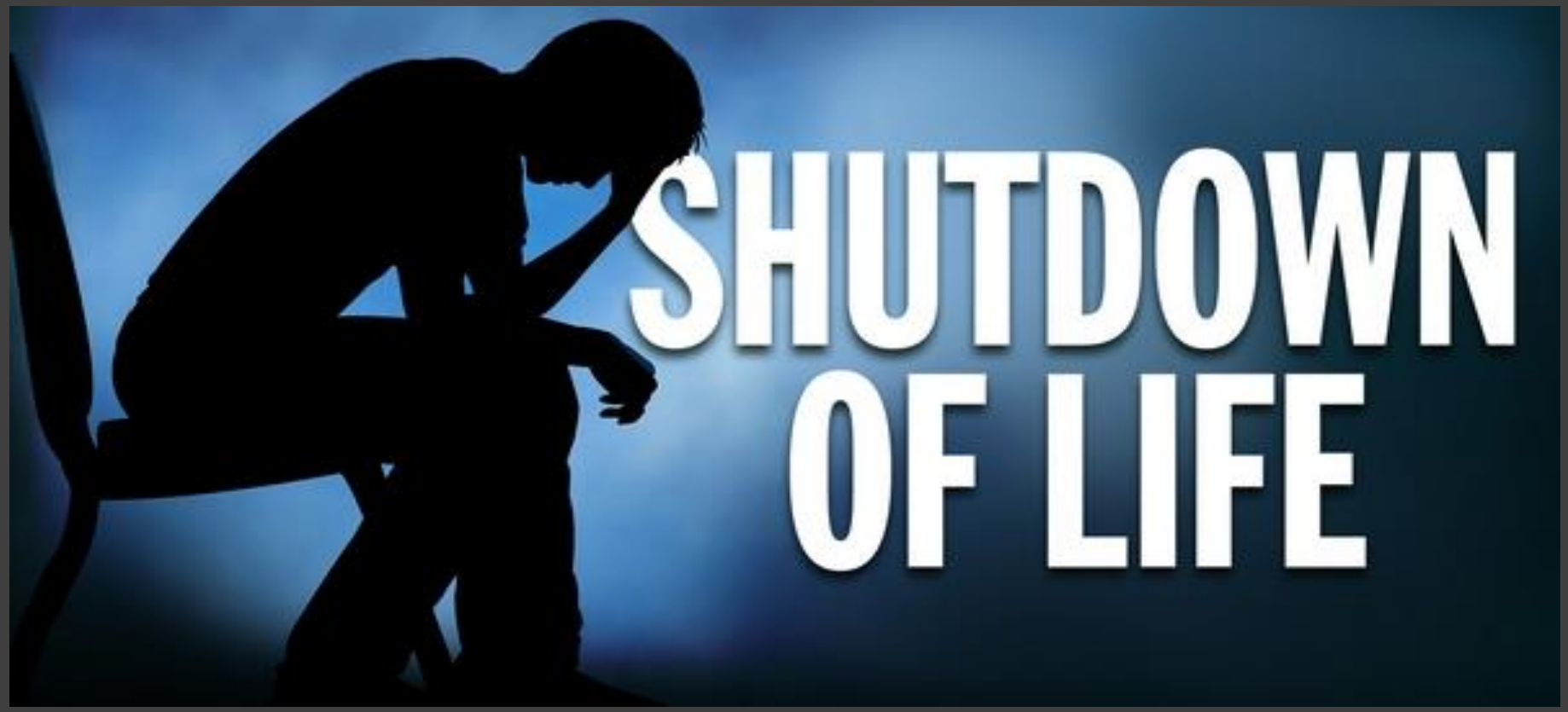
Lack of understanding = Lack of meaningful relationships

Judging is Easier than Understanding

Lack of Understanding Creates Barriers

Barriers Reinforce Ignorance

And Ignorant of the Cycle, We Perpetuate It



Statistically

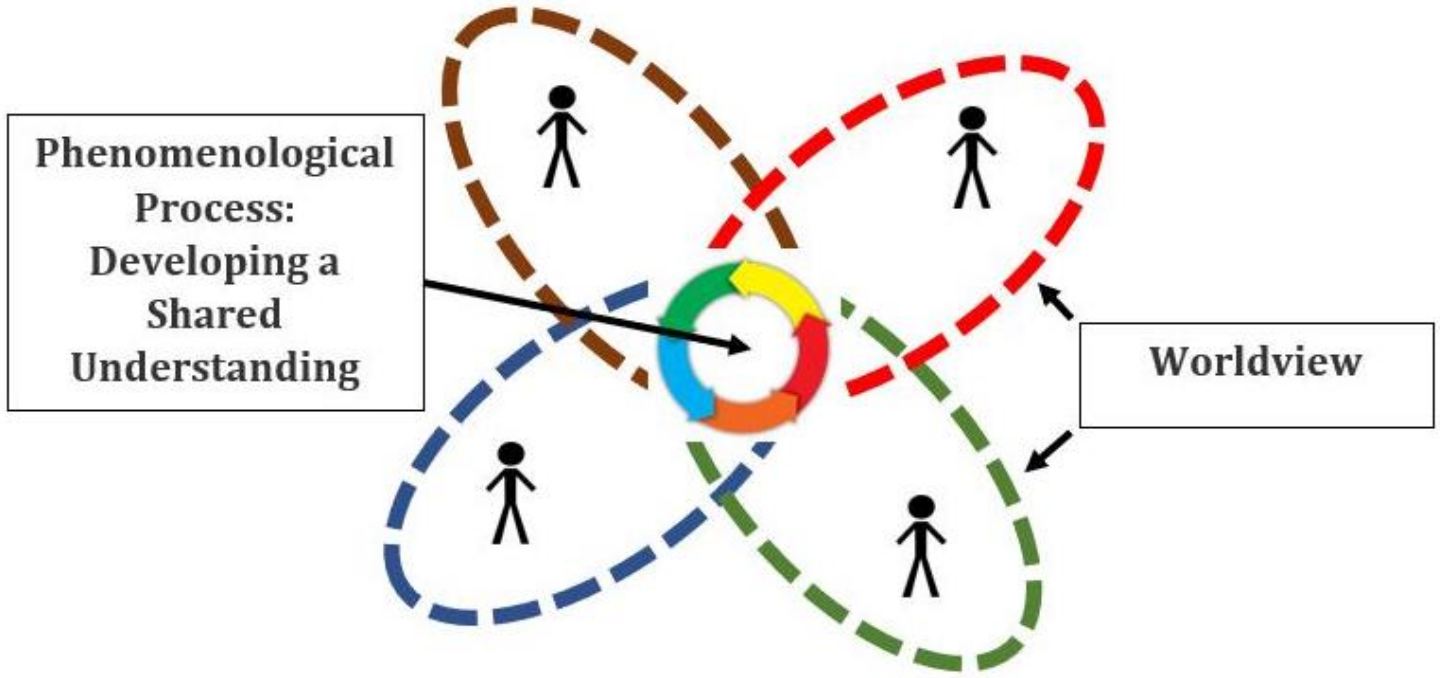
- There are culture specific reasons preventing minorities from using available **services**: It's harder for them to see the effectiveness of service.
- Minority groups have a higher dropout rate and poorer treatment outcomes due to cultural insensitivity of standard treatment methods
- Asians and Native Americans access the system at a lower rate than African Americans and Europeans

Classism

- The importance of missing work is a world view that differs between cultural.
- The provider may feel it is a necessary requirement for the well-being of the client.
- The low-income family for whom that time off work has a significant impact on their livelihood would not agree.
- We must remember that this work flexibility is a middle and upper-class luxury that should not impact our perception of our clients
- A provider's role is to be active not dominating

Different Worldview

- Lack of understanding of unique life experiences
- Lack of knowledge about cultural systems of healing
- Lack of participation of in one's own treatment



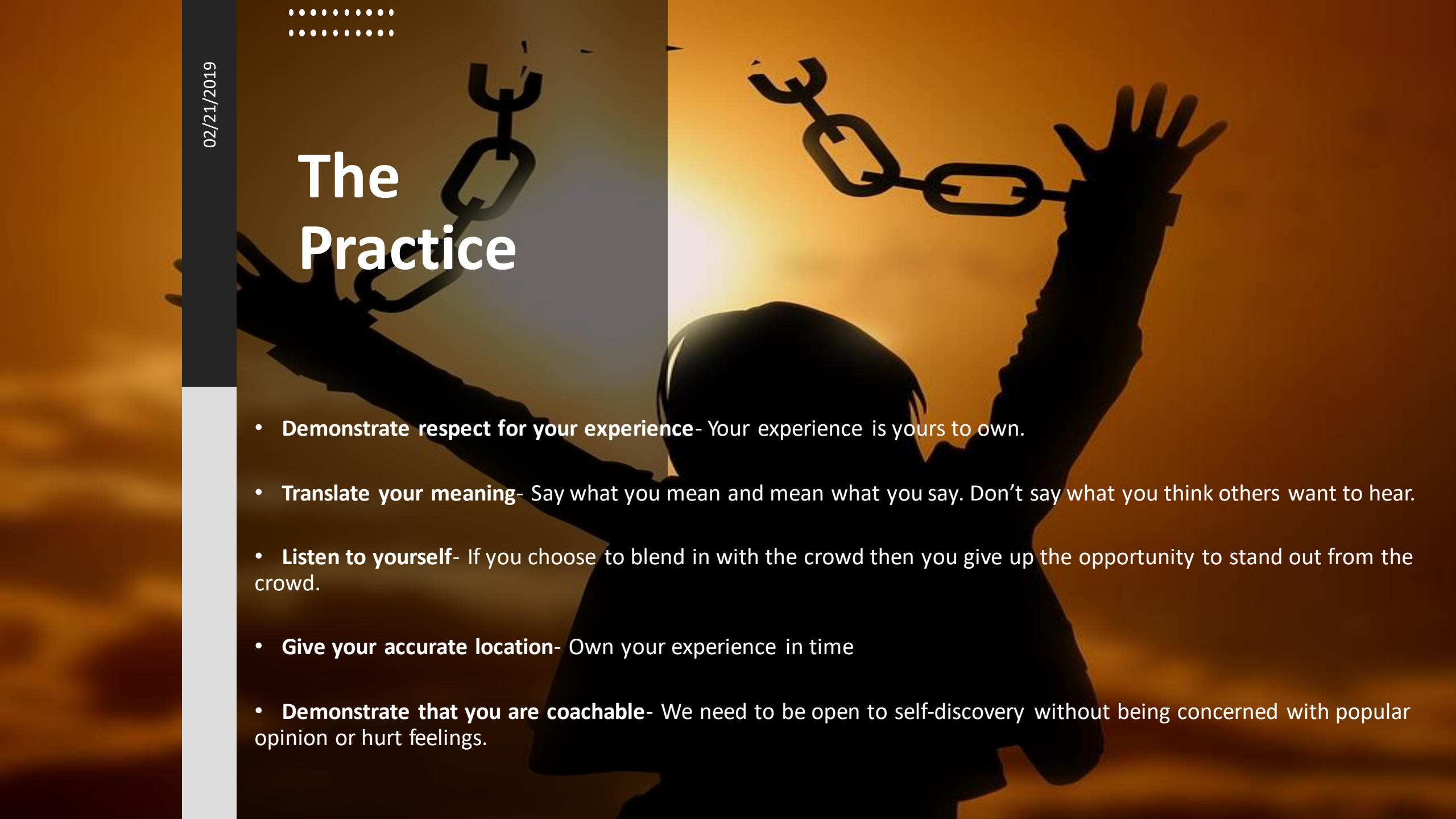
The Problem with traditional treatment

Traditional treatment is most effective with middle to upper class of European decent

Medical practice past/present keep people from trusting medical and behavioral health institutions

02/21/2019

The Practice



- **Demonstrate respect for your experience**- Your experience is yours to own.
- **Translate your meaning**- Say what you mean and mean what you say. Don't say what you think others want to hear.
- **Listen to yourself**- If you choose to blend in with the crowd then you give up the opportunity to stand out from the crowd.
- **Give your accurate location**- Own your experience in time
- **Demonstrate that you are coachable**- We need to be open to self-discovery without being concerned with popular opinion or hurt feelings.

How do our lived experiences affect situations?

Examining ideologies

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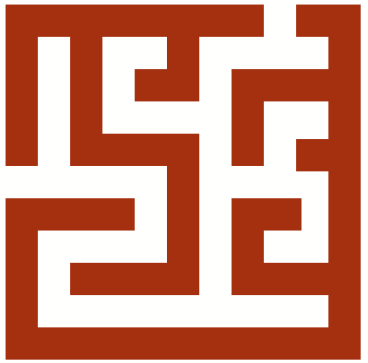

What might you think about differently?

What are you noticing?

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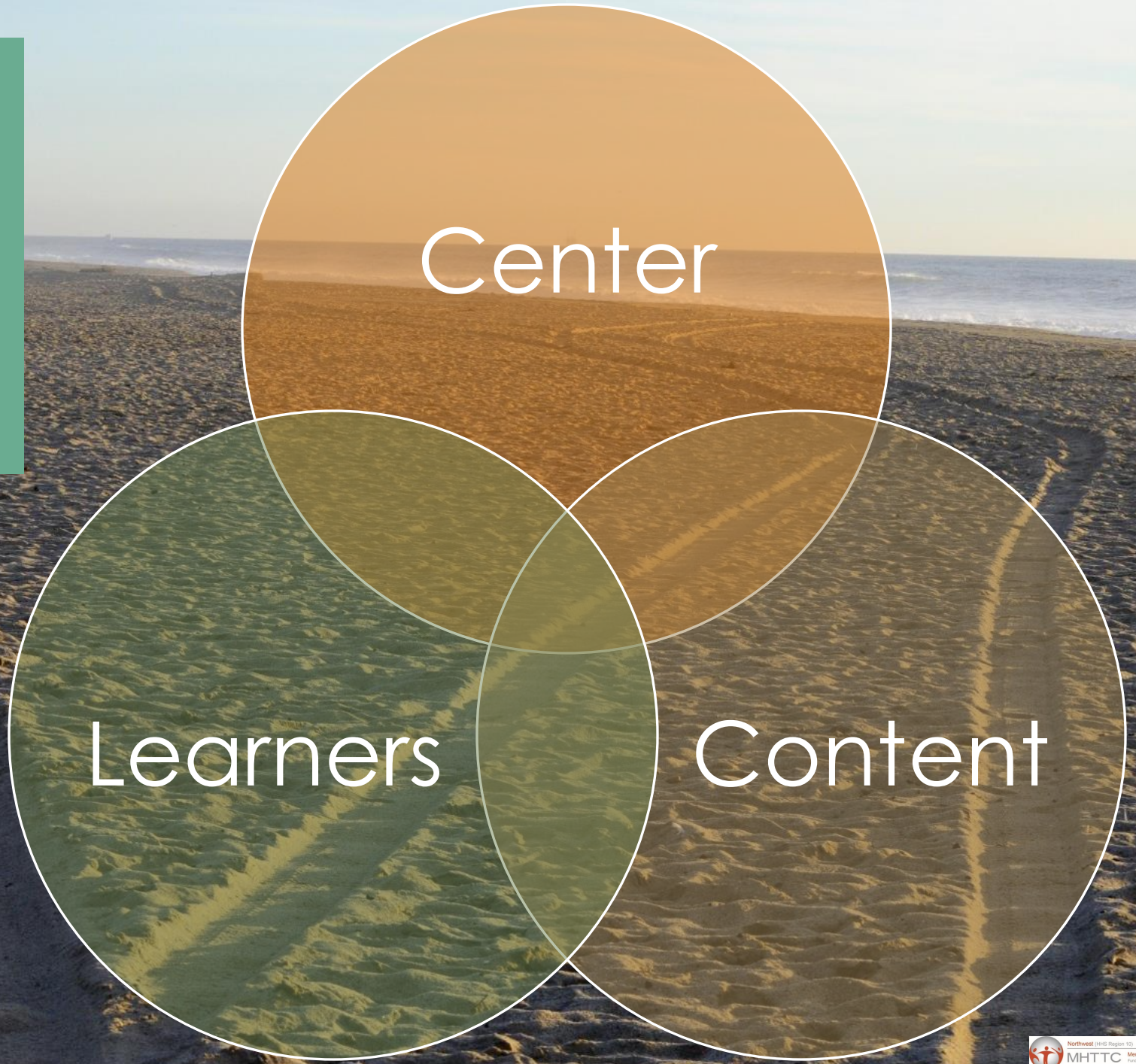
Suggested strategies

Our Journey



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ADMINISTRATOR
STUDENT
PEER
RESEARCHER
RECOVERY SPEC
COMMUNITY WORKER
CJ/LAW PROF'L
COUNSELOR
SOCIAL WORK
NURSE
OTHER
HEALTH EDUC
PSYCHIATRIST
DENTIST
ADDICTIONS
EDUCATOR
PHYSICIAN
NURSE PRACT
PHYS ASST
PSYCHOLOGIST
PHARMACIST

COMM-BASED ORG
OTHER
COMM COALITION
COMM HEALTH
HIGHER ED
SUD TX
PRIMARY CARE
MILITARY/VA
PRIVATE PRACTICE
MH COMM/TX
EDUCATION
TRANSIT/SUPP LIV/GROUP HOME/SNF
SUD PREV
PSYCH/GEN/FQHC HOSPITAL
COMM RECOV SUPP
CJ/CORRECTIONS

Center

- Intentional
- Continuous
- Active
- Collaborative

Content

- Consistent topics
- Outreach works
- Use platforms
- Expect reactions

Learners

- Look at data
- Similarities
- EDI-specific

Effective Training Approaches and Models

- *SETTING OUR INTENTION*
- *ASSESSING OUR IMPACT*
- *BEING ACCOUNTABLE*

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NORMS FOR COURAGEOUS CONVERSATIONS

Adapted from Singleton, G.E., Linton, C. (2006) Courageous Conversation about Race: A Field Guide for Achieving Equity in Schools. Thousand Oaks: Corwin Press and handout shared on website by Cultures Connecting

SUPPORTING & FACILITATING WITH AN EQUITY FOCUS

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COMMON CHALLENGES

- Doesn't want to be there, doesn't see the point, insincere efforts.
- Establishing trust and safe space. Effective facilitation.
- Fear that topic & emotions will derail conversation. Avoiding tough questions.
- Comfort with discomfort. Staying engaged.
- Focus on you, not the *feedback*.
- Comparing experiences or –isms, not using "I" statements.
- Focused on outcome not process.

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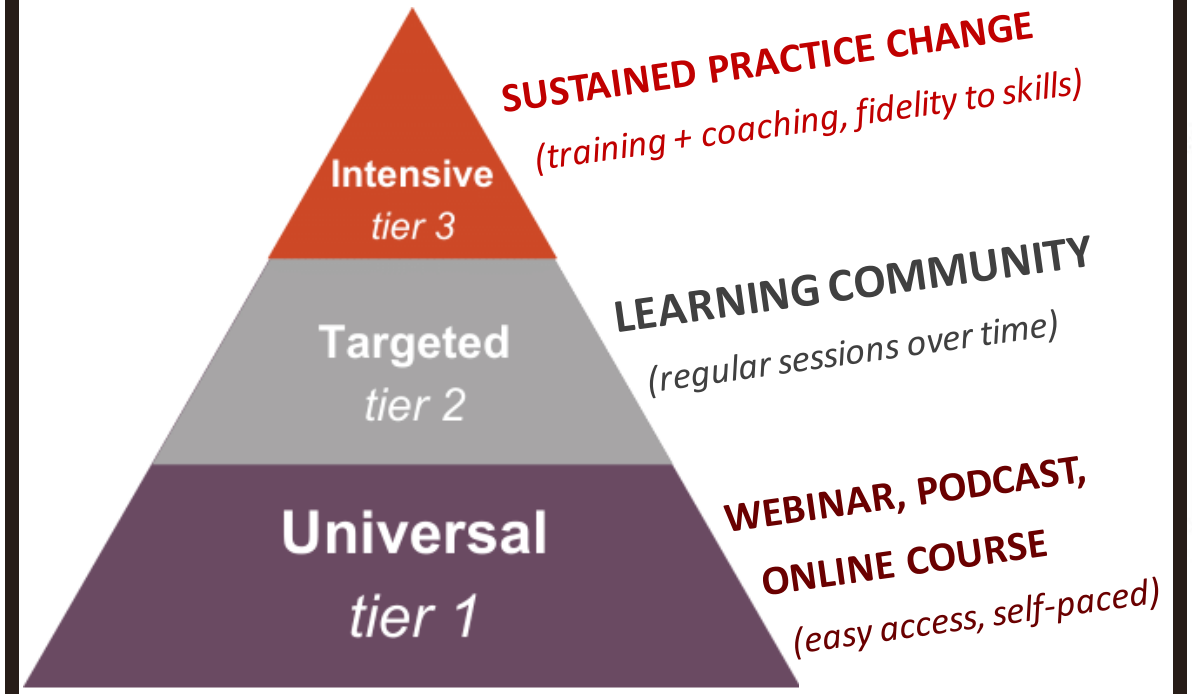
Time

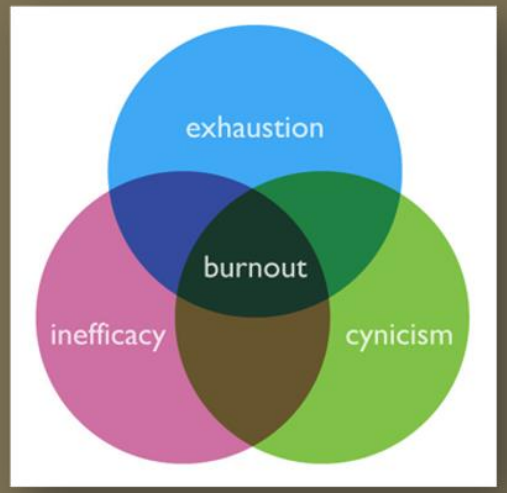
Energy

Investment

Support



VIRTUAL LEARNING CAN BE MORE EQUITABLE



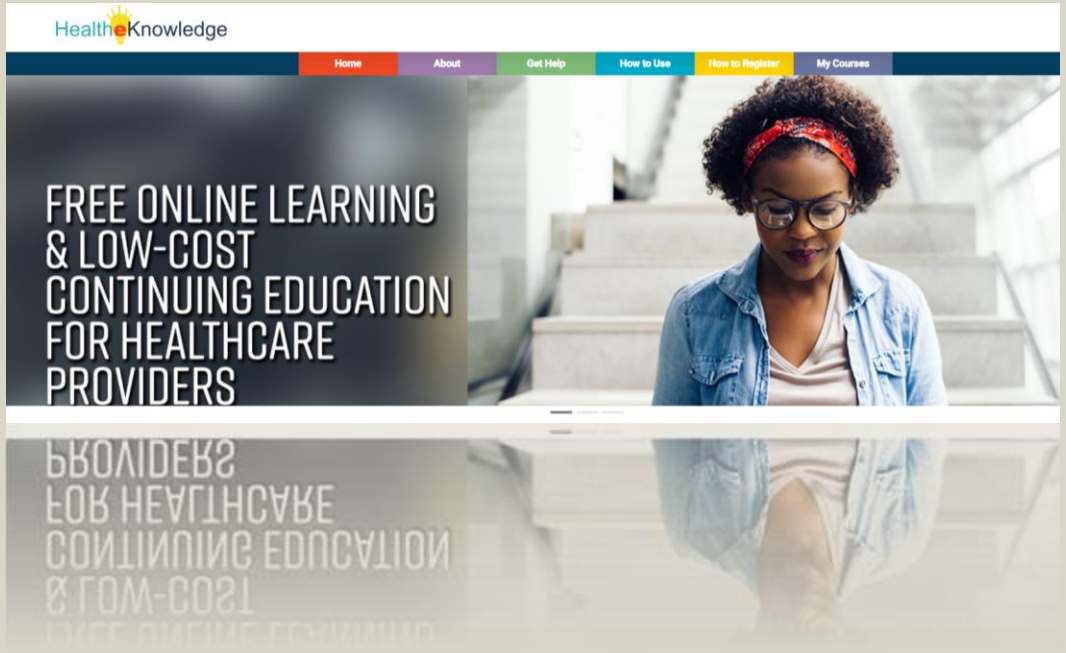
ACCESSIBLE

SELF-PACED

NO-/LOW-COST

WIDER REACH

CREATE OPTIONS



Outcomes & Feedback

The relatability and authenticity of the instructor made it easy to participate and do self-exploration.

Sharing our feelings of imposter syndrome, I felt less alone & truly connected to this community!

Open discussion about a topic that is not widely discussed with tips on how to engage others.

Pushing me to see things from various perspectives; new ways to approach a challenging topic.

Acknowledgement that this work is hard and challenging us to really bring anti-racism into our workplace

Come from equity-first perspective instead of the other way around. Seek out information rather than expecting others to tell you.

QUOTES FROM LEARNERS

"anti-racism = an awareness plus an action" -- anti-racism is more than "thinking the right thoughts."

Knowing others are also having the same questions, feelings, concerns, and confusion with the topic.

Appreciate the shift from "we should stand up with those people," to "how do I perpetuate, contribute to, or benefit from this?"

We can't change others; we can only change ourselves, and yet, in changing ourselves, we invite others to change also. Thank you so much for this training!

To examine my own contribution to bias and oppression; to explore all sides of information and history.

Transgender perspective diversity and remembering, embracing, recognizing, understanding our differences

QUOTES FROM LEARNERS

WHAT PEOPLE WANT MORE OF:

I wish my whole department was here at this training!

A longer training to be able to go deeper on the subject

Real hands-on examples for policy and practice change

More concrete ideas on how to create the culture shift we discussed

Specific examples of effective ways to interrupt implicit bias in the clinical setting

More of this! We come together through talking about these issues openly, honestly, and fearlessly.

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Free Resources

A FREE WEBINAR
WITH
ASHLEY STEWART, MSW, PHD
DEVELOPING
ANTI-RACISM
STRAGEGIES IN
BEHAVIORAL HEALTH
AGENCIES

LUMMI NATION
TREATY OF 1855
NORTHWEST MHTTC PRESENTS
A FREE WEBINAR WITH
LUMMI HEALTH
IT TAKES A VILLAGE:
PSYCHIATRIC SERVICES
AT THE LUMMI NATION

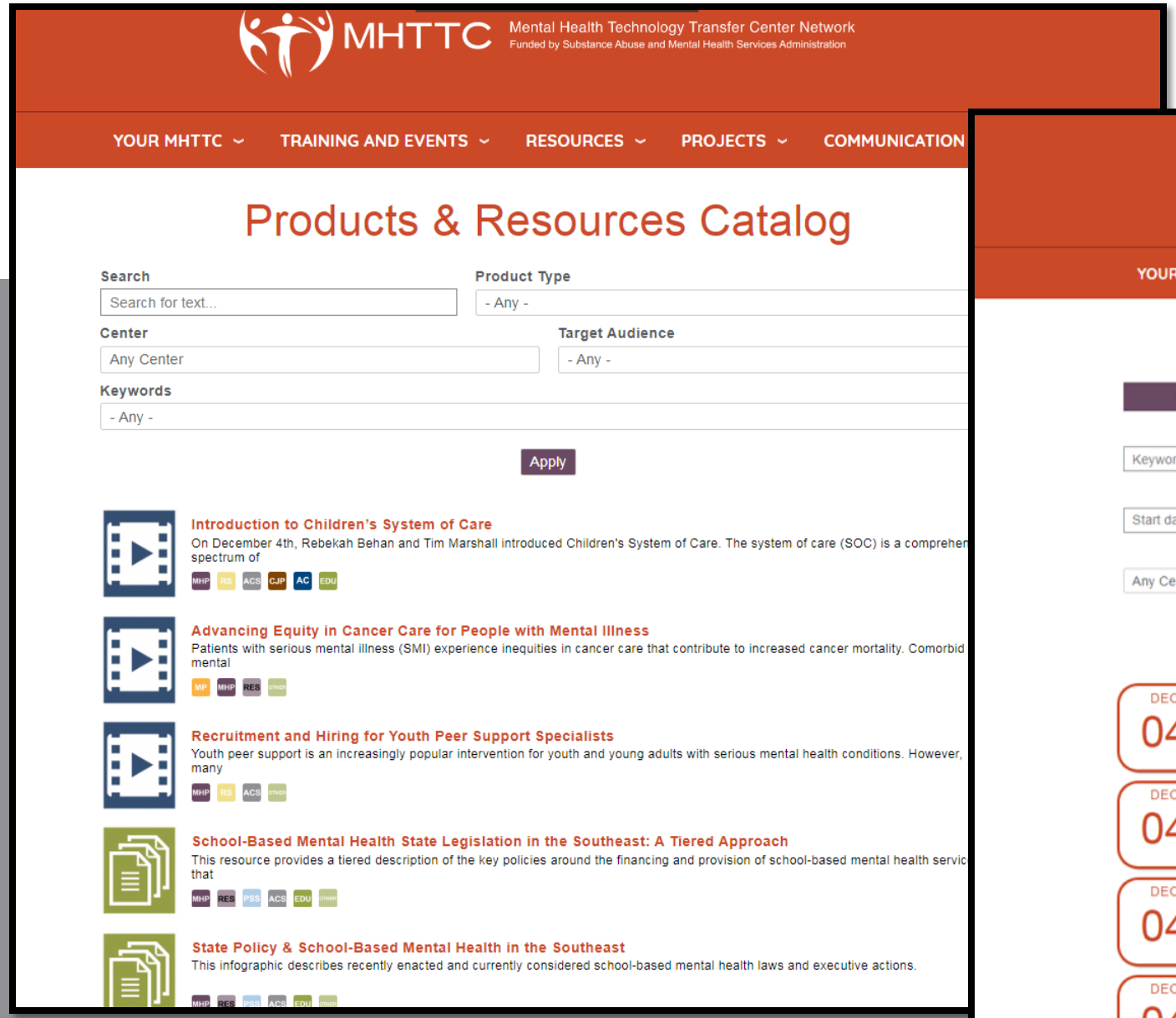
Examples of Trainings

Topics

- Evidence-Based Practices for Psychosis
- Integrated Care
- School Mental Health
- Culturally-responsive Practices
- Suicide Prevention
- Peer Support
- Supervision Topics
- Provider Well-Being &Resilience
- Native &Tribal Projects

Products

- Podcast “Putting It Together”
- Recorded Webinars
- Publications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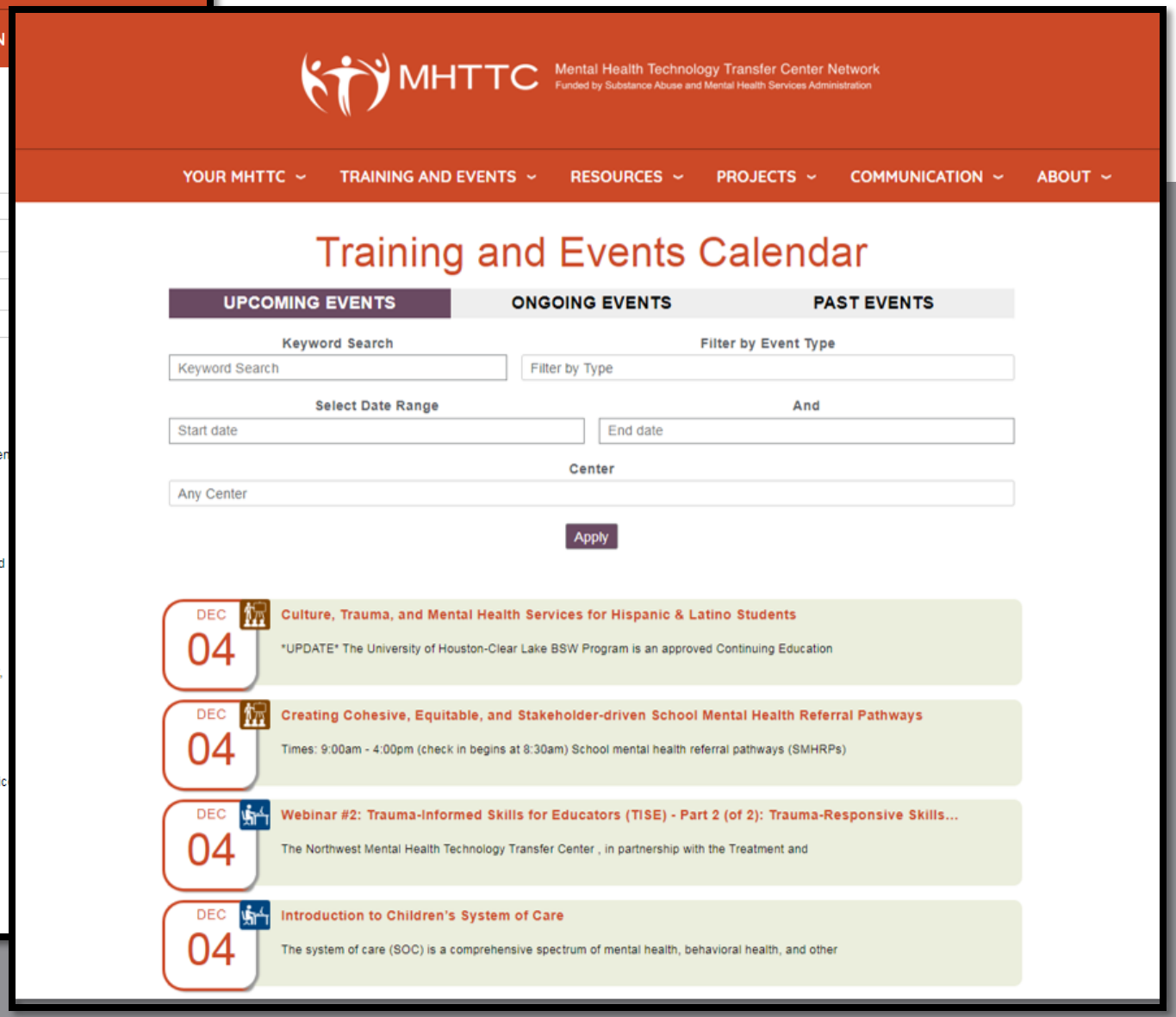
COMMUNICATION
Products & Resources Catalog
Search
Search for text...
Product Type
- Any -
Center
Any Center
Target Audience
- Any -
Keywords
- Any -
Apply
Introduction to Children's System of Care
On December 4th, Rebekah Behan and Tim Marshall introduced Children's System of Care. The system of care (SOC) is a comprehen
spectrum of
Advancing Equity in Cancer Care for People with Mental Illness
Patients with serious mental illness (SMI) experience inequities in cancer care that contribute to increased cancer mortality. Comorbid
mental
Recruitment and Hiring for Youth Peer Support Specialists
Youth peer support is an increasingly popular intervention for youth and young adults with serious mental health conditions. However,
many
School-Based Mental Health State Legislation in the Southeast: A Tiered Approach
This resource provides a tiered description of the key policies around the financing and provision of school-based mental health servic
that
State Policy & School-Based Mental Health in the Southeast
This infographic describes recently enacted and currently considered school-based mental health laws and executive actions.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RESOURCES
PROJECTS
COMMUNICATION
ABOUT
Training and Events Calendar
UPCOMING EVENTS
ONGOING EVENTS
PAST EVENTS
Keyword Search
Keyword Search
Filter by Event Type
Filter by Type
Select Date Range
Start date
And
End date
Center
Any Center
Apply
DEC 04
Culture, Trauma, and Mental Health Services for Hispanic & Latino Students
UPDATE The University of Houston-Clear Lake BSW Program is an approved Continuing Education
DEC 04
Creating Cohesive, Equitable, and Stakeholder-driven School Mental Health Referral Pathways
Times: 9:00am - 4:00pm (check in begins at 8:30am) School mental health referral pathways (SMHRPs)
DEC 04
Webinar #2: Trauma-Informed Skills for Educators (TISE) - Part 2 (of 2): Trauma-Responsive Skills...
The Northwest Mental Health Technology Transfer Center , in partnership with the Treatment and
DEC 04
Introduction to Children's System of Care
The system of care (SOC) is a comprehensive spectrum of mental health, behavioral health, and other

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RESOURCES

SAMHSA Substance Abuse and Mental Health Services Administration

NORTHWEST MHTTC

- Website
  - Anything on the orange bar at the top beyond "your MHTTC" is the Network & Regional Centers' combined info
  - Our info is under the grey navigation menu that expands
- Areas of Focus
- Our Publications
- Our Podcast "Putting It Together"
- Staff & Faculty Directory
- Regional Advisory Board members
- Online Courses
- Our Learning Communities
- Archived Webinars
- School Mental Health

MHTTC NETWORK

- https://mhttcnetwork.org/

Other Region 10 TTCs

- Addiction TTC
- Prevention TTC
- https://techtransfercenters.org/landing
- https://techtransfercenters.org/events

HealtheKnowledge (free online courses in behavioral health)

- https://healtheknowledge.org/

UW SPIRIT Lab

https://uwspiritlab.org/

University of Washington

Department of Psychiatry & Behavioral Sciences
University of Washington Race & Equity Initiative Anti-Racism Resources

SAMHSA TRAINING & OTHER RESOURCES

- Practitioner Training & Centers
- National Network to Eliminate Disparities in Behavioral Health (NNED)
- https://www.samhsa.gov/behavioral-health-equity
- OMH National Standards on Culturally and Linguistically Appropriate Services in Health and Health Care (National CLAS Standards)
- 988 Suicide & Crisis Lifeline
- HHS Think Cultural Health—CLAS Standards
- Health Equity Guiding Principles for Inclusive Communication
- EVIDENCE-BASED RESOURCE GUIDE SERIES: Addressing Burnout in the Behavioral Health Workforce Through Organizational Strategies

OTHER WEBSITES & RESOURCES OF INTEREST *=referenced in presentation

- 21 Day Equity Challenge
- Pronouns Matter
- American Psychological Association's EDI Inclusive Language Guidelines
- Region 9 MHTTC publications:
  - "Assessing Workforce Diversity: A Tool for Mental Health Organizations on the Path to Health Equity"
  - Integrating Cultural and Linguistic Competence: Leading From Where You Are (slides)
- Liberating Structures
- Circle Up Conscious Conversations
- Beginning Courageous Conversations about Race
- Norms for Facilitating Courageous Conversations –Cultures Connecting
- NORMS FOR COURAGEOUS CONVERSATIONS handout worksheet—Cultures Connecting
- Establishing An Equity Team—Cultures Connecting
- * National Equity Project Virtual Facilitation Guidelines & Resources
- American Psychiatric Association: Mental Health Disparities
- Tubman Center for Health and Freedom
- Project Implicit
- Anti-Racism Daily
- Code Switch podcast
- White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh (1989)

Was this useful?

- Moving toward equity
- How racism & bias affect us
- Share lived experiences
- Training models
- Free resources

Q & A

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Thank you for your sharing your time with us!

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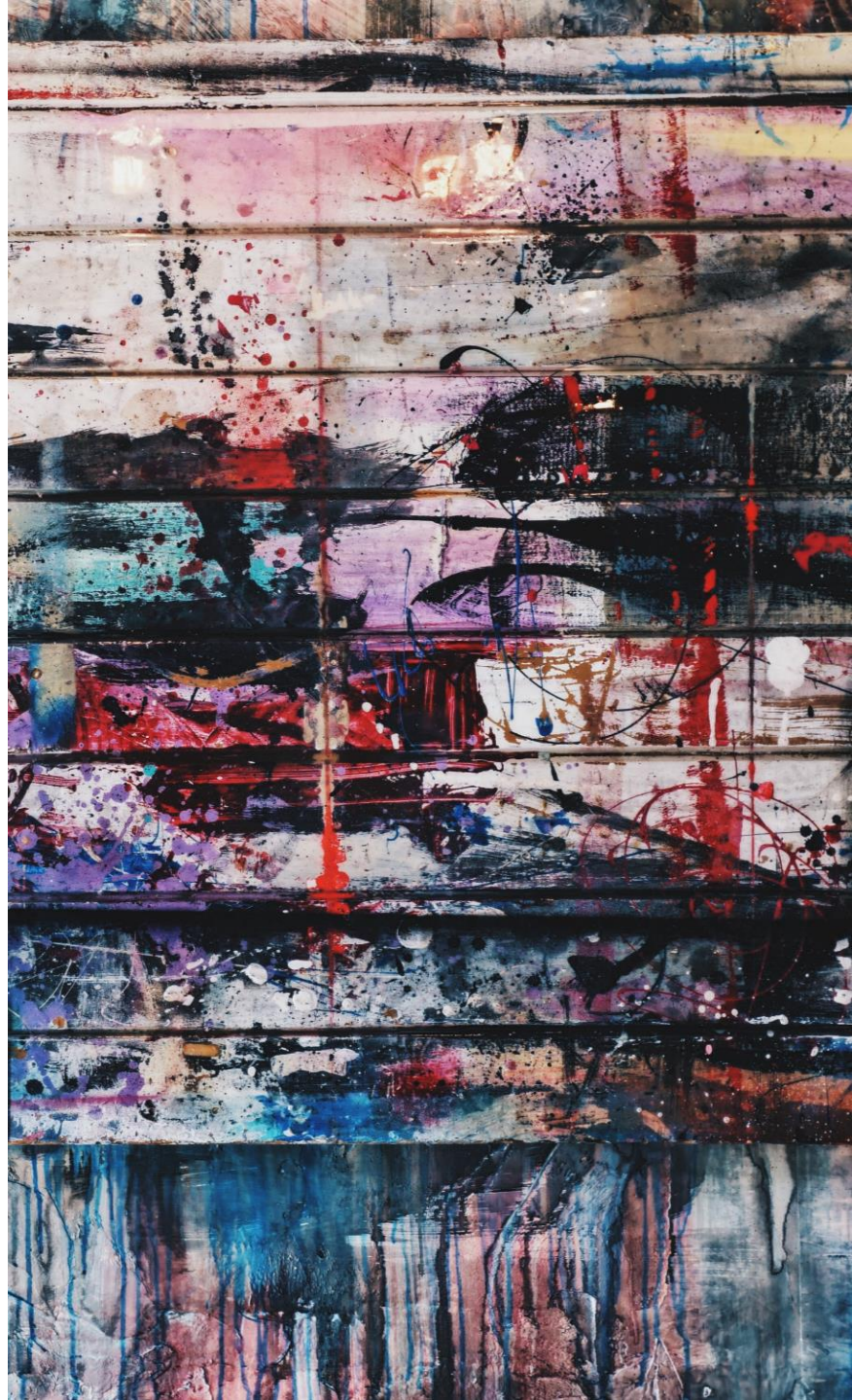
PAYTON MESSERSMITH

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