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 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-discover without being concerned about popular opinion or hurt feelings.

Learning Objections

- Increase awareness of how unconscious or unspoken racism compromise discussions and outcomes

- Create a Safe environment where people of color can be seen fully, as they are, without pretense

- Decrease harm to marginalized communities (Staff included)

Silenced No More

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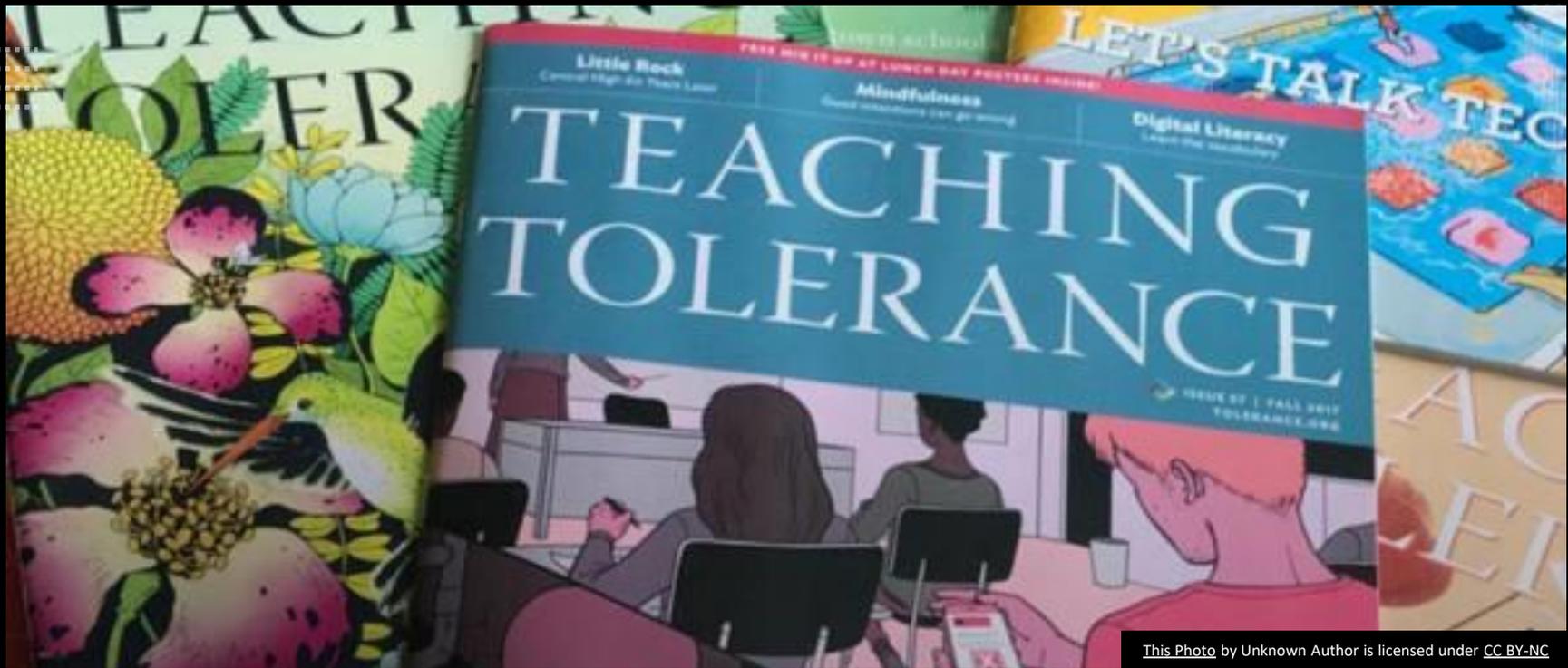
- **Tolerance** – One's capacity to endure the existence of other people's opinions or behaviors that one does not necessarily agree with.

- **Acceptance** - The action of consenting to receiving or undertake something offered.

02/21/2019

Social Stratification

- Wealth
- Race
- Ethnicity
- Education
- Gender
- Occupation
- Social Status
- Derived Power
- (Social or Political, Earned or Inherited)

Who Formed American's Identity

- A Canadian born American physician name John H. Van Evrie (1814-1896)
- He defended slavery.
- He said people of African decent are essential to do "the white man's work."
- Even white's who opposed slavery believed that "others" could never be absorbed by white society.

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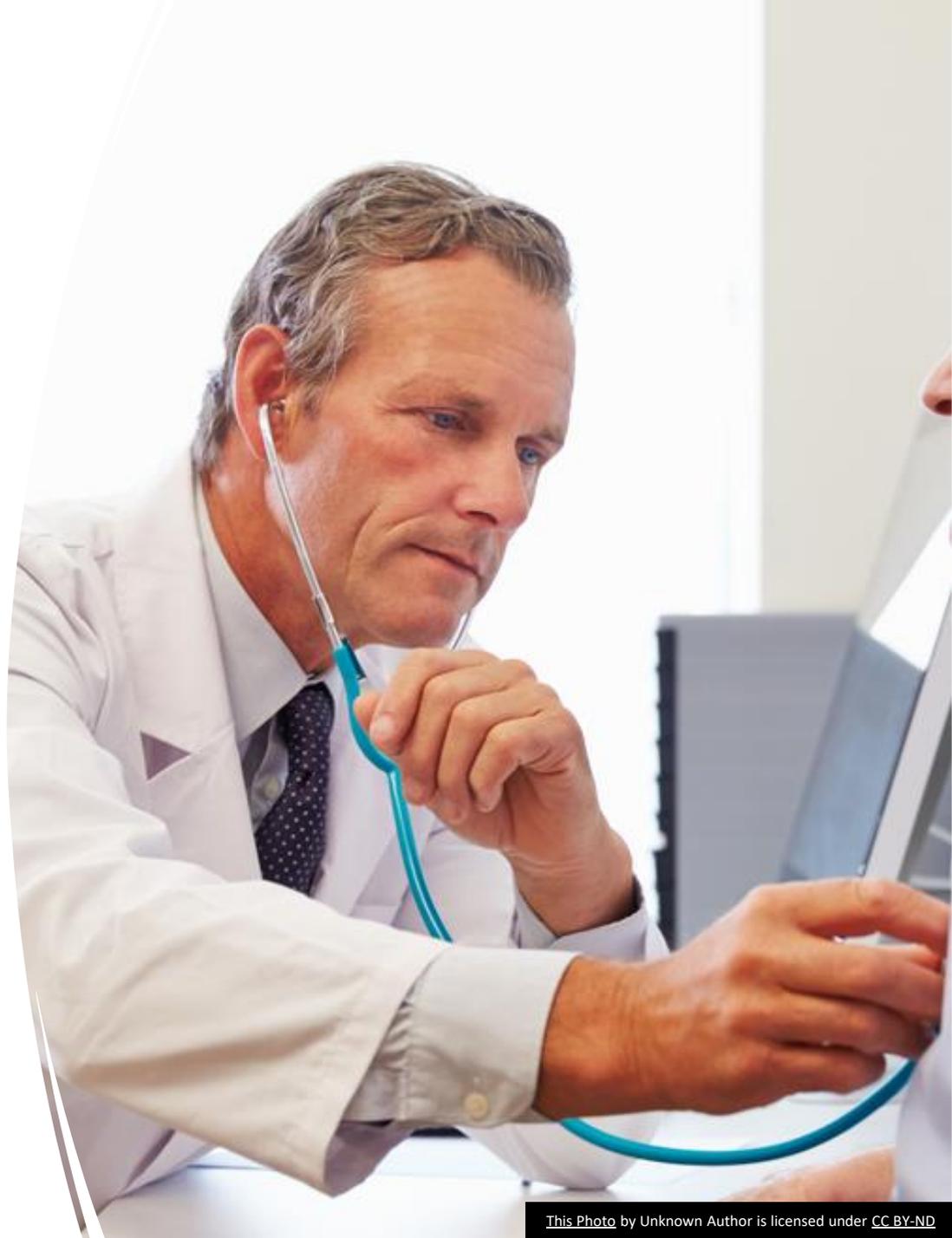
Historian Donald Yacovone, an associate at the Hutchins Center for African & African American Research

White supremacy precedes the origins of the United Stats. Every aspect of social interaction, particularly in the 18th and 19th centuries, was dominated by white identity, and white supremacy became an expression of American identity. These sentiments can also be found in America's Christianity.
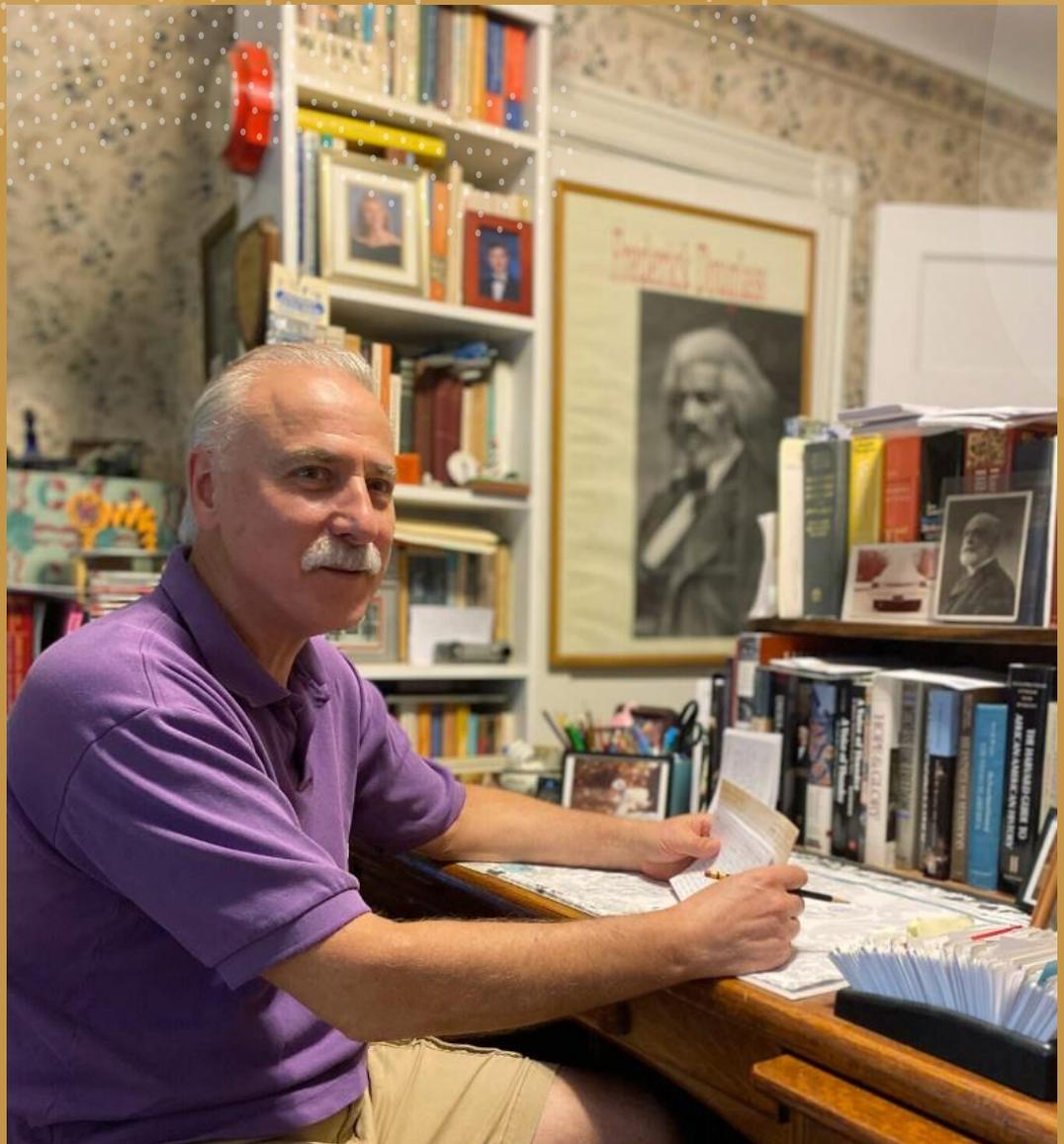
Daughters of the Confederacy

- The United Daughters of the Confederacy (UDC) spent decades shaping and reshaping textbooks to put strong emphasis on the lost Cause and Reconstruction which **glorified the white supremacist foundations of the Confederacy and was used to justify segregation and authoritarian Jim Crow governance**
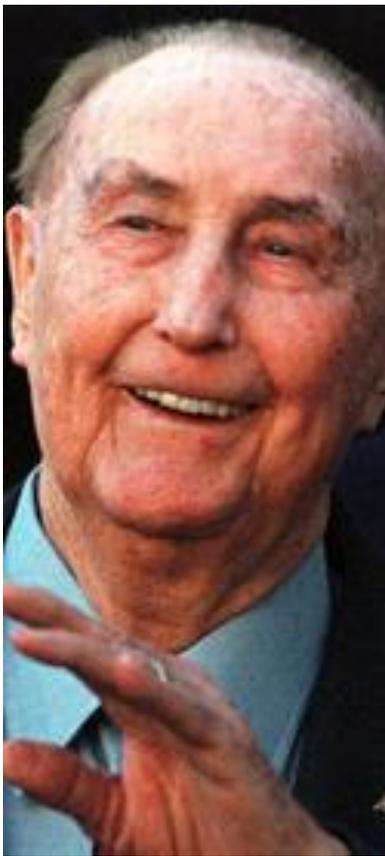
Strom Thurmond
Governor of South Carolina (1947-1951)
Pro-segregation policies

Racism, at its most basic level, is a lens though which people interpret, naturalize, and reproduce inequality. We all struggle to truly see one another due to the conditioning that has been imposed upon us through the accumulation of lies and deceit. It has become the breeding ground for implicit bias and racial disconnection. This is why it's so difficult for us to have real conversations about things that matter--things that heal. Racism is not a "white" issue; it is a systematic/structural issue that builds the dominate culture into a position of power; the white culture. This system oppresses those who don't identify as white. Our biases go where we go; in our home, workspace, school, community etc. It is critical for "we the people" to fix what has been broken in ourselves, communities, and society.

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America's Foundation

- **White Supremacy:** The social, economic, and political systems that collectively enable white people to maintain in power over people of other races **and/or** the belief that white people constitute a superior race and should therefore dominate society, typically to the exclusion or detriment of other racial and ethnic group

- **White privilege:** Advantages a person has in society because of their white skin.

- **Racialized Trauma:** The cumulative effects of racism on an individual's mental and physical health that led to trauma symptoms, including anxiety, depression and suicidal ideation, as well as physical health issues.

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Effects of Structural Power Privileges

- Top 10 richest Americans: 100% White
- US Congress: 80% White*
- US Governors: 85% White*
- Top military advisors: 95% White
- US House Freedom Caucus: 90% White
- Current Pres Cabinet: 88% White

DiAngelo, R. (2018). *White fragility*. Boston, MA: Beacon Press.   *updated as of February 2019

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Effects of Structural Power Privileges (cont.)

- People deciding what TV shows we see: 93% White
- People deciding what books we read: 90% White
- People deciding what news is covered: 85% White
- People deciding what music is produced: 95% White
- Directors of top 100 grossing films of all time worldwide: 95% White
- Teachers: 82% White
- Full Time College Professors: 84% White
- Owners of men's professional football teams: 97% White

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DiAngelo, R. (2018). *White fragility.* Boston, MA: Beacon Press.

What About My Rights

You have no Rights which the white man is bound to respect

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Acknowledging implicit biases and how they can create barriers.

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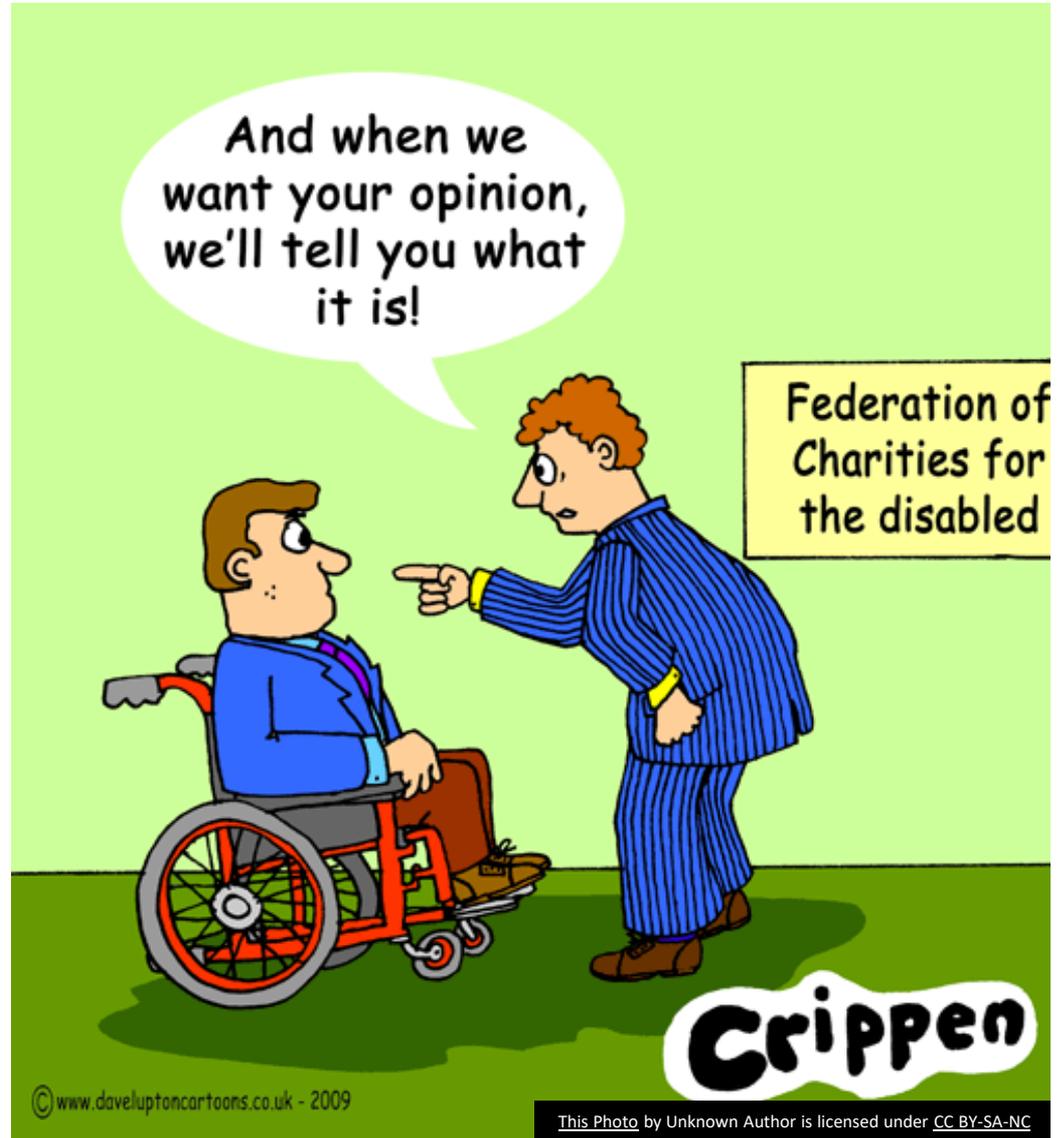
White Rage

Carol Anderson, Emory University Professor, wrote "the presence of black/brown people is not the trigger for white rage. It is the presence of black and brown people with ambition, drive, aspirations, who achieve, people who don't accept their subjugation (the action of brining someone under domination or control). People who demand their rights.

White rage can be hard to detect because it's cloaked in reasonableness: **we need to keep our communities safe. We must protect out children. We must ensure safety and security for our neighbors.**

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A LIE gets halfway around the world before the TRUTH has a chance to get its pants on.

Mark Twain/Winston Church[

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Truth
-vs-
Reality

Cycles in Relationships

Attack, React, or Defend

When a person express what they are feeling or how they are experiencing what was just said in the form of a complaint or an attack this behavior triggers an adversarial cycle

Cycles in Relationships

Avoidance

When you keep thoughts to yourself, change the subject, or minimize what was said to avoid the courageous conversation will continue to alienate the other person, cause harm, and remain unfamiliar with one another.

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Cycles in Relationships

Engage

When someone says or does something that doesn't sit well with you engage the offender by asking questions that will allow you to gain a deeper understanding of what was said or done. Then explain the impact of their words or behaviors.

Having the courageous conversation allows for both parties to get familiar with one another.

The point is to seek understanding before seeking to be understood.

Understanding doesn't always equal agreement and that's okay!
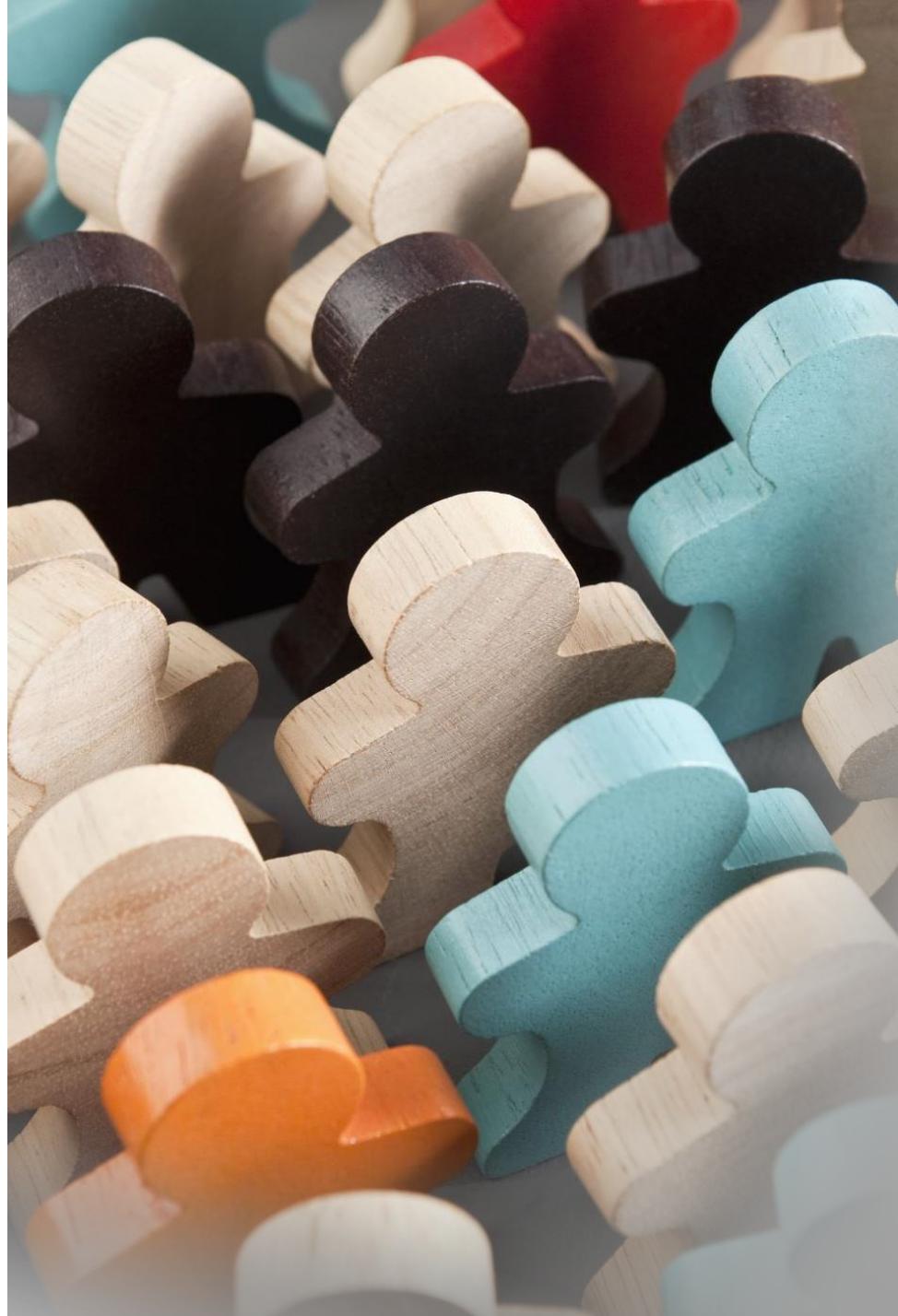
Lack of understanding=Lack of meaningful relationships

Judging is Easier than Understanding

Lack of Understanding Creates Barriers

Barriers Reenforce Ignorance

And Ignorant of the Cycle, We Perpetuate It

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Silence -vs- Voicelessness

Silence

People chose to remain silent to avoid conflict

When doing the right thing is not popular

When it's perceived that speaking up will hurt their chances at success

When being to concerned about other people's opinion

Not wanting to be labeled
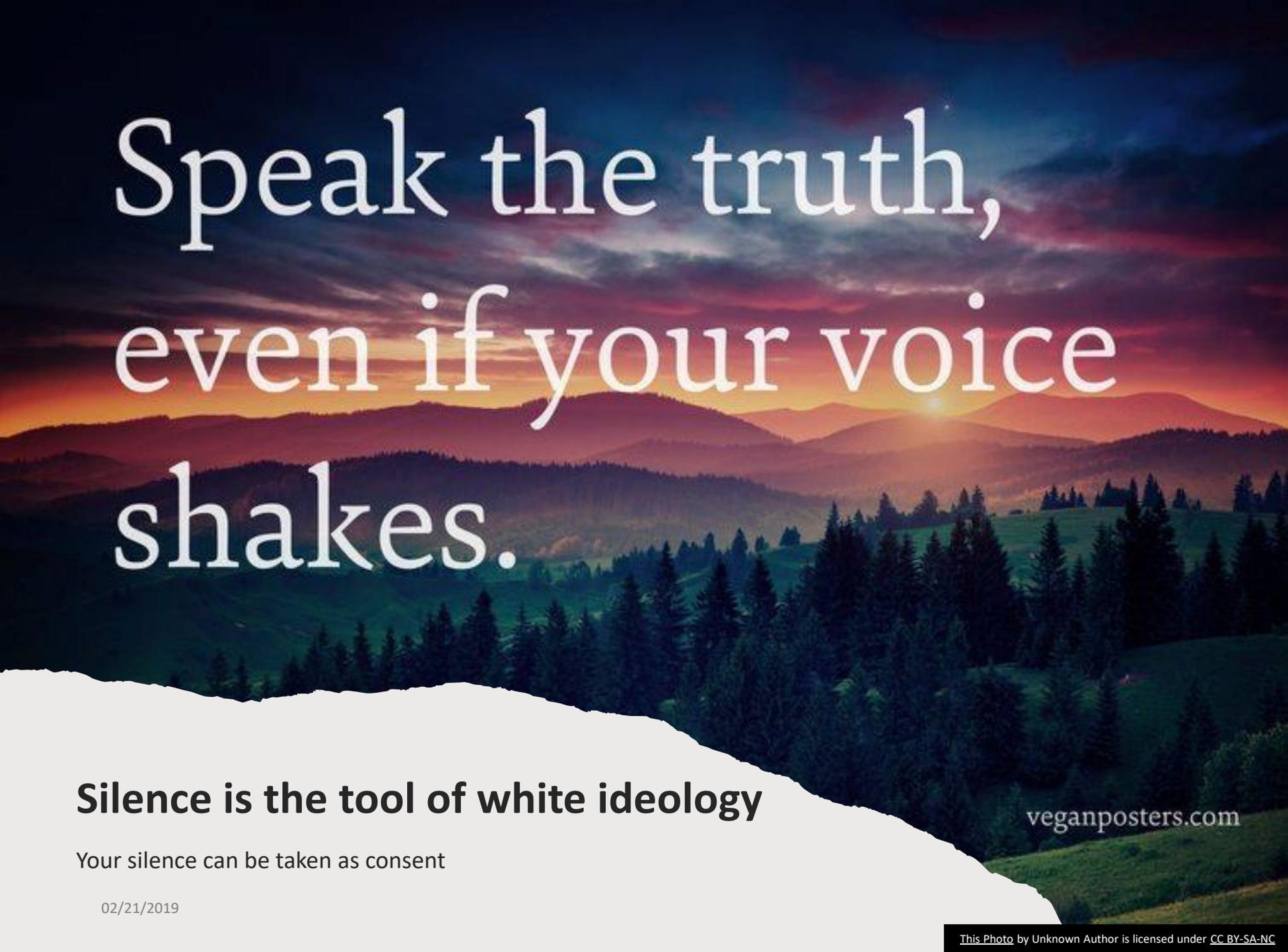
Silence is the tool of white ideology

Your silence can be taken as consent

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My voice was taken……..

- Dominance
- Constant surveillance
- Oppression
- Direct Trauma
- Vicarious Trauma
- Microaggressions
- Stereotypes
- Prejudice
- Not meeting societal standards
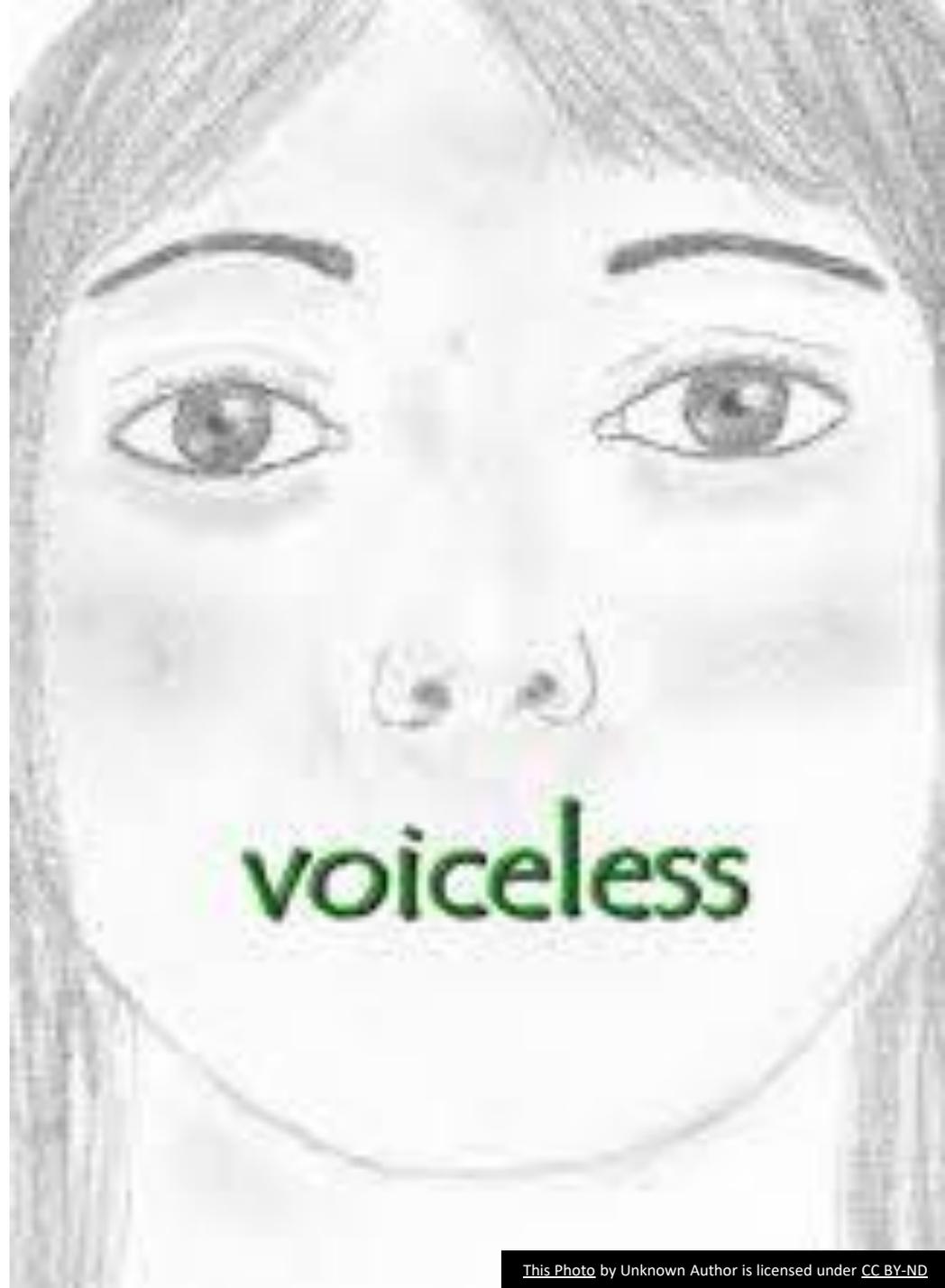
Voicelessness

Dominance sets the harm and control the room.

Deny me of my definition and control my story with your narrative.

Expectation of gratitude.

Changes

- We must change what we are looking for within self and others so we can change what we see

- We can't dive into our greatness until we touch the depth of our suffering

- Healing and change takes place within relationships, not policies or laws

- We will never be able to see others until we are able to see ourselves

- Once we began to see others, then we will be able to appreciate different worldviews with less judgement

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Different Worldview

- Lack of understanding of unique life experiences- allows for rationalization, minimizing, or dismissal.

- Lack of knowledge about cultural systems of healing-needs will not be met.

- Lack of participation of in one's own treatment- allows for early termination of services

Phenomenological Process: Developing a Shared Understanding

Worldview

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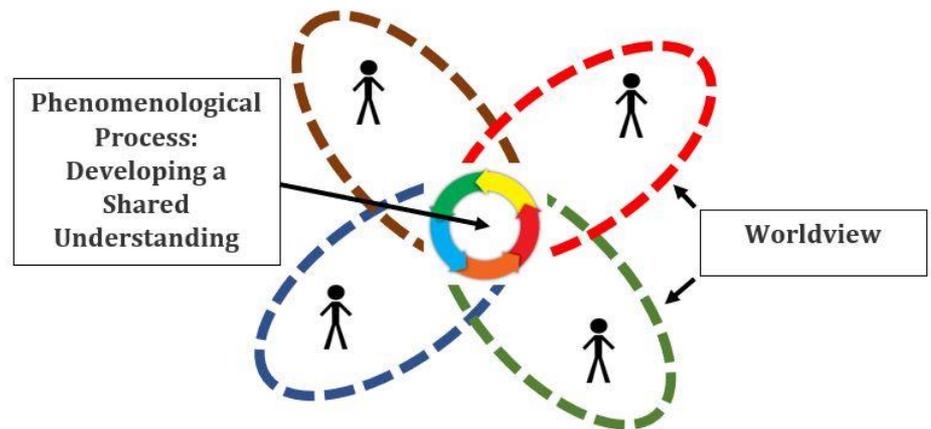
Microaggressions

- Microaggressions are very specific: the kinds of remarks, questions, or actions that are painful because they have to do with a person's membership in a group that's discriminated against or subject to stereotypes.

- And a key part of what makes them so disconcerting is that they happen casually, frequently, and often without any harm intended, in everyday life

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Microaggressions

- **Research has shown** that microaggressions, although they're seemingly small and sometimes innocent offenses, can take a real psychological toll on the mental health of their recipients.

- This toll can lead to anger and depression and can even lower productivity and problem-solving abilities. It can also lead to a hostile environment

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Microaggressions

- Recipients of microaggressions may feel:

- **Anger**
- **Frustration**
- **Exhaustion**
- **Depression**

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Culture & Diversity

- Focus on lifestyle, cultural, values, and sociopolitical realities of minority

- Techniques used with Caucasians are inherently different from those needed when dealing with POC

- POC historically terminate permanently after one session/treatment

- POC underuse services available to them because they don't feel seen or heard

Evidence Of Bias

- Research shows when the providers and youth are of different cultures providers have more difficulty connecting
- Ethnically matched providers tend to judge clients to a higher mental functioning than mismatched providers

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Providers Awareness

- A culturally skilled provider is one who moves from being culturally unaware to being culturally sensitive to his or her own cultural heritage while respecting the differences of others

- The culturally skilled provider is aware of personal biases and their possible effects on the outcome of therapeutic interventions with POC

- The culturally skilled provider is comfortable with difference of race, religion, sexuality, disabilities, etc

- The culturally skilled provider acknowledges personal attitudes, beliefs, and feelings

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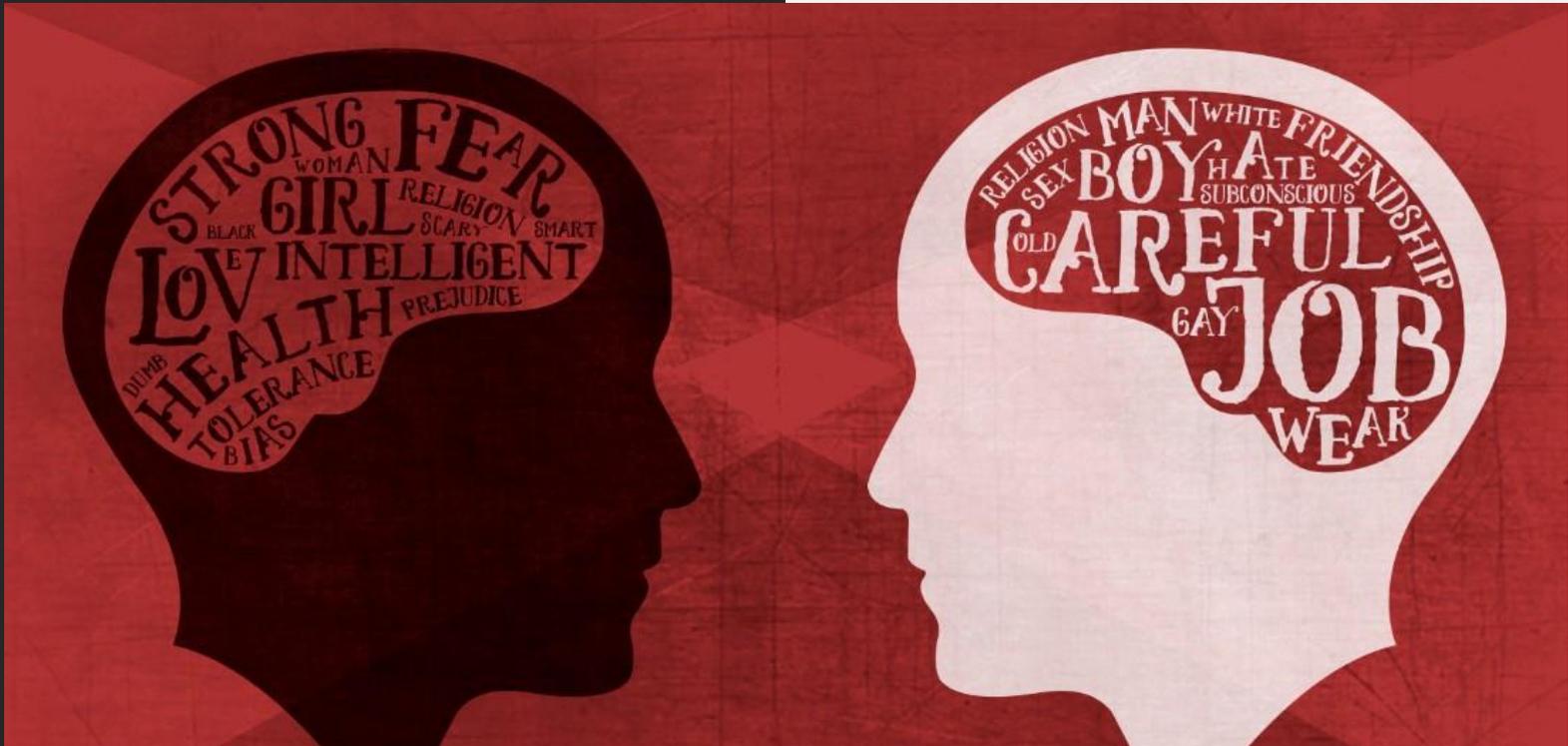
Implicit Bias –
are "attitudes or stereotypes that affect our understanding, decision making, and behavior, without our even realizing it"


• All of us have biases
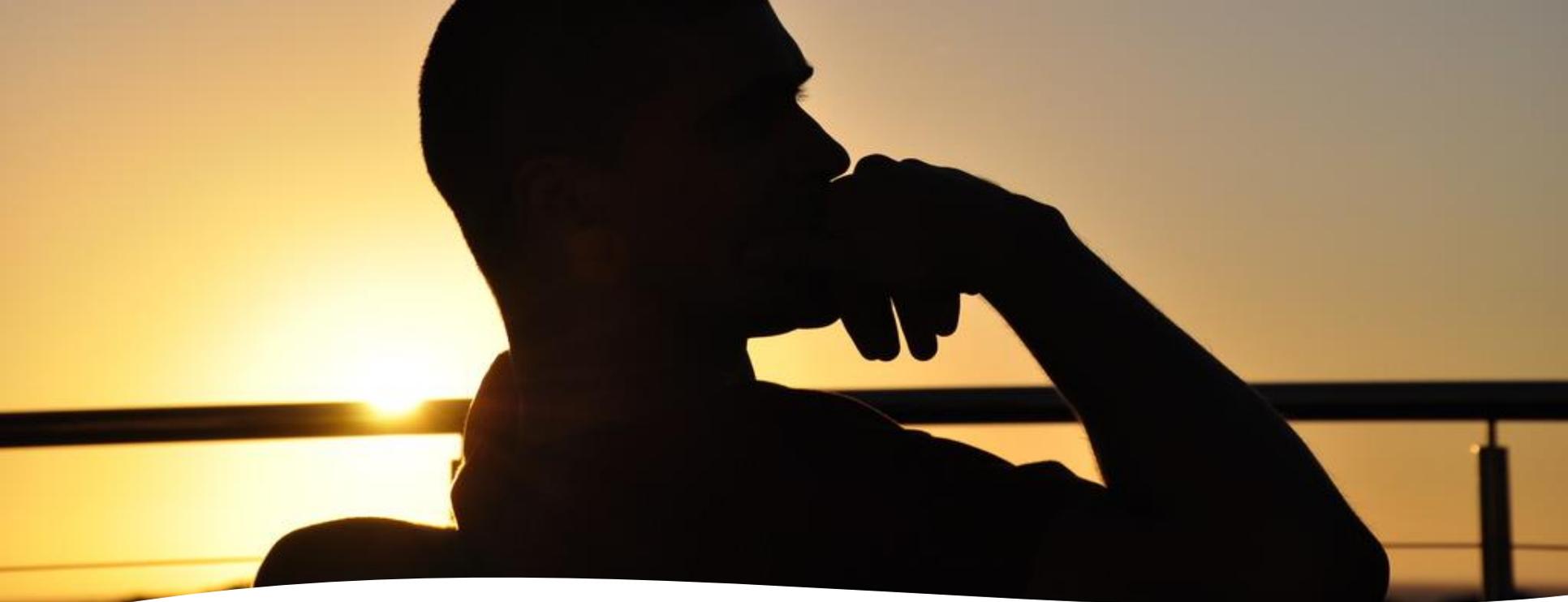
Managing Personal Implicit Bias

- Become aware of own biases
- Slow down and ask yourself if your responses are warranted
- Positive or negative stereotypes that influence perceptions of people
- Be careful about making decisions by "intuition" if you don't know what the intuition is rooted in
- Elicit diverse input into decision
- Humility

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The State of Mental Health & Youth in the U.S.

- In 2019, even before COVID-19, 13% of adolescents reported having a Major Depressive episode (HRSA, 2020)
  - 60% increase from 2007

- 88% increase in emergency room visits by children and adolescents for anxiety, mood disorder and self harm (HRSA, 2020)

- Suicide rates for people ages 10-24 were stable from 2000-2007 (National vital statistics, 2020)
 - Leaped to nearly 60% by 2018

Emergency room visits for self-harm by children and adolescents rose sharply over the last decade, particularly among young women.
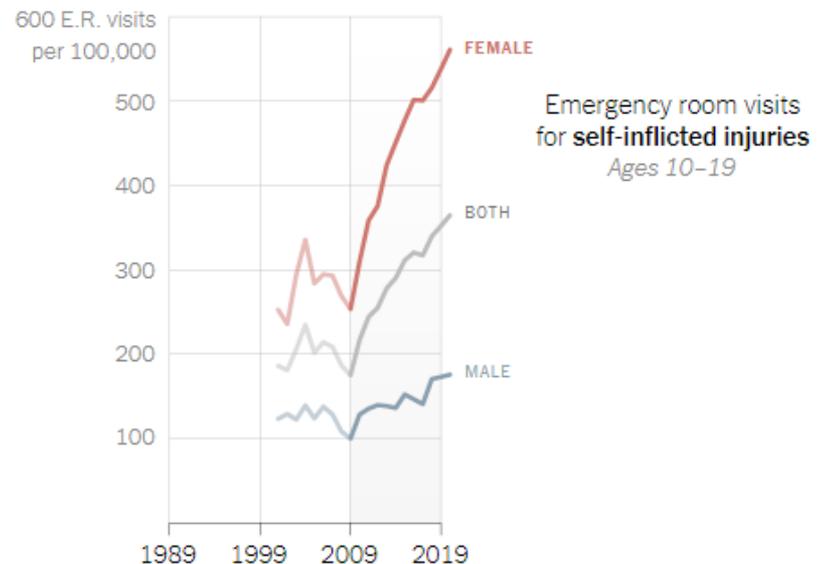
By The New York Times | Source: Centers for Disease Control and Prevention

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The State of Mental Health & Youth in the U.S.

Reported Symptoms of Anxiety and/or Depression by Racial/ethnic Group, USA

Legend: Hispanic/Latino, Black, White, Asian
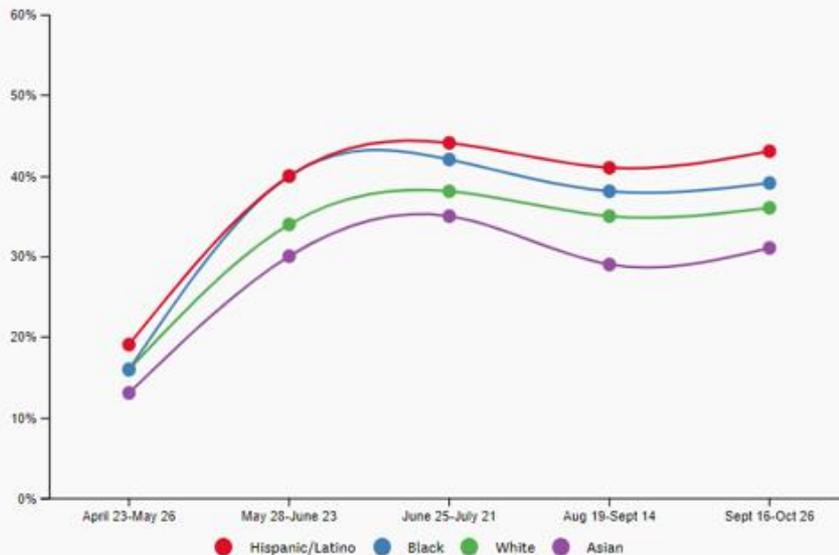
Source: CCC's analysis of the U.S. Census Bureau's Household Pulse Survey collected from April to October 2020.

Increase in Stressors over the last several years
- COVID-19
- Murder of George Floyd on May 25, 2020
  - Depression and Anxiety spiked the week following the murder, particularly among Black and Hispanic Youth (CCC, 2020)

2019-2020 – increase in children's mental health related emergency visits (Leeb et al, 2020)
- 24% for children ages 5-11
- 31% for youth ages 12-17

Significant decline in primary and preventive services for children from 2019-2020 (CMS, 2020)
- 44% fewer (3.2 million) child screening services
  - Services include assessment of physical and cognitive development needs – can provide early detection of autism, developmental delay and other conditions

Limited Access to services due to social isolation

Indicating Factors:

- Adolescents are getting less sleep, exercise, and in-person time with friends – all crucial for healthy development (Knell et al, 2019)

- Mental Health Crisis is often attributed to the rise in social media, but solid data are limited, and findings are often contradictory

- Limited access to care
  - Depression is most common among those with the least access to any health care, including MH

- Severe shortage of therapists and treatment options

- Insufficient research to explain the trend

- Earlier onset of Puberty
  - Girls – 12 years old today from 14 years old in 1990

Indicating Factors:

2020:

10.6 children have symptoms of anxiety and depression (7.6% in 2016)

Average student-to-counselor ratio in the state: 339:1

State's 2023 budget allocates more than $50 million to "strengthen youth mental health supports"
- Improve access to services
- Increase awareness and resilience building
- Provide support and professional development in communities, schools and college campuses

Adolescents are 7.49% less likely to have used drugs in the last month than the average US adolescent

7.7% of **12–17-year-olds** reported drug use in the last month
- 86.5% report marijuana use
- 2% report misusing pain relievers
- Less than 1% reported other substance use
- 9.5% used alcohol
  - 3.7% more likely to use alcohol than average US adolescent
- 2.5% met criteria for Illicit Drug Use Dependence
- 1.5% met criteria for Alcohol Use Dependence

304,000 young adults **aged 18-25** used drugs in last month
- 6.1% less likely to use drugs than average US young adult

Indicating Factors

Youth experiencing a spike in symptoms of anxiety and depression
- Consistently higher than other age groups

2022:

In NY metropolitan area almost half of all youth aged 18-24 reported symptoms of anxiety and depression

2-3% of children ages 6-12 have serious depression
Adolescents are .25% less likely to have used drugs in the last month than the average US adolescent

8.3% (112,000) **12-17-year-olds** report using drugs in the last month
- 86.6% report using marijuana
- Less than 1% report other drug use
- 1.9% report misusing pain relievers
- 3.8% more likely to use alcohol than average US adolescent
- 2.9% met criteria for Illicit Drug Use Dependence
- 1.6% met criteria for Alcohol Use Dependence

782,000 young adults **aged 18-25** used drugs in last month
- 8.8% more likely to use drugs than average US young adults

Substance Use Among Youth (Post-COVID)

Key Findings

|	
61%	How much drug use went up among 8th graders between 2016 and 2020.
62%	Of teenagers in 12th grade have abused alcohol.
50%	Of teenagers have misused a drug at least once.

Adverse Childhood Experiences (ACES)

Early Death

Disease, Disability, and Social Problems

Adoption of Health-risk Behaviors

Social, Emotional, and Cognitive Impairment

Disrupted Neurodevelopment

Adverse Childhood Experiences

Mechanism by Which Adverse Childhood Experiences Influence Health and Well-being Throughout the Lifespan

- The ACES study highlighted the need for Trauma-Informed Care
- More than 17,000 individuals across the US
- Showed strong associations between childhood and adolescent traumatic experiences and adult health risks, mental health, healthcare costs and life expectancy
- ACES and subsequent studies show that toxic stress during childhood is linked to chronic physiological, psychological and substance use disorders
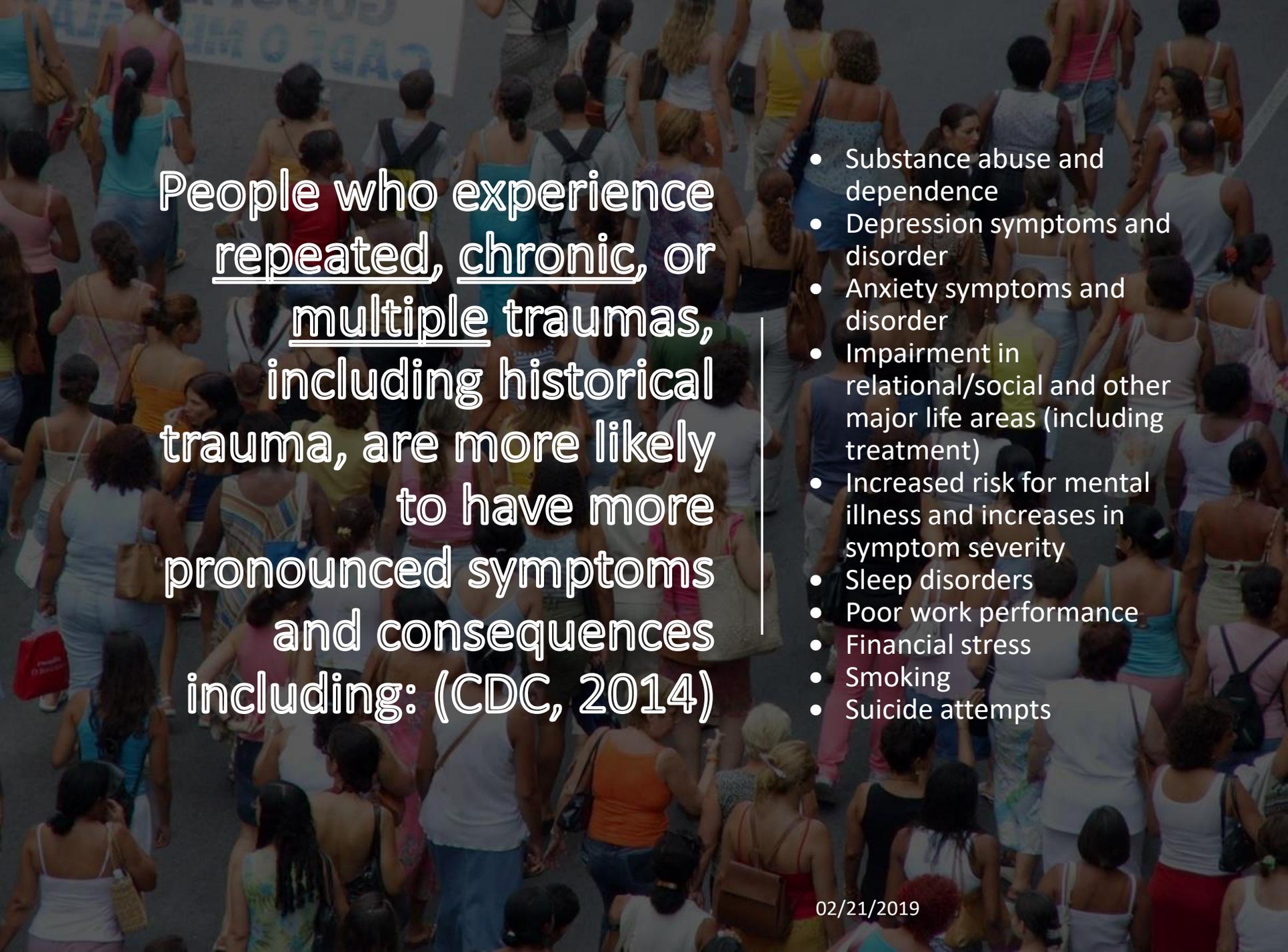
People who experience <u>repeated</u>, <u>chronic</u>, or <u>multiple</u> traumas, including historical trauma, are more likely to have more pronounced symptoms and consequences including: (CDC, 2014)

- Substance abuse and dependence
- Depression symptoms and disorder
- Anxiety symptoms and disorder
- Impairment in relational/social and other major life areas (including treatment)
- Increased risk for mental illness and increases in symptom severity
- Sleep disorders
- Poor work performance
- Financial stress
- Smoking
- Suicide attempts

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The Impact of Trauma

- Unintended and adolescent pregnancies
- Poor academic achievement
- Heightened risk for intimate partner violence (IPV)
- Numerous health problems, physical disorders, and conditions, including:
  - Liver disease
  - Heart disease
  - Sexually transmitted infections

- Catastrophic expectancy
- Emotional dysregulation

Trauma Informed Care

Given the prevalence of trauma, it is crucial that we practice incorporating trauma informed care.

– Trauma informed care is an approach that focuses on **Resilience and Strength**.

– It requires being aware of, understanding, recognizing, and responding to the effects of trauma.

How Do You Promote Strength

1. Work together as collaborators to establish mutual goals. This requires being adaptive and valuing differences

2. "Healing happens in relationship" – this requires reciprocal connections, bi-directional communication, and the deliberate fostering of understanding and shared learning.

3. Be mindful of your words and language

4. Allow people to tell their own story.

5. Active communication and support of one's capability to heal and recover

6. Ongoing training and capacity building for community and staff. Be flexible

Focus on Resilience,
Not Disorder

Support Self-efficacy – perception of having control over one's circumstances and the perception of capability to effectively carry out actions. (Bandura, 1997)

- People who feel in control of their lives may be more likely to engage in health affirming activities, seek help and practice a lifestyle that promotes health (Brown et al, 2011)
  - ➢ **Increase access to choices and more options** to increase a sense of control over life decisions
  - ➢ Workshops: stress management, problem solving, effective coping skills, self-care, affect regulation self-esteem- overall evaluation of one's worth
  - ➢ Create **programs that promote safety and healing**
  - ➢ **Ask questions to increase self-efficacy**:
    - Tell me about a time you made changes in your life. How did you do it?
    - What personal strengths do you have that would help you succeed?
    - Who could offer you support?

Focus on Strengths, Not Disorder

Provide Social Support– types of assistance or help received from others that promotes health and has a positive effect in times of stress. Social support bolsters resilience in stressful situations (Loseth et al, 2022)

a. *Emotional – reassurance of worth, empathy and affection*
   - Support Groups - domestic violence, parenting, healthy relationships,
   - Create a safe environment - Calm, safe, empowering environment for patients and staff
   - Community building social activities with a focus on addressing isolation and the diminishing the impact of stigma and discrimination.
   - Encourage open discussion of experiences of stigma and discrimination.

b. *Informational – advice, guidance, feedback*
   - Information available in appropriate languages, at appropriate reading level
   - Feedback provided in a respectful manner, asking questions, addressing concerns

c. *Tangible – material, financial, resource assistance*
   - Basic needs assistance (food, hygiene products, baby supplies), transportation assistance and childcare
   - Child-friendly environment with carved out spaces for child play

d. *Companionship – sense of belonging, shared social activities*

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What drives Institutional/Organizational Operations

DOMINANT ORGANIZATIONAL CULTURE
Perfectionism
Sense of Urgency
Defensiveness
Quantity
Thinking there is only 1 correct way
Either/Or
Avoid Conflict
Right to Comfort
Object-Oriented
Reason
Numbers Driven
Rules
Single Issue (Fragmentation)
Objectivity
Individual Achievement

RELATIONAL ORGANIZATIONAL CULTURE
Everything is a Work in Progress
Sustainability
Openness
Quality
Identifying multiple viable paths
Both/And
Conflict is productive/necessary
Discomfort is a teacher
Relationship-Oriented
Emotion
Story Driven
Creativity
Analysis (Whole Picture)
Everything is Subjective
Collective Achievement

Thank You

????QUESTIONS ????

**Re-Imagining Behavioral Health:
Race, Equity, and Social Justice**

- Courage does not always roar. Sometimes courage is the quiet voice at the end of the day saying,

- **"I will try again tomorrow."**

- And the day came when the risk to remain tight in a bud was more painful than the risk it took to BLOOM

Questions

More on Implicit Bias

- Listen to this podcast episode for an easy summary of the topic:

  - https://www.npr.org/2018/03/09/591895426/the-mind-of-the-village-understanding-our-implicit-biases

- A link to the implicit bias test through Harvard:

  - https://implicit.harvard.edu/implicit/takeatest.html

Recommended Reading

- **"White Fragility: Why it's so Hard for White People to Talk About Racism"**
  - Robin DiAngelo, 2018

- **"My Grandmother's Hands: Racialized Trauma & the Pathway to Mending Our Hearts & Bodies"**
  - Resmaa Menakem, 2017

- **"So You Want to Talk About Race"**
  - Ijeuoma Oluo, 2018

- **"White Rage: The Unspoken Truth of our Racial Divide"**
  - Carol Anderson, 2016

- **"Beyond Inclusion, Beyond Empowerment: A Developmental Strategy to Liberate Us All"**
  - Leticia Nieto et. al, 2010

Recommended Reading

- **"The Bodies Keeps Coming"**
  - Dr. Brian H. Williams, 2023

- **"The More Beautiful World Our Hearts Know Is Possible"**
  - Charles Eisenstein, 2013

- **"Legacy"**
  - Uche Blackstock, 2024

- **"Our Hidden Conversation"**
  - Michele Norris, 2024