

Technical Information

SAMHSA

Substance Abuse and Mental Health
Services Administration

This training was developed under the Substance Abuse and Mental Health Services Administration's **Addiction** and **Prevention** Technology Transfer Center task orders.

For training use only.

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LIVE

This webinar is now live.



It is being recorded.



Please remain muted.



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Welcome

Central East ATTC and PTTC Webinar

Discrimination with Intention: Cultural & Structural Racism



*The Central East ATTC, MHTTC, and PTTC are housed at
the Danya Institute in Silver Spring, MD*

Renata Henry
Executive Director

Each TTC Network includes 13 centers.*



Network Coordinating Office

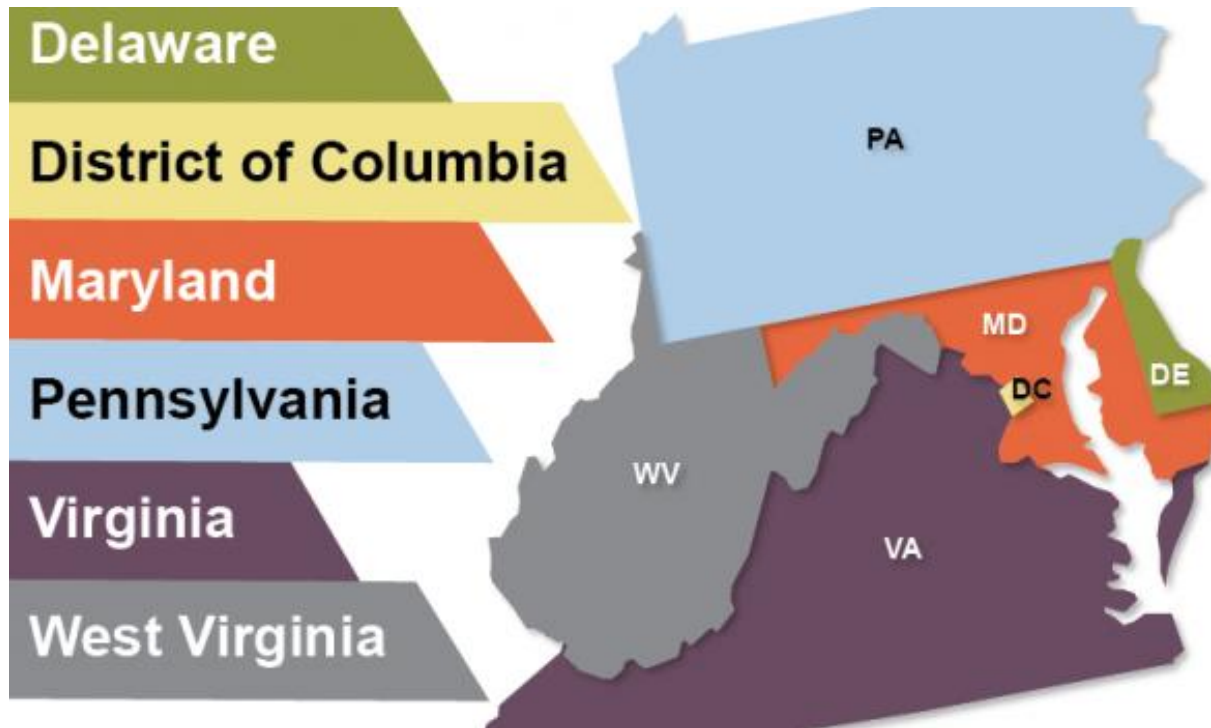
National American Indian and Alaska
Native Center

National Hispanic and Latino Center

10 Regional Centers (aligned with HHS regions)

Central East Region

HHS REGION 3



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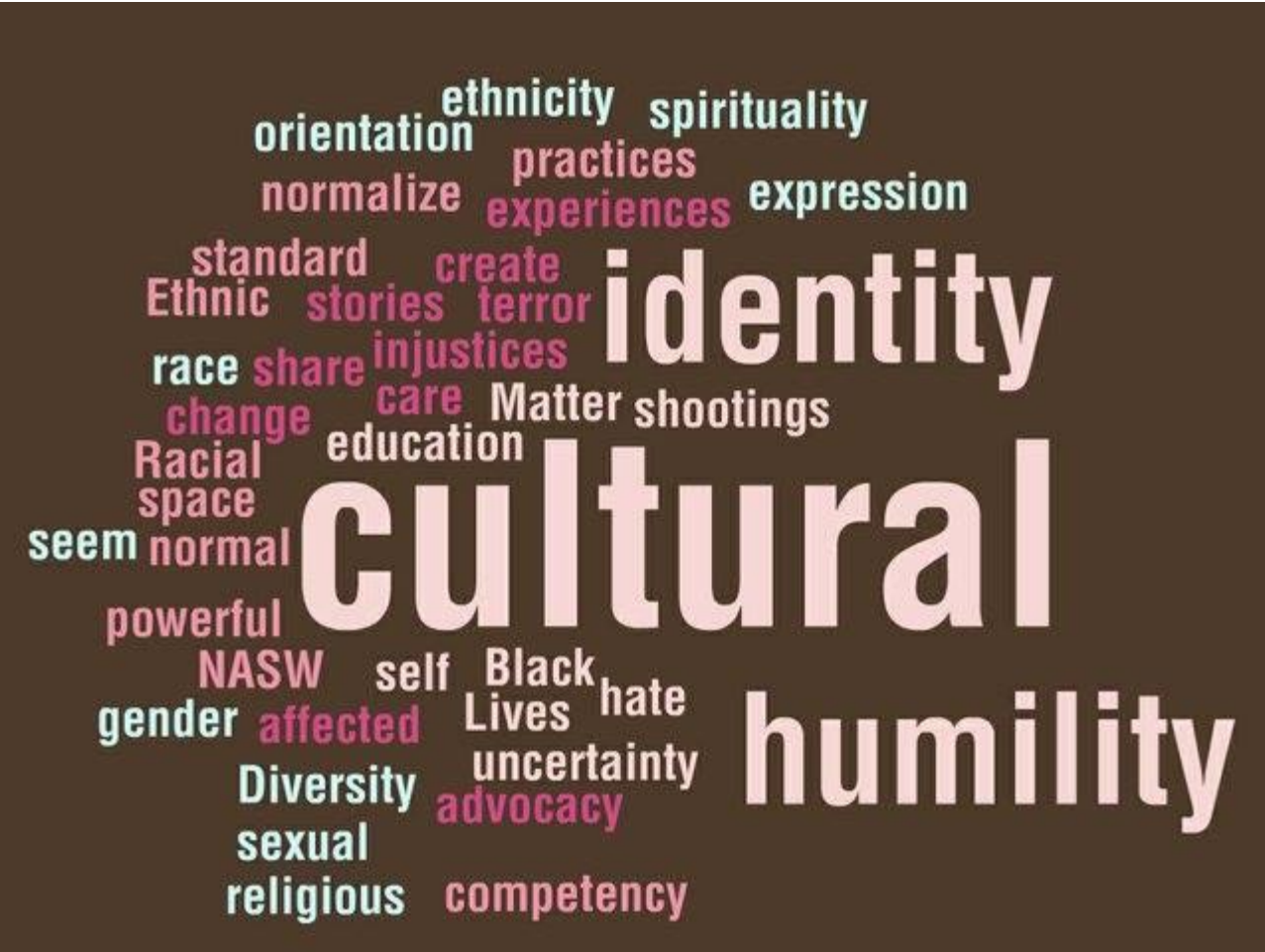
The use of affirming language inspires hope.

LANGUAGE MATTERS.

Words have power.

PEOPLE FIRST.

The PTTC Network uses affirming language to promote the application of evidence-based and culturally informed practices.



Eligibility

Behavioral health and health care providers, consumers, families, state and local public health systems and other stakeholders

Consistent with
Regional, State
and Local
Needs

No cost

Data Driven

EBPs provided
by Subject
Matter Experts



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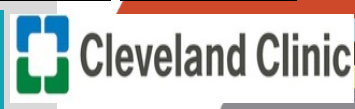
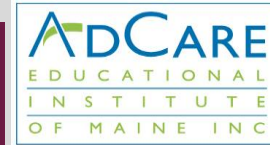
Discrimination with Intention: Cultural & Structural Racism

Anthony President
Founder & Chief Training Officer
Presidential Consultants, Inc.

October 14, 2021



Presenter(s)



Get Better

Give Better

Make the World Better



PRESIDENTIAL CONSULTANTS

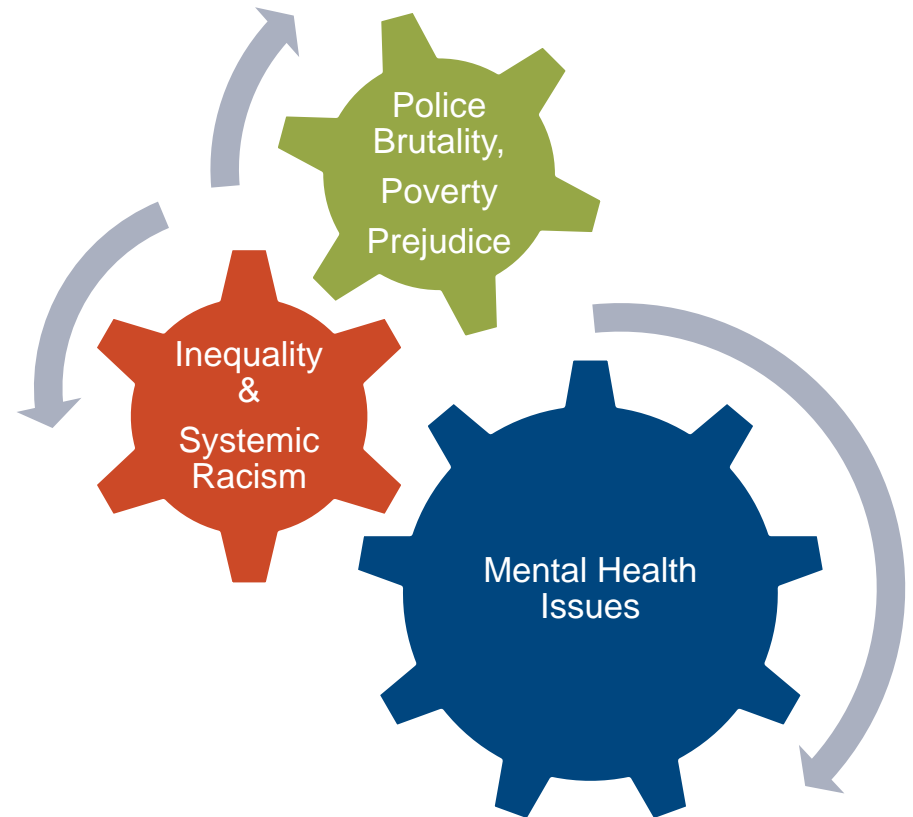
Strategies - Rethinking Cultural Learning

- ❑ Few scientific and medical textbooks include discussions of how racism affects the conceptualization of race or an analysis of racial inequality in relation to health and other outcomes
- ❑ Medical and public health schools are beginning to incorporate essential pedagogy about racism and health into standard coursework, as one step towards divorcing medical and public health institutions from their supportive roles in the system of structural racism
- ❑ Approaches based on structural competency, cultural humility, and cultural safety—encourage a lifelong commitment to self - reflection and mutual exchange in engaging power imbalances along the lines of cultural differences.



Our Why

- ❑ **Mental Health** Issues are an underlying cause of many chronic disease conditions- Cancer, Heart Disease, Stroke, Diabetes, Hypertension.
- ❑ Chronic Disease Conditions of minority populations are often rooted in **Inequality, Systemic Racism**
- ❑ Navigating life dealing with the effects of Inequality & Systemic racism can cause Mental Health Issues due to chronic episodes of **Police Brutality, Poverty, Bias, Bigotry and Prejudice**



Our Why

Relevance to Best Long Term Outcomes for Those we Serve

Low Income BIPOC are more likely than their white counterparts to experience disparities due to;

- Disproportionate Criminalization of drug & alcohol use in Black & Brown communities
- Inadequate Financial Resources (i.e. lack of insurance)
- Racial Bias
- Stigma in Communities of Color about treatment



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Our Why

Relevance to the Field of Prevention

Racial Disparities among Black, Latin X & Asian Americans include



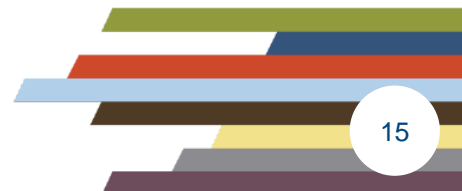
Not Equal: Racial Disparities In Addiction/Substance Abuse Treatment, July 7, 2020,
<https://www.addictionresource.net/racial-disparities-addiction-treatment/>



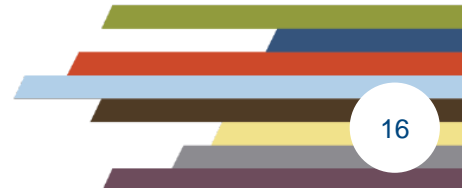
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How Racism & Mental Health are Connected



Strategies - Rethinking Cultural Learning

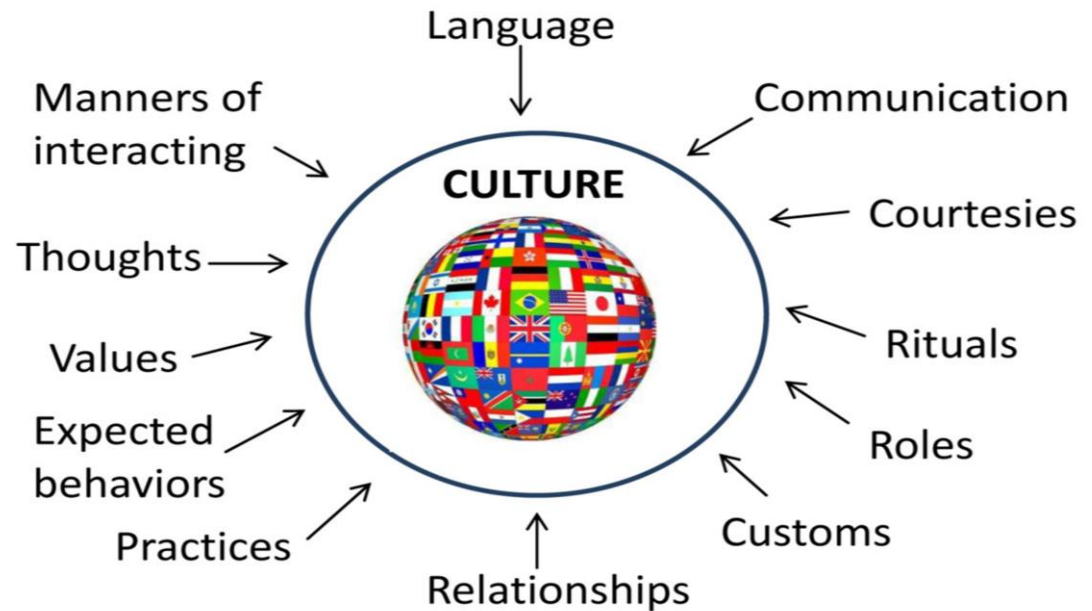
- ❑ Define Cultural & Structural Racism in the Behavioral Health space.
- ❑ Understand how Cultural & Structural Racism contribute to race based traumas and their negative effects on BIPOC.
- ❑ Discuss strategies to effectively support BIPOC populations in a manner that is respectful and inclusive with Cultural Humility.



Our Why

What is Culture?

Culture is the totality of ideas, attitudes, opinions & beliefs of a particular group of people.



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Dynamics of Culture



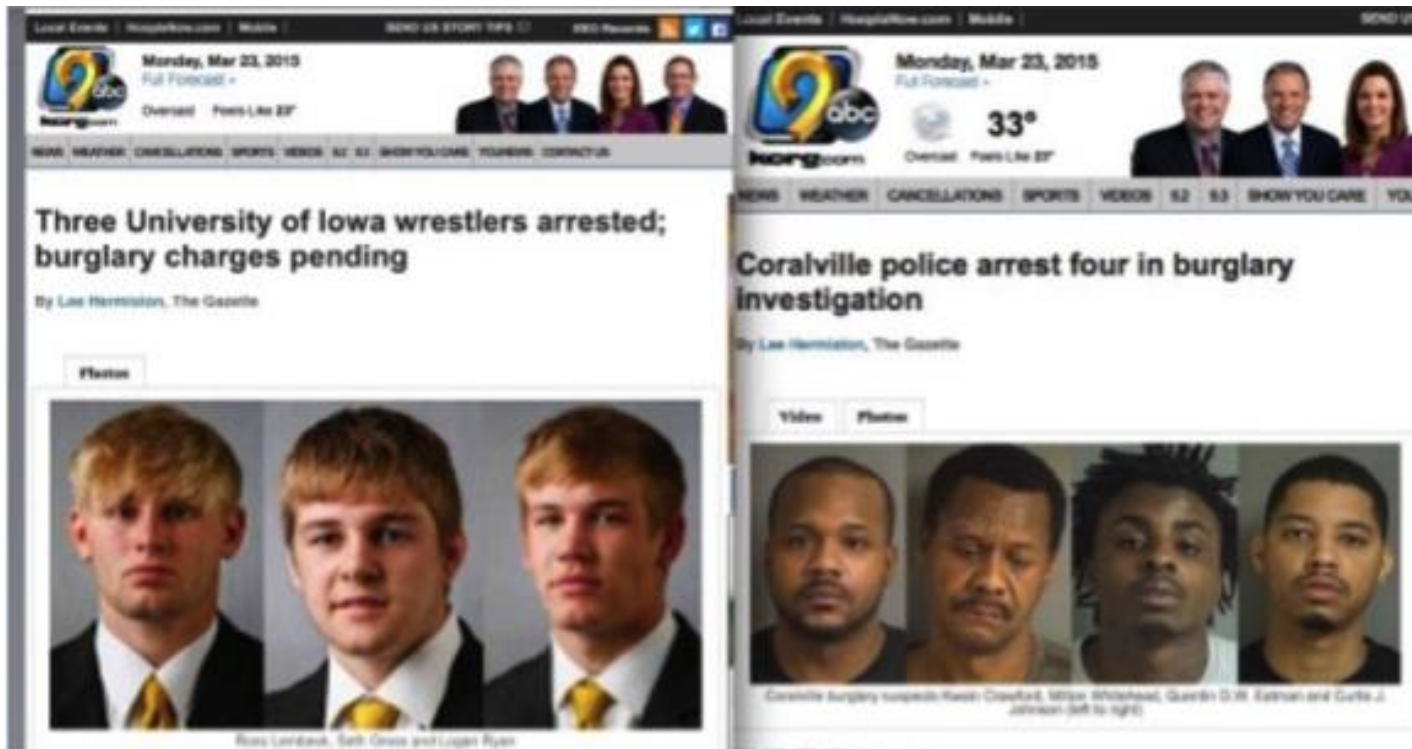
- ❑ Assures the Survival & Well Being of Group Members.
- ❑ Culture regulates social organization.
- ❑ Culture is entirely transmitted through learning.
- ❑ Cultural Behavior once learned, appears to so natural that it is perceived as instinctual or biological.
- ❑ Once people are conditioned in a culture, change can be perceived as a threat to personal & interpersonal stability.

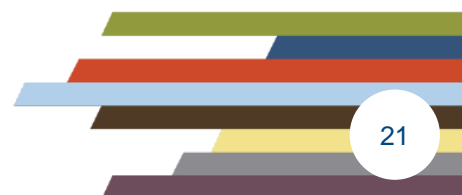
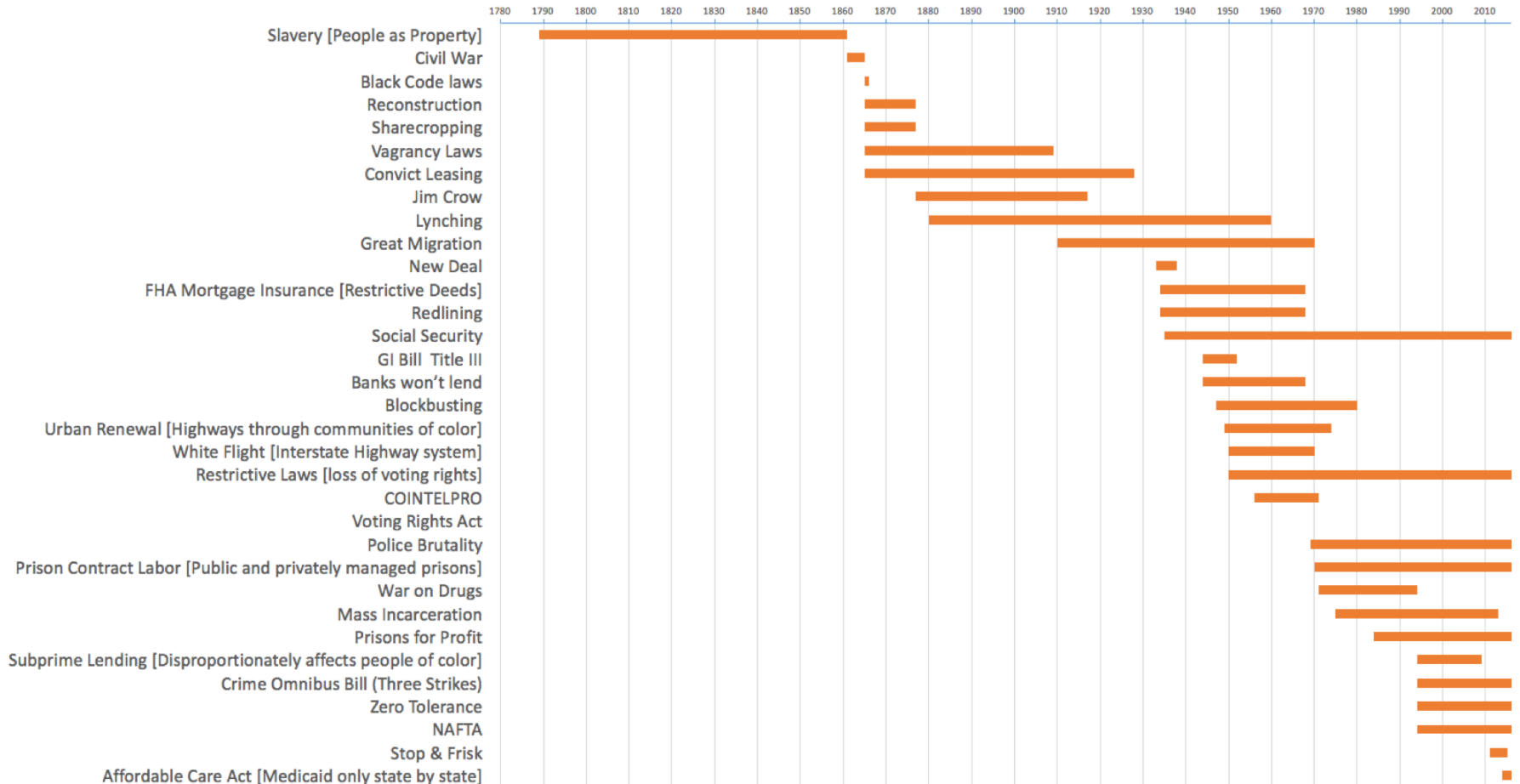


What is Racism?

The marginalization and/or oppression of people of color based on a socially constructed racial hierarchy that privileges white people.

Anti- Defamation League





Dynamics of Racism



- ❑ Biological Features are used to describe a collective group called a race.
- ❑ The White Race is designated as the superior race, all other races are deemed inferior .



Dynamics of Racism



All the people who belong to the “other” racial groups are attributed negative biological & cultural characteristics .



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Dynamics of Racism



The presence of the “other” group is framed as problematic & a threat to the “superior” race.



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Dynamics of Racism



Differences entitle the “superior” race to dominate, discriminate, exploit, exclude, and annihilate the other races.



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Defining Cultural Racism

Cultural Racism is the attitudes & behaviors of rejection that is used to discriminate, marginalize, segregate, exclude or exile.



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Understanding Cultural Racism



GROUP OF SLAVE-CHILDREN ON BOARD THE "DAPHNE."

[Page 180.]

(From a Photograph by the Author.)



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Understanding Cultural Racism



Understanding Cultural Racism

BLACK CODES

- Could not own property or guns
- No voting rights
- If no job, could be arrested and forced to work for no pay



Understanding Cultural Racism



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Understanding Cultural Racism



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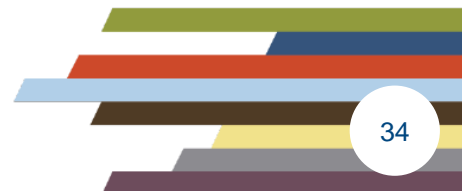
Understanding Cultural Racism



Understanding Cultural Racism



Structural racism has developed over centuries and is deeply embedded in the thoughts and behaviors of people with its influence extending to how health sciences are taught and the routine practices of health agencies and health-care providers



Defining Structural Racism

Structural Racism

The totality of ways in which societies cultivate racial discrimination through mutually reinforcing systems of housing, education, employment, earnings, benefits, credit, media, health care, and criminal justice. These patterns and practices in turn fortify discriminatory beliefs, values, and distribution of resources.

time to change

let's end mental health discrimination

1 in 3 people report discrimination within mental health services

For some, this feels like being invisible



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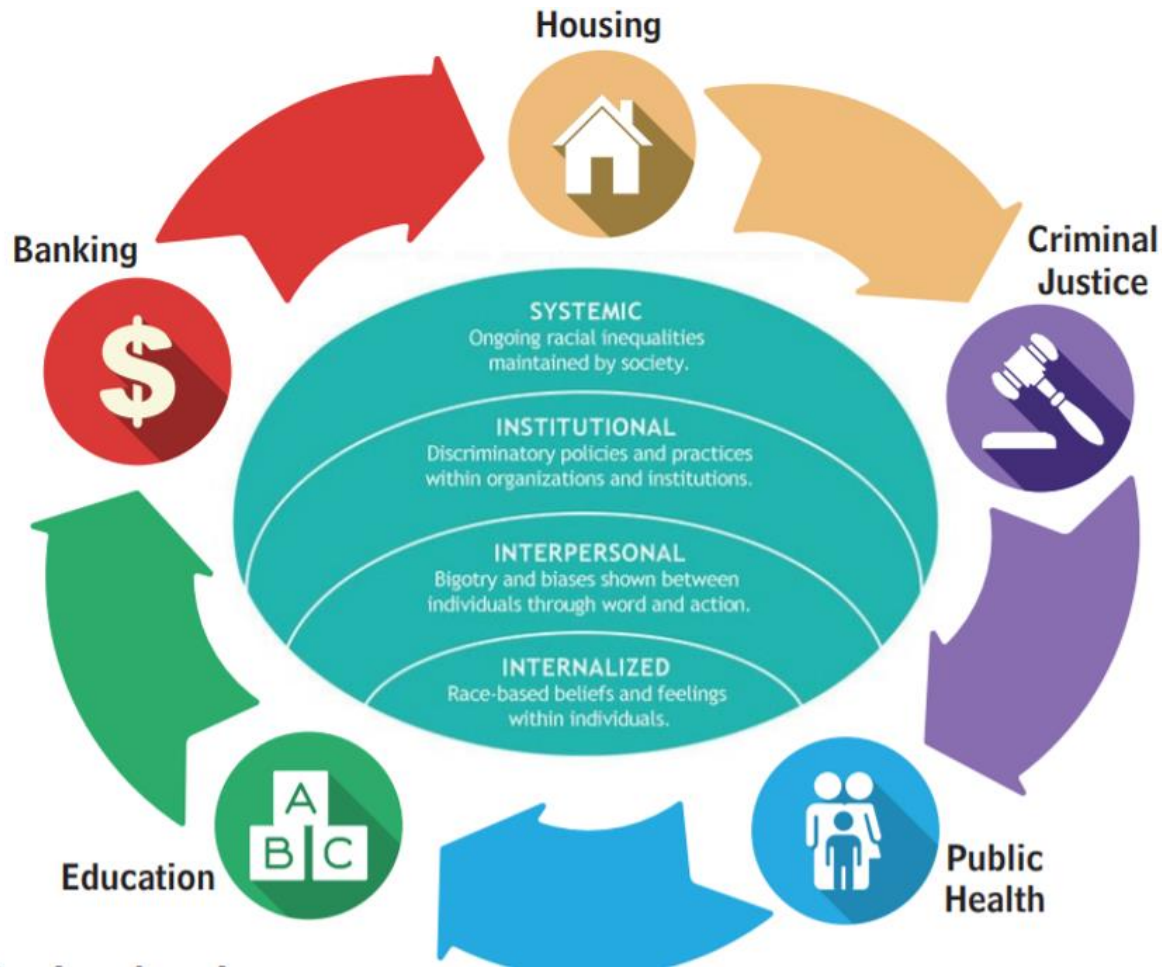
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Structural Racism



Understanding Structural Racism



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Structural Racism & Mental Health Disparities

African Americans...

- ❑ Experience Serious Mental Health issues 20% more often than Whites.
- ❑ Ability to obtain treatment for a mental health disorder is 50% of Whites.
- ❑ Economic Disparities due to systemic racism leads to a lack of insurance, inability to afford treatment.
- ❑ 44% are enrolled in Medicaid or public health insurance which may limit access to diverse treatment methods & providers with a variety of theoretical approaches to serve diverse clients.
- ❑ Racial Disparities Lead to Poor Mental Health Care for Black Americans



How Might Racism Impact Mental Health?



Pathways Between Racism & Mental Health

Psychosocial Trauma;

Microaggressions, Interpersonal Discrimination, Racist Media Coverage

Inadequate Health Care;

Inadequate Access to Health Insurance, Health Care Facilities, Substandard Medical Treatment due to Racial Bias & Discrimination

State Sanctioned Violence;

Police Violence, Forced Urban Renewal, Genocide of Indigenous Americans,

Stereotype Threats

Stigma of Inferiority leading to Physiological Arousal and an impaired patient-provider relationship



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Structural Racism in Behavioral Health

Black, Indigenous, People of Color (BIPOC) are;

Less likely to have access to mental health services.

Less likely to seek out services.

Less likely to receive needed care.

More likely to receive poor quality of care.

More likely to end services prematurely.

Regarding racial disparities in misdiagnosis, black men, for example, are over diagnosed with schizophrenia (four times more likely than white men to be diagnosed).



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Structural Racism in Behavioral Health

Black, Indigenous, People of Color (BIPOC)

- ❑ Racial differences shape treatment encounters (racism & discrimination in the treatment process, communication issues, mistrust of treatment).
- ❑ The vast majority of mental health treatment providers in the U.S. are white.
- ❑ Approximately 86% of psychologists are white, and less than 2% of American Psychological Association members are African American
- ❑ Some research has demonstrated that provider bias and stereotyping are relevant factors in health disparities.



Structural Racism in Behavioral Health

Black, Indigenous, People of Color (BIPOC) are;

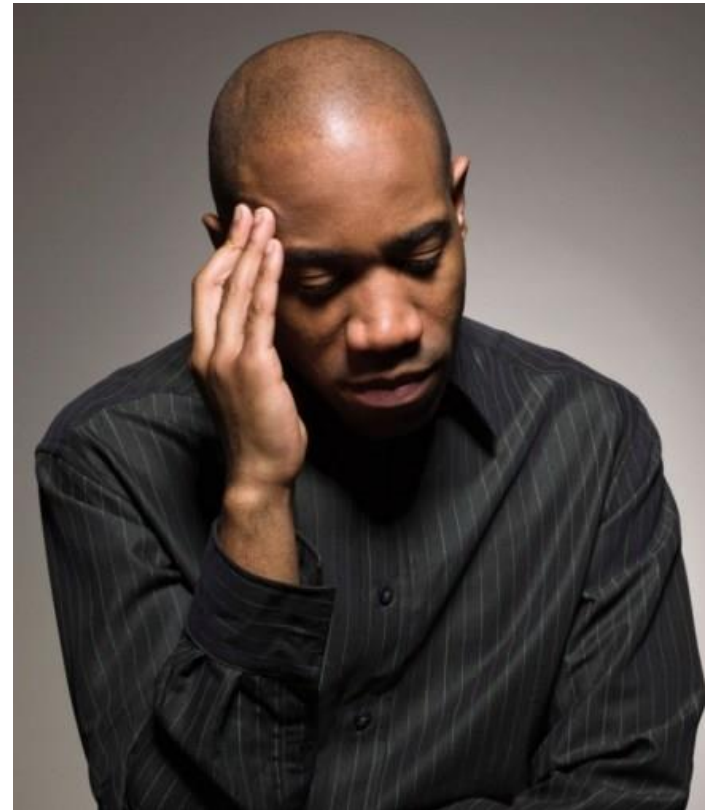
- ❑ Black Men are underdiagnosed with PTSD and mood disorders.
- ❑ Less BIPOC, Mental Health Care is often provided in prisons.
- ❑ BIPOC are overrepresented in the criminal justice system, as the system overlays race with criminality. Statistics show that over 50% of those incarcerated have mental health concerns.
- ❑ Rather than receiving treatment for mental illness, BIPOC end up incarcerated because of their symptoms. In jails and prisons, the standard of care for mental health treatment is generally low, and prison practices themselves are often traumatic.



How Structural Racism Impacts Mental Health

Experiencing Racism is Associated with Poor Mental & Physical Health...

- ❑ Racial Racism is twice as likely to impact mental health than physical health (mental health issues such as suicidal thoughts, depression, PTSD, emotional distress, anxiety).
- ❑ Increased Stress (impacts blood pressure & hypertension).
- ❑ Racist experiences increase inflammation In African Americans raising their level of risk of developing kidney disease & heart disease.
- ❑ Some Racism leads to inequity in pain management (undertreating pain in African Americans).



Racism Impacts Mental Health



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Interpersonal Discrimination in the Mental Health Space

- ❑ Interpersonal discrimination is a psychosocial stressor.
- ❑ Interpersonal Discrimination has adverse effects on mental health, psychological wellbeing, & related health practices (the consumption of psychoactive substances, including cigarettes, alcohol, and drugs, sleep disturbances).
- ❑ Interpersonal Discrimination is linked to various biomarkers of disease and wellbeing, including wear & tear on the body, the bodies innate response to injury, and hormonal dysregulation (related to depression, brain fog, anxiety, mood swings).



Race Based Trauma

- ❑ Race-based traumatic stress (RBTS), refers to the mental and emotional injury caused by encounters with racial bias and ethnic discrimination, racism, and hate crimes.
- ❑ Any individual that has experienced an emotionally painful, sudden, and uncontrollable racist encounter is at risk of suffering from a race-based traumatic stress injury
- ❑ Black, Indigenous People of Color (BIPOC) are most vulnerable due to living under a system of white supremacy.



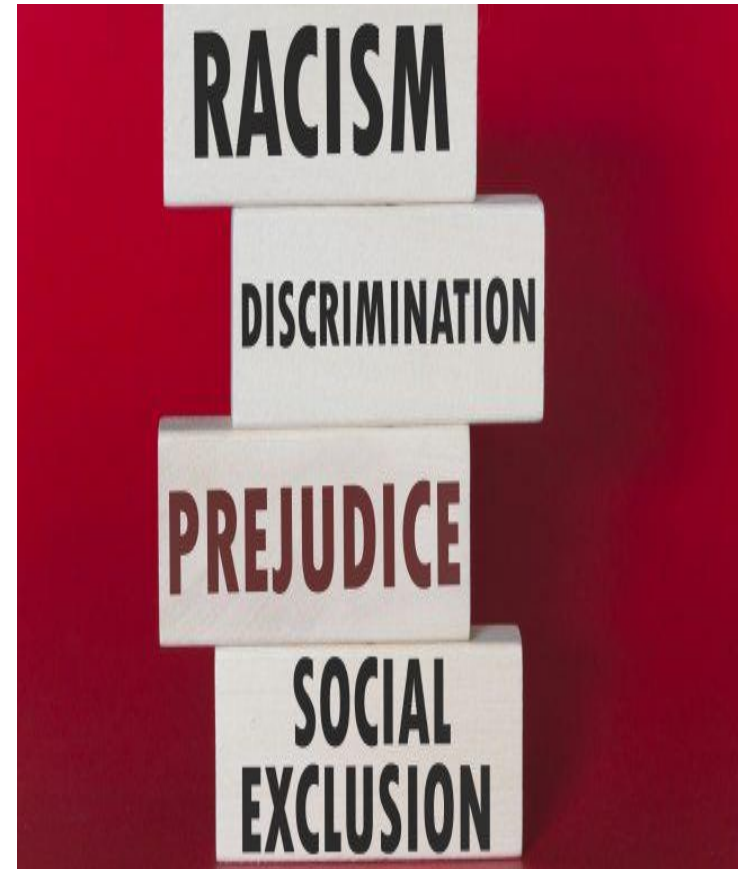
Race Based Trauma

- ❑ Experiences of race-based discrimination can have detrimental psychological impacts on individuals and their wider communities.
- ❑ In some individuals, prolonged incidents of racism can lead to symptoms like those experienced with post-traumatic stress disorder (This can look like depression, anger, recurring thoughts of the event, physical reactions (e.g. headaches, chest pains, insomnia), hypervigilance, low-self-esteem, and mentally distancing from the traumatic events
- ❑ It is important to note that unlike PTSD, RBTS is not considered a mental health disorder. RBTS is a mental injury that can occur as the result of living within a racist system or experiencing events of racism.



Race Based Trauma

- Direct traumatic stressors include all direct traumatic impacts of living within a society of structural racism or being on the receiving end of individual racist attacks.
- A person experiencing a direct traumatic stressor may be heavily policed, or they may face barriers to home ownership due to inequitable policies.
- A person experiencing a direct traumatic stressor may be the victim of individual physical and verbal attacks or may face other microaggressions.



Understanding Raced Based Trauma



Understanding Raced Based Trauma

- The descendants of Holocaust survivors display an increased vulnerability to developing psychological disturbances in addition to stressors related to Holocaust loss and this vulnerability is in direct relationship to the negative life experience of the previous generation.
- Historical trauma shared by Indigenous Americans including boarding schools, massacres and forced violent removal from tribal lands represents a severe communal loss and source of traumatic stress.
- Indigenous Americans today continue to experience symptoms of depression, substance dependence, diabetes, and unemployment due to the psychological impact of the historical trauma.



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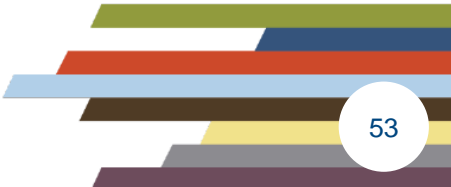
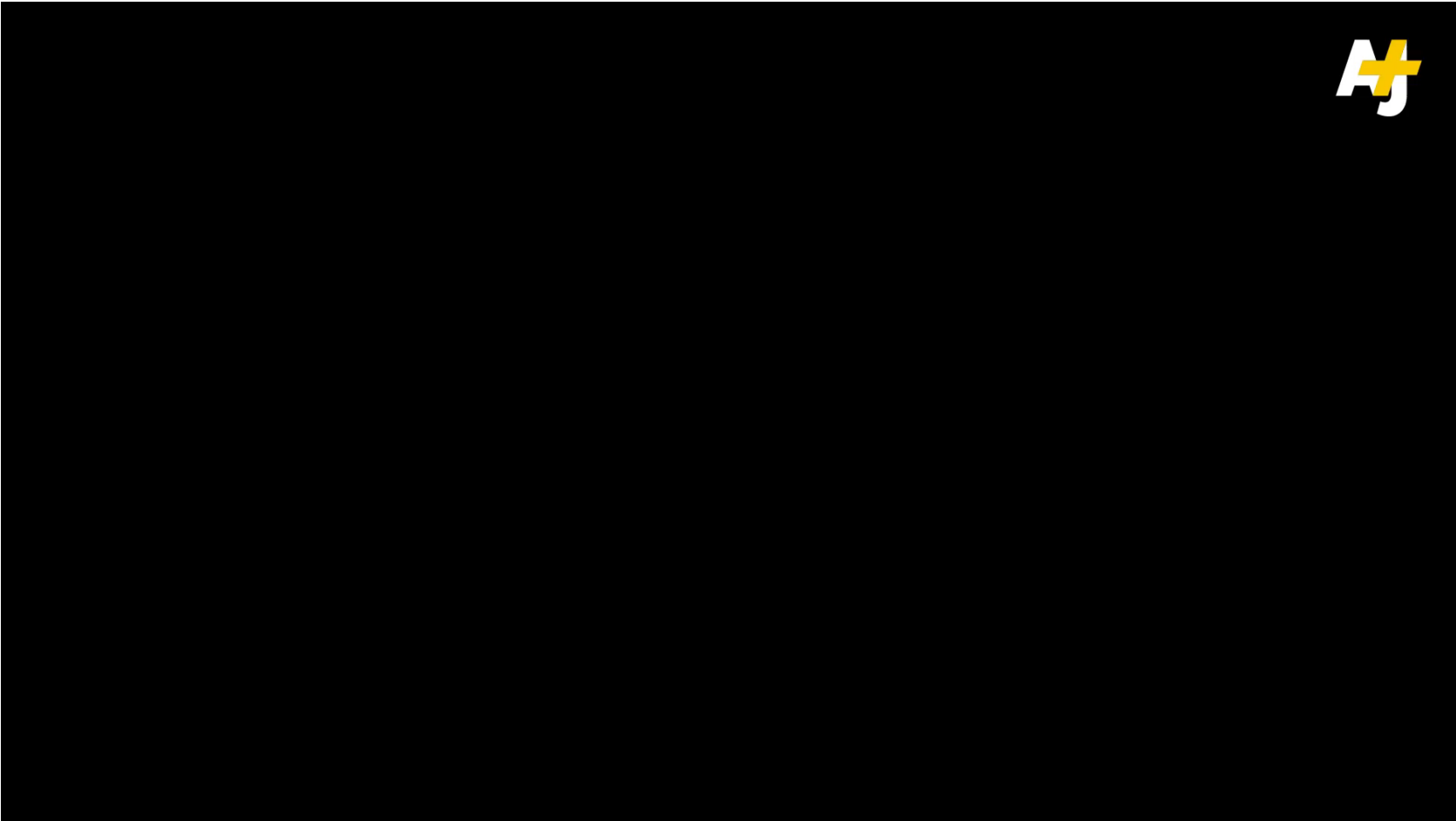
Understanding Raced Based Trauma

Historically Transmitted traumatic stressors refer to the traumatic stressors that are transferred by one generation to the next. The stressors can come from historically racist sources or can be personal traumas passed down through families & communities.

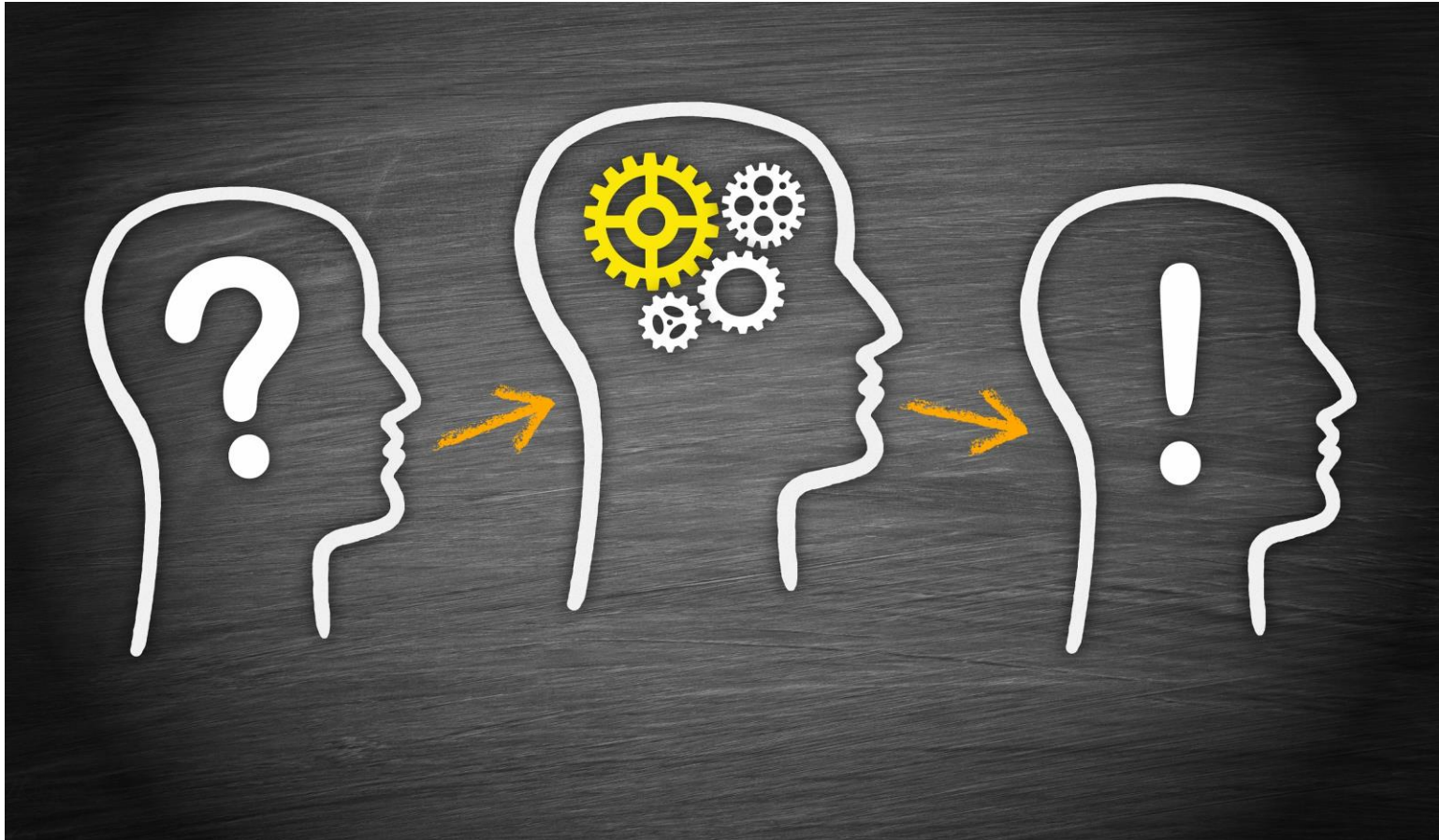
Africans American Slavery continues to be as a source of traumatic stress for blacks & this prolonged collective trauma makes Black people highly vulnerable to developing mental health disorders.



Historical Trauma- Post Traumatic Slave Syndrome



Strategies To Build the Habits of Cultural Humility to Support BIPOC



I = Individual



I= Institutional



**I = Impact on the
Community**



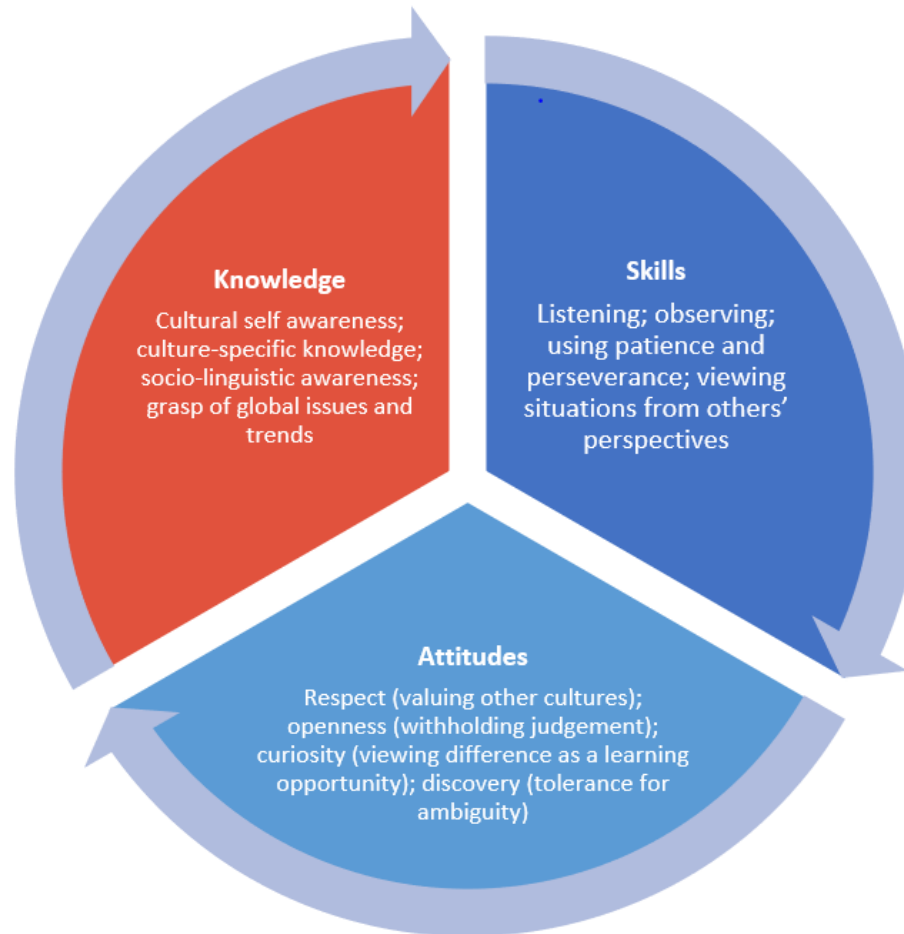
I = Individual



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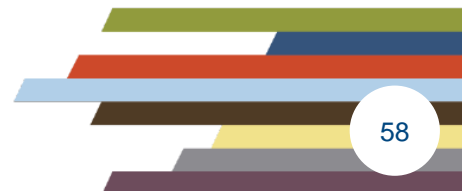
The Importance of Cultural Sensitivity of Providers



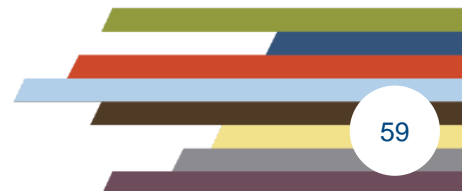
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Strategy for Effective Communication



I= Institutional



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Origins of Cultural Humility



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What is Cultural Humility?

Cultural Humility - “a lifelong process of self-reflection and self-critique whereby the individual not only learns about another’s culture, but one starts with an examination of her/his own beliefs and cultural identities- National Institute of Health



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Cultural Humility Principles

1. Lifelong commitment to learning and critical self-reflection

2. Desire to fix power imbalances within provider-client dynamic

3. Institutional accountability & mutual respectful partnership based on trust

Tervalon & Murray-Garcia, 1998



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The Deference Between Cultural Competence vs Cultural Humility

Cultural Competence;

➤ Theory

Cultural Humility;

➤ Application

What to Do

How to Do it



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Cultural Competence is not Enough



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Becoming **culturally competent** and practicing **cultural humility** are ongoing processes that change in response to new situations, experiences and relationships. Cultural competence is a necessary foundation for cultural humility.

CULTURAL HUMILITY

GAINING CULTURAL KNOWLEDGE

What are other cultures like, and what strengths do they have?

DEVELOPING CULTURAL SELF-AWARENESS

What is my culture, and how does it influence the ways I view and interact with others?

HOLDING SYSTEMS ACCOUNTABLE

How can I work on an institutional level to ensure that the systems I'm part of move toward greater inclusion and equity?

UNDERSTANDING AND REDRESSING POWER IMBALANCES

How can I use my understanding of my own and others' cultures to identify and work to disrupt inequitable systems?

CULTURAL COMPETENCE



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I = Impact on the Community



Reaching Out & Reaching Back to the Community

- 01 Integrating within the communities we serve.
- 02 Integrating Town Hall Meetings with Those we Serve & Community Partners (virtual & F2F) & Feedback Loop.
- 03 Volunteer out in the Community.
- 04 Speakers Bureau (Engage & Create Interest.
- 05 Blind Surveys of those we serve.
- 06 Hire from the communities we serve.
- 07 Engagement through social media
- 08 Adopt a School.
- 09 Open the doors of your Agency (i.e. sponsor a Behavioral Health fair, bring together local providers to make a difference in the community).



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Building Your Daily Work Plan

Based on the ideas discussed today, please create your person plan to...

-  Start
-  Stop
-  Continue
-  Change
-  Resume





Thank you
for all you do
for your
communities!



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Funded by Substance Abuse and Mental Health Services Administration

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