



Southeast (HHS Region 4)

PTTC

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

Health Equity Series 1:
**Prevention Leadership Through a
Culturally Humble Lens**

July 19, 2023

Presented by

Cerise Hunt, PhD, MSW

Colorado School of Public Health

Carlton Hall

Carlton Hall Consulting





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Disclaimer

- This training is 100% supported SAMHSA of the U.S. Department of Health and Human Services (HHS).
- The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by SAMHSA/HHS, or the U.S. Government.

The use of affirming language inspires hope.

LANGUAGE MATTERS.

Words have power.

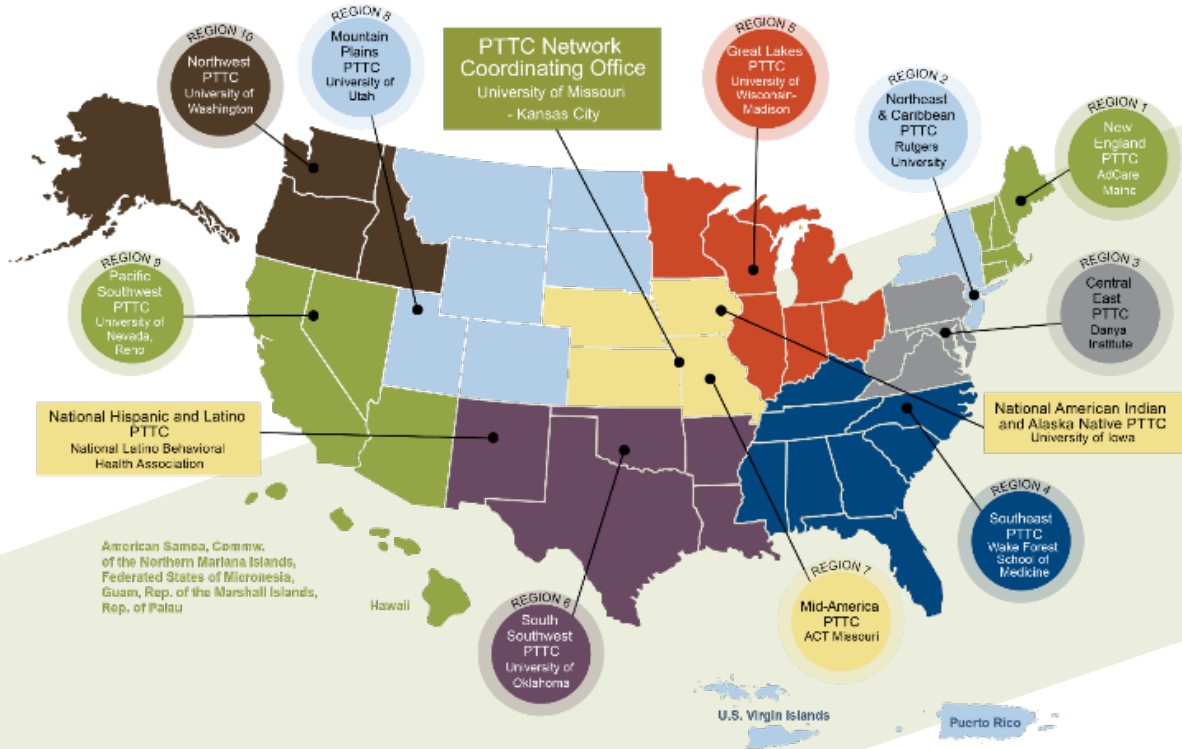
===== **PEOPLE FIRST.** =====

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



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

PTTC Network



Co-Directors
 Kimberly Wagoner, DrPH, MPH
 and Mark Wolfson, PhD



Wake Forest University
School of Medicine

Housekeeping

**Webinar
Recording**
available in 2-3
days on our
YouTube

After the webinar:

Complete the
Evaluation Form



to gain access to

A download of the
**Certificate of
Attendance**



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**Bottom of our main
webpage**

pttcnetwork.org/southeast

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LIST**

Stay up to date on what's happening in
our region.

SUBSCRIBE



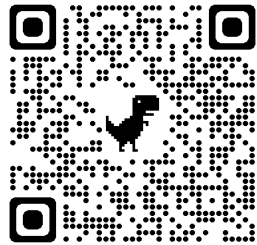
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CHANNEL**

Watch our entire webinar series and
subscribe for future episodes.

WATCH



Sign up for our
newsletter
here!



PTTC

Prevention Technology Transfer Center Network
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TONS of great
trainings to
share/watch
with your
coalition
members

Upcoming Events

Health Equity Series 2: Cultural Intersections: LGBTQ+ Youth and Substance Use Disorder

9th August, Noon ET

Health Equity Series Session 3: Equity, Inclusion, and Prevention: A Rural and Appalachian Conversation

20th September, Noon ET

August 27-31

The Georgia School of Addiction Studies, Savannah, GA
thegeorgiaschool.org

Today's Presenters



Prevention Leadership Through a Culturally Humble Lens



Southeast PTTC – 2023 Health Equity Prevention Leadership Series – Session 1



Inspiring Solutions for a Better World

Opioid Crisis in ██████ County: Experts Explain the Epidemic

By **Mimi Michalski** - August 17, 2018

0

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New Kind of Conversation on Engagement

Acting ██████ County Prosecutor Robert D. ██████ hosted a Community Meeting on the opioid crisis on Wednesday, August 15 at the Glen Ridge Congregational Church.

The event was co-sponsored by the New Jersey Attorney General's Office and included speakers from RWJ St. Barnabas Health Institute for Prevention and Recovery, the ██████ County Department of Health, and two nonprofits, Integrity House, and ADAPT (Alcohol and Drug Abuse Prevention Team).

Acting ██████ County Prosecutor Robert ██████ Addresses Attendees at Community Meeting



What is a Culturally Humble Lens?

Network
Administration





Search SAMHSA.gov

[Home](#) » [Grants](#)



**OVC FY 2020 Enhancing
Addiction Crisis: Services**

FY 2020 Competitive Grant

CFDA #16.582

Grants.gov Solicitation Number

Solicitation Release Date: M

Application Deadline: 11

The [U.S. Department of Justice Crime](#) (OVC) is seeking applications from crime victims as a result of the crime assistance to the direct services enhancing the field's response to

Drug-Fr



Preventing youth substance use in Communities (DFC) and reduce substance use directed by the White House by CDC, the DFC Program among local partners

Grants

Grant Announcements

Applying

Grant Review Process

Grants Management

Continuation Grants

Block Grants

GPRA Measurement Tools

Contact Information

Grants Glossary

Strategic Prevention Framework – Partnerships for Success

Short Title: SPF-PFS

Modified Announcement

Instructions on Charitable Choice Form added on page 11.

Funding Opportunity Announcement (FOA) Information

FOA Number: SP-20-002

Posted on Grants.gov: Monday, January 6, 2020

Application Due Date: Friday, March 6, 2020

Catalog of Federal Domestic Assistance (CFDA) Number: 93.243

Intergovernmental Review (E.O. 12372): Applicants must comply with E.O. 12372 if their state(s) participates. Review process recommendations from the State Single Point of Contact (SPOC) are due no later than 60 days after application deadline.

Cultural.... WHAT?

Cultural
competence

Cultural
humility

Cultural
responsiveness

Cultural
humbleness

Intercultural
competence

Cultural
equity

Cultural
intelligence

Cross-
culturalism

Cultural
awareness

Cultural
diversity

Cultural
inclusion

Cultural
pluralism

Cultural
inclusion

Cultural
relativism

Multi-
culturalism

Cultural
sensitivity

Cultural
fluency

Cultural
respect

Inter-
culturalism

Other???

Cultural.... WHAT?

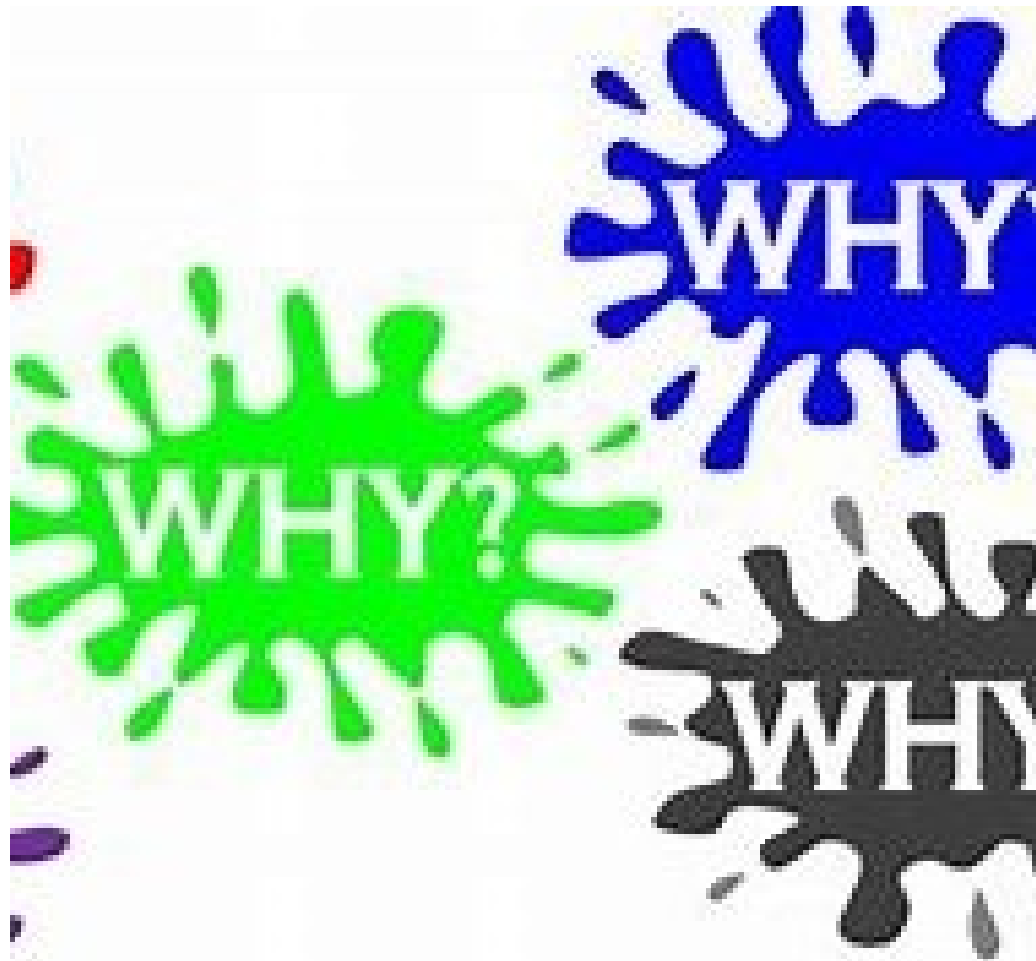
Cultural Competence

"Cultural competency means being aware of your own cultural beliefs and values and how these may be different from other cultures—including being able to learn about and honor the different cultures of those you work with."

Source: Google...

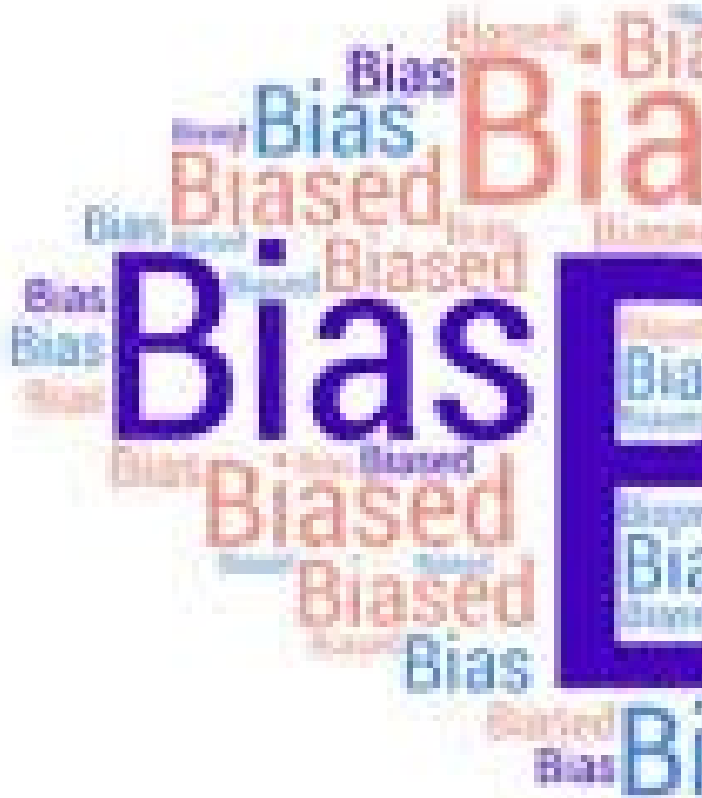
Cultural Humility

At its base, cultural humility means opening up a conversation in a way that genuinely attempts to understand a person's identities related to race and ethnicity, gender, sexual orientation, socioeconomic status, education, social needs, and others.



***Why* is it important to do our work through a culturally humble lens?**

Bias impedes the effective implementation of prevention!



Bias influences our “scripts”.



How three good friends became three of my greatest teachers...Exposing my "Scripts"



Please Read Out Loud!
(No Really Just Write in the Chat)

HUMPING TO CONCLUSIONS



Understanding Our “Memorized Scripts” of Implicit and Affinity Bias

Implicit Bias

- Beliefs, feelings or attitudes that affect our behavior, decisions and actions in an unconscious manner.

Affinity (or In-Group) Bias

- Tendency or preference for people like ourselves.
- More value placed on information shared from people like ourselves and information that confirms our beliefs.
- May manifest as an aversion toward “outgroups”.

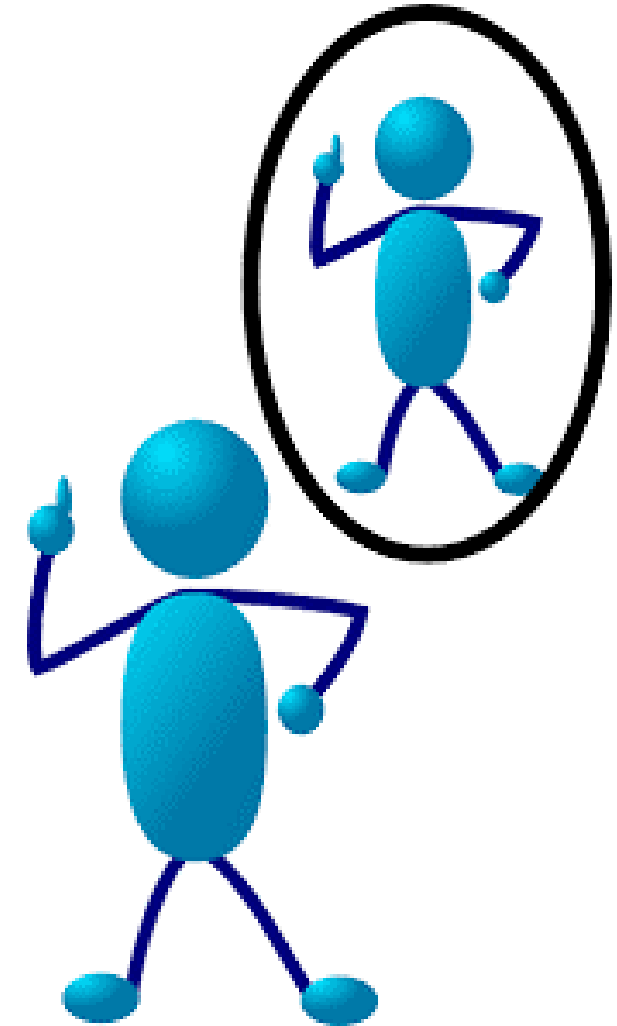
Anonymous Implicit Association Test (IAT) administered by Harvard University
<http://implicit.harvard.edu/implicit/takatest.html> as shared by Bay State Health
www.baystatehealth.org

Understanding Our “Memorized Scripts”

Cultural Humility

A willingness to suspend what you know or think about what you know, about a person or group based on generalizations about their culture.

- Shifts the focus of trying to understand other people to a focus on self awareness
- Acknowledges that one’s own perspective may be full of assumptions and prejudices.
- Intentional and proactive practice of learning and “un-learning”



Tervalon, M., & Murray-Garcia, J. (1998). Cultural humility vs cultural competence:

Cultural Humility as an Essential Guide for Undoing “Scripts”



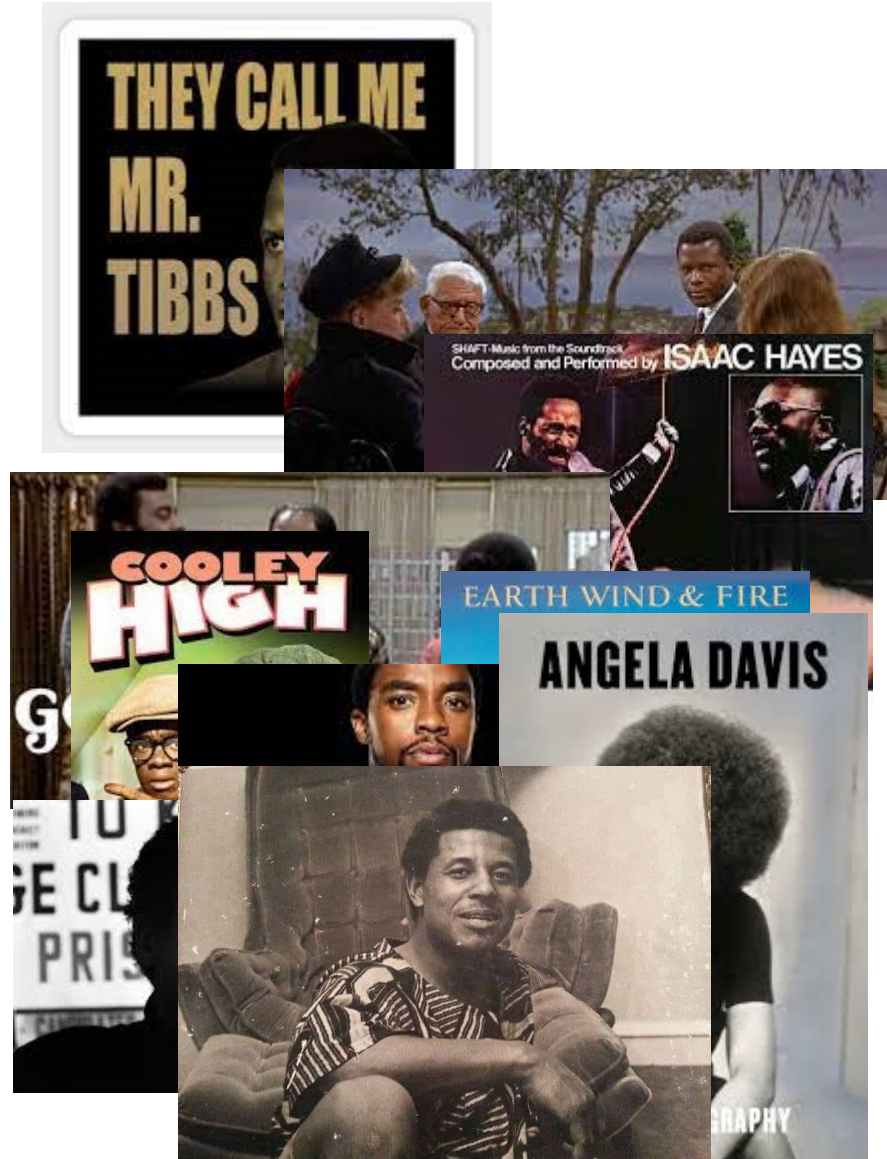
Life-long Learning and Critical Self-Reflection

Recognize and Challenge the Power Imbalances

Institutional Accountability

Tervalon, M., & Murray-Garcia, J. (1998). Cultural humility vs cultural competence:

A Culturally Humble Lens...



Culture is our way of living.

Culture is always evolving.

Source: <https://www.culturallyconnected.com>

A Culturally Humble Lens...

PRINCIPLE 1: Non-Discrimination

Prevention Specialists shall not discriminate against service recipients or colleagues based on race, religion, national origin, sex, age, sexual orientation, economic condition, or physical, medical, or mental disability. Prevention Specialists should broaden her/his understanding and acceptance of cultural and individual differences and, in so doing, render services and provide information sensitive to those

PRINCIPLE 4: Nature of Services

Practices shall do no harm to service recipients. Services provided by Prevention Specialists shall be respectful and non-exploitive.

- a. Services should be provided in a way which preserves the protective factors inherent in each culture and individual.
- b. Prevention Specialists should use formal and informal structures to receive and incorporate input from

PRINCIPLE 6: Ethical Obligations for Community and Society

According to their consciences, Prevention Specialists should be proactive on public policy and legislative issues. The public welfare and the individual's right to services and personal wellness should guide the efforts of Prevention Specialists to educate the general public and policy makers. Prevention Specialists should adopt a personal and professional stance that promotes health

Prevention Code of Ethics

1. Non-Discrimination

2. Competence
3. Integrity
4. Nature of Se
5. Confidentiali
6. Ethical Oblig

Cultural Humility vs Professional Identity

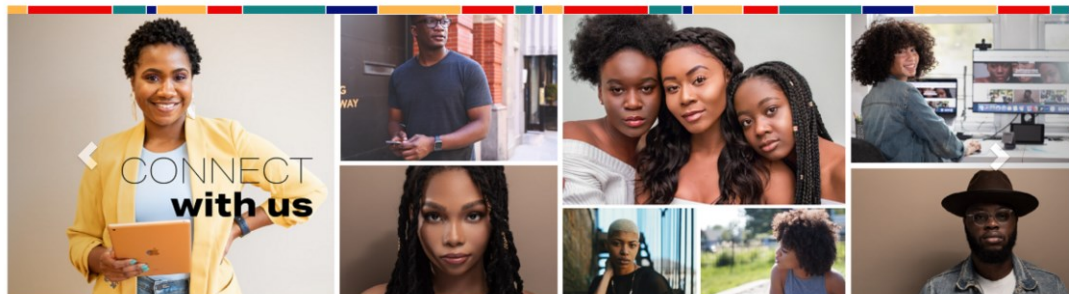
What is
vocational awe?

And how does it
manifest?

Fobazi Ettarh writes: "Vocational awe" refers to the set of ideas, values, and assumptions librarians have about themselves and the profession that result in beliefs that libraries as institutions are inherently good and sacred, and therefore beyond critique. I would like to dismantle the idea that librarianship is a sacred calling; thus requiring absolute obedience to a prescribed set of rules and behaviors, regardless of any negative effect on librarians' own lives. Here are some of the ways vocational awe manifests.

Ettarh, Fobazi. "Vocational Awe and Librarianship: The Lies We Tell Ourselves." In The Library With The Lead Pipe (January 2018). Accessed February 20, 2020. <http://www.inthelibrarywiththeleadpipe.org/2018/vocational-awe/>

Cultural Humility Requires Historical Awareness



In order to practice true cultural humility a person must also be aware of and sensitive to historical realities, like legacies of violence and oppression against certain groups of people.

Dr Gary Ferguson - Director of Outreach & Engagement at Washington State University's Institute for Research and Education to Advance Community Health (IREACH)

Cultural Humility Requires Historical Awareness

Major Los Angeles City National Bank to pay \$31M in redlining settlement with DOJ

Redlining is a discriminatory lending practice impacting communities of color.

By [Deena Zaru](#)

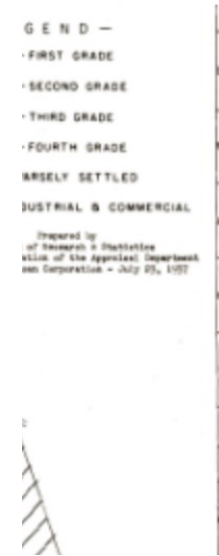
January 12, 2023, 9:54 PM



North Ca
Published



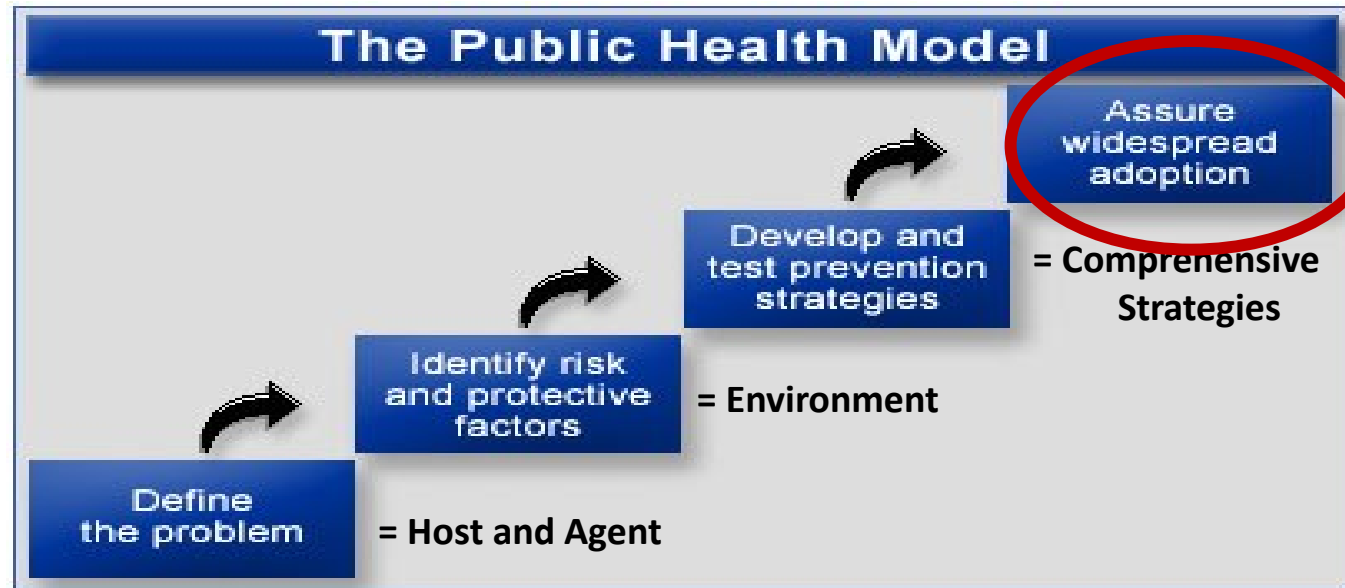
ng



City National Bank to pay \$31 million in Los Angeles redlining settlement
The U.S. Department of Justice said the bank withheld services from customers in low-income neighbor... [Read More](#)

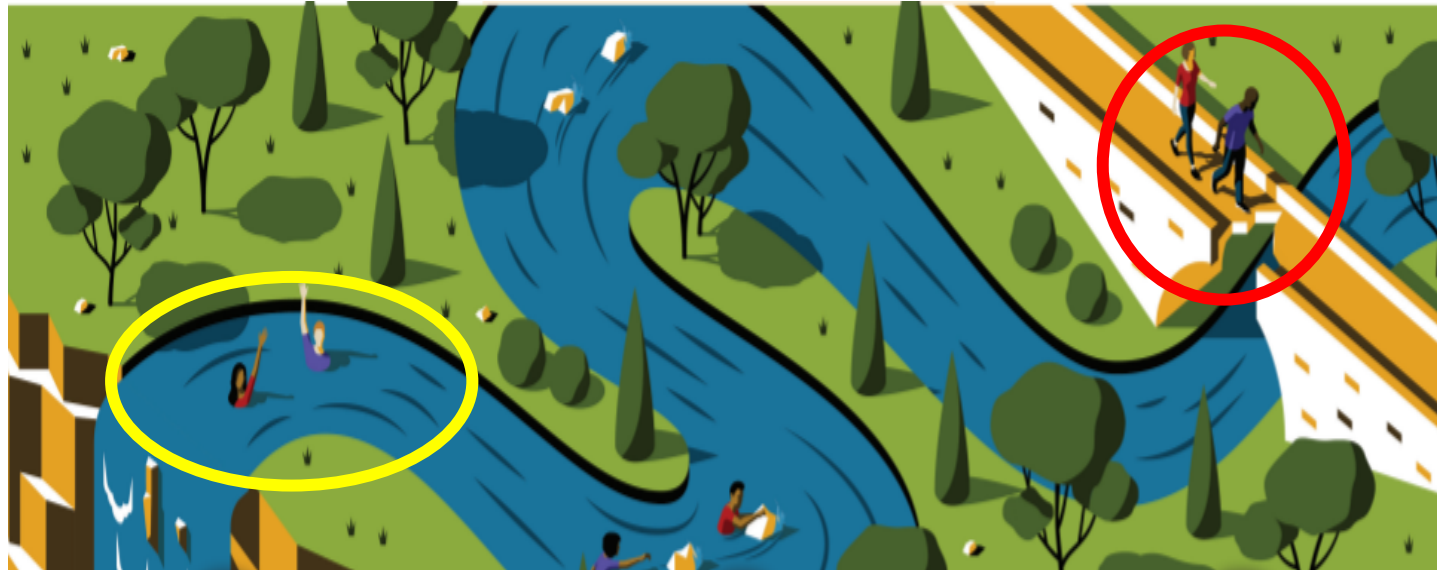
What Does This Have To Do With Prevention?

Public Health Approach to Prevention



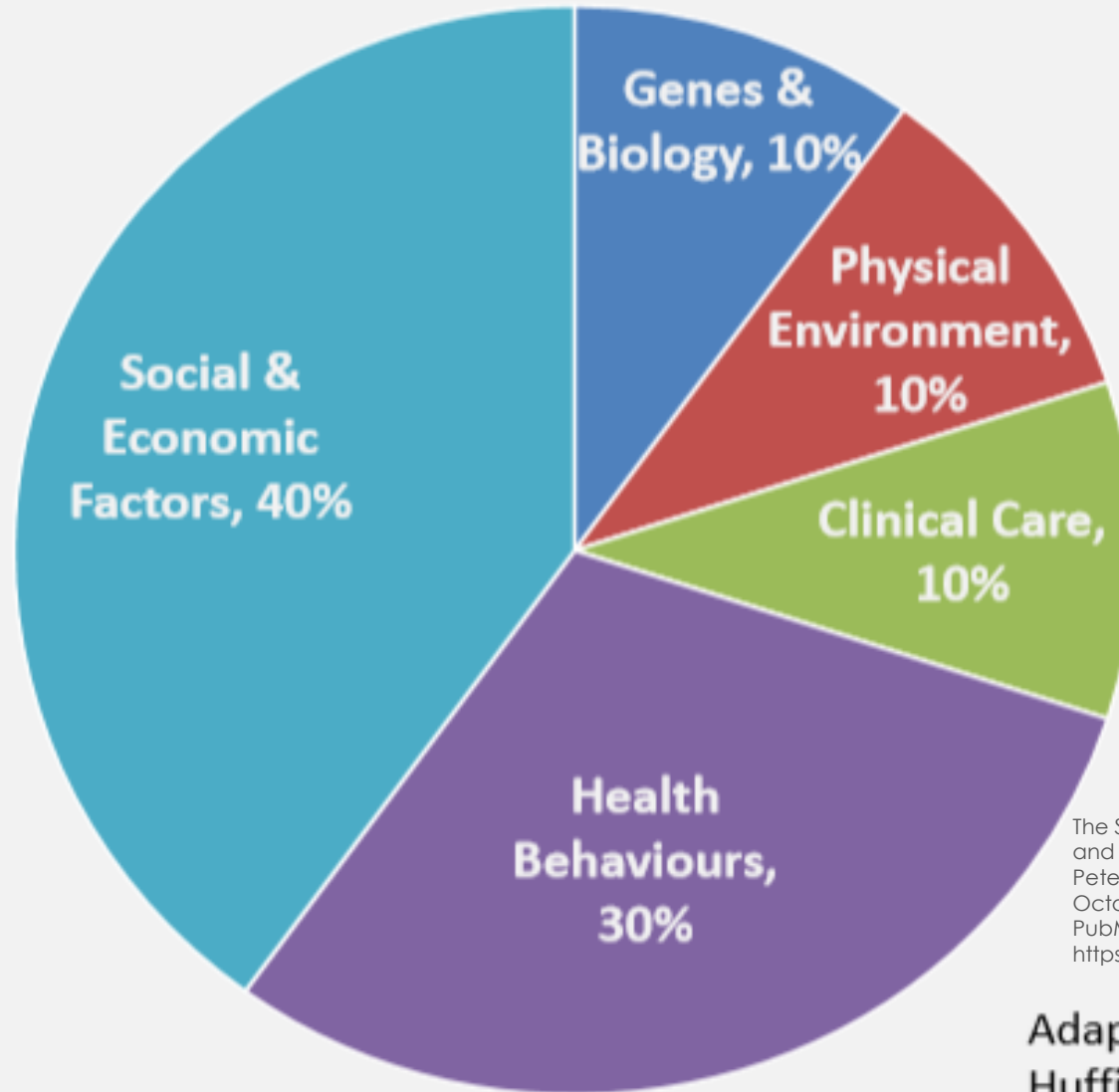
Source: <https://www.cdc.gov/violenceprevention/publichealthissue/publichealthapproach.html>

The River Story



<https://www.dhs.wisconsin.gov/publications/p02695a.pdf>

Health is socially produced



The Social Construction of Illness: Key Insights and Policy Implications
Peter Conrad, Kristin K. Barker
First Published October 8, 2010
Research Article
Find in PubMed
<https://doi.org/10.1177/0022146510383495>

Adapted from John Weeks,
Huffington Post (2016).

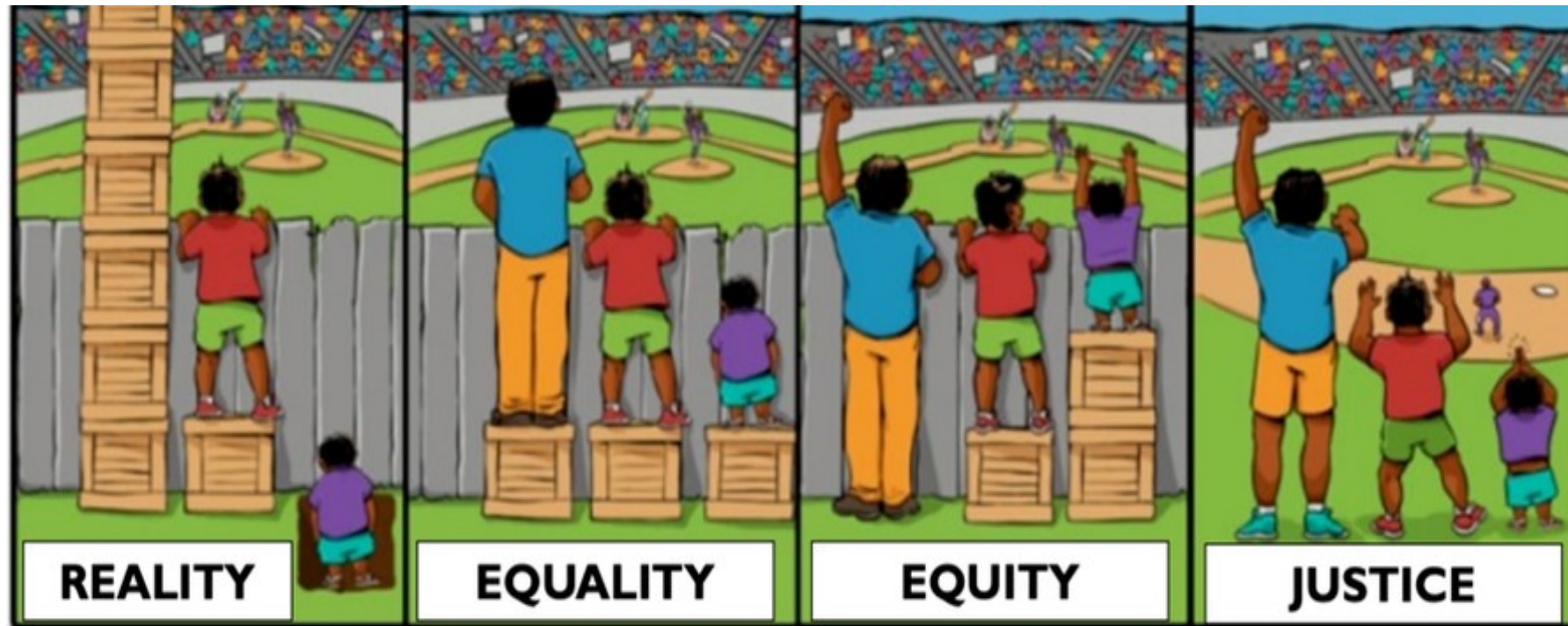
Going Upstream... Social Determinants Provides the Context for Risk Factors

Health Inequities:

Disparities in health that are a result of **systemic, avoidable, and unjust social and economic policies and practices** that create barriers to opportunity

Ruth Shim, MD,MPH
Department of Psychiatry
University of California, Davis

A Comprehensive Approach in Achieving Community-level Change



The River Story – Disparities: Who is Downstream.... and why them?



Strategies & Health Equity - Considerations

Well-designed strategies can include supportive activities to **address barriers or unintended consequences** underserved populations may face during implementation.

Without a deliberate focus on health equity in the strategy development process, strategies may **unintentionally widen health inequities**.



Source: CDC Health Equity Guide : <https://www.cdc.gov/nccdphp/dnpao/health-equity/health-equity-guide/>

Considerations For Equitable Engagement

“Most policies are facially neutral (race silent) but not racially neutral—they can have negative or positive racial impacts.”

Negative racial impacts may or may not have been intentional. Positive racial impacts often require intentionality.

When racial impacts are not consciously considered during the lawmaking/decision-making process, there is more likelihood that negative racial impacts will result-- implicit bias is the default.” - Race Forward

<http://grenetwork.org/wp/wp-content/uploads/2014/04/An-Introduction-to-Racial-EquityAssessment-Tools.pdf>



QUESTIONS FOR ADVANCING EQUITY AND INCLUSION

1. Where are the decision-making points that affect outcomes?
2. What decisions/actions may be reinforcing the status quo, implicit bias and current inequities?
3. What alternative action options could produce different outcomes?
4. Which action will best advance equity and inclusion?
5. What reminders, supports and accountability systems can be structured into routine practices to keep equity as a high priority?”
- Race Forward

<http://grenetwork.org/wp/wp-content/uploads/2014/04/An-Introduction-to-Racial-EquityAssessment-Tools.pdf>

Tools and Strategies to Promote Cultural Humility, Equity and Justice

PRACTICE GUIDE SERIES

Doing Evaluation in Service of Racial Equity

Debunk Myths



Myth 1:

Rigorous science is objective and value-free. Evaluators who are committed to racial equity are no longer objective and value-free.

Myth 2:

Some methods are better than others for evaluating racial equity strategies because they promote authenticity or are more scientifically rigorous.

Myth 3:

Asking community members their opinions on the evaluation is enough to help equalize the power between them and evaluators and gives them power.

Guide #1:

Doing Evaluation in Service of Racial Equity: Debunk Myths

Guide #2:

Doing Evaluation in Service of Racial Equity: Diagnose Biases and Systems

Guide #3:

Doing Evaluation in Service of Racial Equity: Deepen Community Engagement

WK Kellogg Foundation

Tools and Strategies to Promote Cultural Humility, Equity and Justice



AMERICAN ASSOCIATION FOR COMMUNITY PSYCHIATRY

**SELF-ASSESSMENT FOR
MODIFICATION OF
ANTI-RACISM TOOL**

- Hiring, Recruitment, Retention and Promotion**
- Clinical Care**
- Workplace Culture**
- Community Advocacy**
- Population Health Outcomes/Evaluation**

American Association for Community Psychiatry (AACCP)

Tools and Strategies to Promote Cultural Humility, Equity and Justice



ORGANIZATIONAL SELF-ASSESSMENT

STAFF COMPETENCIES

- Staff are trained in and are **knowledgeable at the 101 level** about the range of barriers to equal opportunity and the depth of embedded racial inequities²—how they are produced and how they can be reduced.

0=None	1=Some	2=Almost All	3=All
--------	--------	--------------	-------
- Staff have a **deep level of understanding** about barriers to opportunity and embedded racial inequities in **their special area** of focus—including critical data and information about how inequities are produced and how they can be reduced.

0=None	1=Some	2=Almost All	3=All
--------	--------	--------------	-------
- Staff are comfortable and competent about discussing issues of barriers to opportunity and embedded racial inequities with relevant individuals and groups.

0=Rarely	1=Sometimes	2=Almost Always	3=Always
----------	-------------	-----------------	----------

ORGANIZATIONAL OPERATIONS

- Removing barriers to opportunity and disparity/disproportionality reduction are explicit goals of the work and are articulated in a mission/vision statement.

0=No	1=Moving In That Direction	2=Yes
------	----------------------------	-------
- The unit has an internal team that guides the ongoing work of removing barriers to opportunity and reducing racial disparity/disproportionality.

0=No	1=Moving In That Direction	2=Yes
------	----------------------------	-------
- The organization's goals of reducing barriers to opportunity and racial disparities/disproportionality are reflected in resource allocations.

0=No	1=Moving In That Direction	2=Yes
------	----------------------------	-------
- Investments promote capacity-building and asset-building for people and communities

Annie E. Casey Foundation



The Annie E. Casey Foundation

Learning the Craft of Humility



African American Behavioral Health
CENTER OF EXCELLENCE

Many Rivers to Cross: Critical Challenges and Overarching Goals for the African American Behavioral Health Center of Excellence

*Pamela Woll, MA, CPS
African American Behavioral Health Center of Excellence
Morehouse School of Medicine*

Behavioral health disparities have long had the power to undermine the best efforts of our society, our communities, and our providers to prevent and remedy mental health conditions and substance use disorders (SUD).¹ These disparities—including higher exposure to stress and adversity and lower access to social, economic, educational, and health-related resources—have been particularly devastating in many African American communities.

Learning the Craft of Humility



Substance Abuse



ISSN: (Print) (Online) Journal homepage: <https://www.tandfonline.com/loi/wsub20>

Dismantling racism against Black, Indigenous, and people of color across the substance use continuum: A position statement of the association for multidisciplinary education and research in substance use and addiction

Holly N. Hagle, Marlene Martin, Rachel Winograd, Jessica Merlin, Deborah S. Finnell, Jeffrey P. Bratberg, Adam J. Gordon, Cheyenne Johnson, Sharon Levy, Doreen MacLane-Baeder, Rebecca Northup, Zoe Weinstein & Paula J. Lum



**Making the
Shift from
Theory to
Action!**

Making the Transition from Theory to Practice

“Too often leaders use the language of social determinants of health and the need to reduce inequities, but **do not internally transform** in ways that allow for nontraditional actions required to address social injustice as a risk to the public's health... The major challenge is...to move theoretical knowledge about the relationship of social injustice to increased health risks and poorer health outcomes into **broad sustainable changes in agency policies and practices**”

Source: Hofrichter, R. (2006). Tackling health inequities through public health practice: A handbook for action. *NACCHO*. Available at: <https://nccdh.ca/resources/entry/tackling-health-inequities>

It's Time for Action!

- Support equity as a value and social right
- Create accountability mechanisms for yourself and your organization.
- Remember that you lead by example
- Support continuous workforce development and education
- Conduct an equity assessment of policies & procedure manuals
- Understand your team's unique strengths
- Engage in interagency/multi-disciplinary coordination
- Partner and work with communities
- Give people the information they need to act collectively in improving their health
- Build advocacy alliances and coalitions
- Develop and analyze public policy
- Use data to track efforts: measure and promote what works
- Sustain the work



Source: National Stakeholder Strategy for Achieving Health Equity

Source: Dr Cerise Hunt

Small Group Discussion

Part I: What challenges have you experienced in leading through a culturally humble lens?



Group Discussion

Part II: As a group explore potential solutions to challenges?



Getting Into Good Trouble!

- Embrace approaches to prevention research sensitive to race, confronts & attempts to alleviate racial injustice, and that delineates effective methods for science advocacy
- Monitor for inequities in exposure to opportunities/ disparities in outcomes.
- Apply pressure emphasizing Equitable questioning and SDOH considerations
- Make Prevention Obvious!



eeoconsults



Be disruptive.



ERICA EDWARDS-O'NEAL
WWW.EEOCONSULTS.COM



1 like

eeoconsults To be disruptive means to prevent something from continuing or operating in a normal way.

#centerequity



HEALTH EQUITY SERIES 2023

12 PM ET

JULY 19

WEDNESDAY, JULY 19, 2023

12 PM ET

AUGUST 9

WEDNESDAY, AUGUST 9, 2023

12 PM ET

SEPTEMBER 20

WEDNESDAY, SEPTEMBER 20, 2023

[REGISTER NOW](#)



What's Next?!

Title: "Cultural Intersections: LGBTQ Youth and Substance Use Disorder"

Presenter(s): Carlton Hall and Leslie Dill

August 9th 2023 12 Noon ET

THANK YOU!

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Inspiring Solutions for a Better World