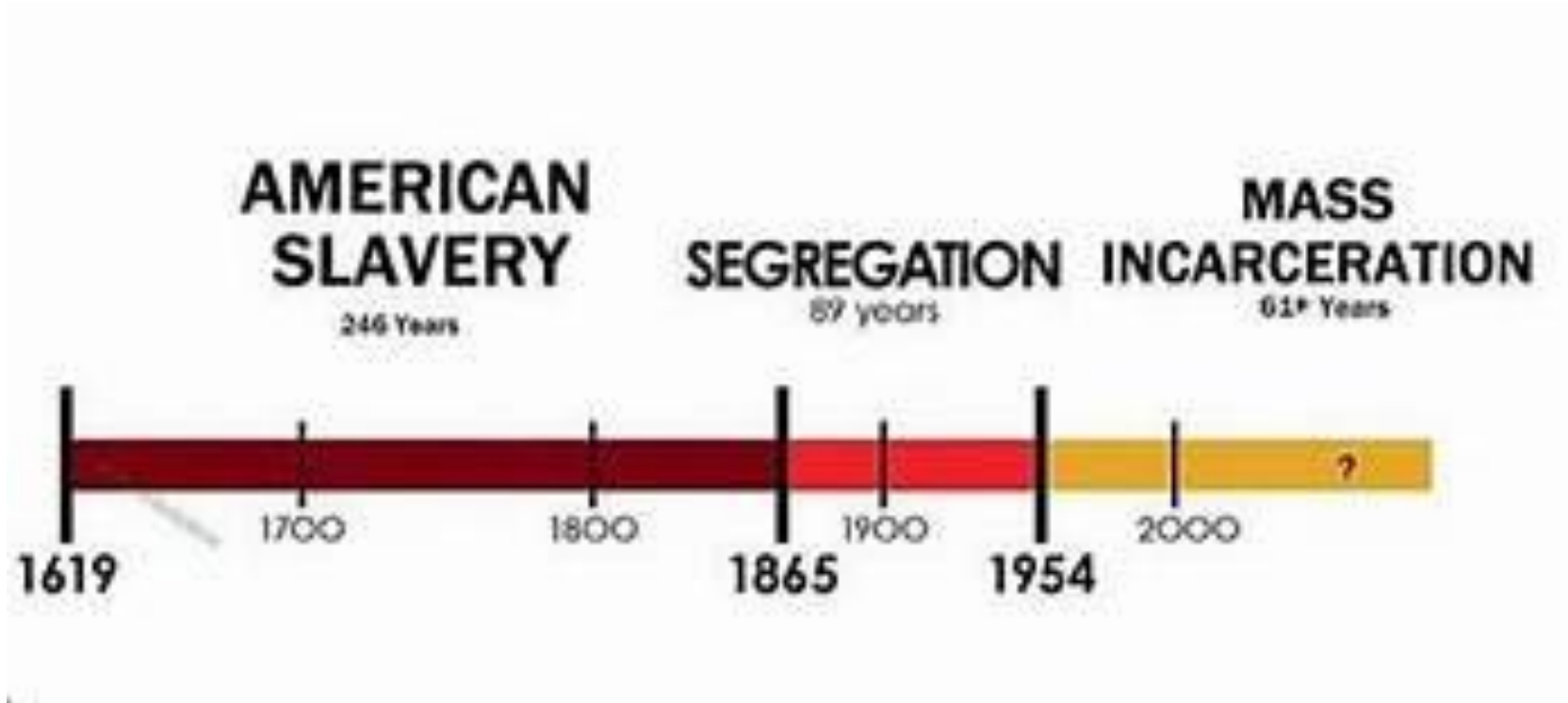


Eliminating Structural Racism in Behavioral Health Care

Racism – Critical Race Theory

1. Racism = race prejudice + social and institutional power
2. Racism = a system of advantage based on race
3. Racism = a system of oppression based on race
4. Racism = a white supremacy system



Acknowledging the History of Racism

- Native Americans/Indigenous People

JUNETEENTH

WHY IS IT IMPORTANT?

Marks the day federal troops arrived in Galveston, TX in 1865 to ensure enslaved people were freed.

The background of the slide features a dark, monochromatic image of classical architecture. In the upper portion, several fluted columns are visible, receding into the distance. Below the columns is a wall made of rectangular bricks, arranged in a regular pattern. The overall lighting is dim, creating a somber and historical atmosphere.

Lincoln's Emancipation
Proclamation outlawed slavery in
union opposing states in 1863.


Progress
requires we
resist revisionist
history.

What Does That Mean?

 Poverty

 Family Dynamics

 Education

 Lack of ownership of self, ideas,
property

 Economic Disenfranchisement

 Geographical Confinement

Invisible Man

—

Ralph Ellison

“I am an invisible man...I am invisible, understand, simply because people refuse to see me...When they approach me they see only my surroundings, themselves, or figments of their imagination—indeed, everything and anything except me.”

Outcomes of Racial Trauma

- Irregular Sleep Patterns
- Over or Under Consumption of Food
- Increase in Stress Hormone Release
- Anxiety, Hypervigilance, Depression
- Toxic Stress
- Genetic Stress

Wilson, Jilian. (2020) This Is What Racial Trauma Does To The Body And Brain: Racism, injustice and brutality – experienced directly and indirectly – can have a lasting effect on a person's mental health. Huffpost.com July 1, 2020

Clinician Bias Statistics



Stereotype Asians as
“problem-free”



White therapists commonly
rate Black clients more
negatively than white clients
with the same behavior



Clinicians often reflect the
discriminatory practices of
their society - “separate, but
equal”



Clinicians often believe they
are the experts and fail to
ask questions that may make
them look unknowledgeable

Clinician Bias

- Nearly 80% of social workers are white women
- Rooted in western philosophy/medicine
- Conflicting worldviews of the link between spiritual and mental health
- The DSM 5 is limited and biased – disorders developed in a vacuum
- Culture is not integrated in a meaningful way

Client Consequences



Clinician's over pathologizing ethnic individuals by misinterpreting normative behavior as indicative of mental disorder.



Immigrants, Black Americans and Latino Americans diagnosed with higher rates of psychotic dx.



Inaccurate diagnosis & treatment



Mistrust & resistance to reengage



Penalty over Service



CMSD Uniform Policy prohibits hoodies

WHAT IS THE CONTEXT OF
SUCH PROHIBITION?

Implicit Bias
Kirwan
Institute for
the Study of
Race and
Ethnicity
The Ohio
State
University

Attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner

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graph TD; A[Attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner] --> B[Favorable or unfavorable]; B --> C[Activated involuntarily without individuals awareness or intentional control]; C --> D[Not accessible through introspection];
```

Favorable or unfavorable

Activated involuntarily without individuals awareness or intentional control

Not accessible through introspection

Key Characteristics



1. Pervasive



2. Implicit and explicit bias may reinforce one another



3. May not align with our declared belief



4. Our intentional bias tends to favor our ingroup



5. Malleable

Process

1

Break the Silence –
challenge ourselves to
avoid “safe” dialogue, be
direct

2

Address Power – The
people of color are not
responsible for moving
the discussion,
RECIPROCAL EXCHANGE

3

Honor Pain & Healing –
avoid denying, projection,
victim-blaming,
defensiveness and
toxicity

White culture determines
what is normal,
professional, effective
and good. It also
determines what is NOT
good, acceptable,
normal.

Nonprofit/social agency
leadership does not reflect
the community served.

Embedded inclusion
must be reflected in
the hiring, promotion,
leadership roles – We
must raise the bar.



If you have come to help me, you are wasting your time. But if you have come because your liberation is tied up with mine, then let us work together.

— *Lilla Watson* —

AZ QUOTES

Questions???

THANK YOU FOR YOUR CONTRIBUTIONS!



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