Emotional Emancipation Circles Implemented in California: Healing for Communities for African Ancestry

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CULTURAL COMPETENCE SUMMIT XX:
SUPPORTING COMMUNITY DEFINED PRACTICES
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Today’s Objectives

1) Participants will be able to discuss the rationale for the significance of Emotional Emancipation Circles for persons of African ancestry and identify its core components.

2) Participants will be able to recognize how the Community Development Team model (CDT) was applied to support the implementation and sustainability of the Emotional Emancipation Circles.

3) Participants will be able to indicate the main outcomes of the Emotional Emancipation Circle preliminary data.
Brief Overview of EECs as a Community Based Self-Affirming Curriculum
EEC℠ Objectives

• Create conditions for healing conversations that lead to individual and collective recovery and wellness
• Present material to expose the lie and increase awareness, knowledge, & understanding of the various forms of and history of racism
• Deepen our understanding of the impact of our history and mis-education on our behaviors, attitudes and beliefs, emotional lives, and relationships
• Foster a more authentic sense of community
• Emphasize the core strengths and virtues we hold as individuals, families, and communities to support resilience
• Revitalize participants (Leader’s Guide – 2.0, 2016)
EEC\textsuperscript{sm} and Relational Well-being

- Ubuntu: \textit{The essence of being human}...
- Communalism/community-centered
- Support (emotional and practical)
- Affection
- Bonding
- Cohesion
- Collaboration
- Respect for diversity of
  - Opinion
  - Insight and awareness
- Democratic participation
African-Centered Principles

• African language – use of proverbs, spoken word, wit, oral tradition, etc.
• Music
• People orientation – communal emphasis
• Kinship Patterns
• Interaction vs. reaction
• African thought (significance of intuition/hunches)
• Spontaneity
• Respect for elders
• Generosity
• Cooperativeness/Mutual Help
• Community
• Centrality of Spirit and the Divine

(Leader’s Guide – 2.0, 2016)
Development of the Emotional Emancipation Circles℠ - California Professional Initiative Initiative (EEC-CPI)
The EEC-CPI Initiative

The California Institute for Behavioral Health Solutions (CIBHS) has entered into a collaboration with Community Healing Network, Inc. (CHN) and The Association of Black Psychologists (ABPsi) to support the implementation of a community defined practice utilizing the Community Development Team model for achieving model adherent, sustainable implementation of a practice designed by and for people of African ancestry…

*Emotional Emancipation Circle*℠ *(EECs℠)*
Community Development Team Model

- Community Development Teams are a training and technical assistance process to promote adoption of a practice
- Can often consist of a team of agencies committed to adopting a practice in common
- Combines four features
  - Training
  - Administrative supports
  - Site specific planning
  - Peer-to-peer assistance
GETTING STARTED

• CHN and ABPsi Conversations
• Exploration with CIBHS
• Establishing MOU
  – Individual versus organizational issues
  – Clarification of roles
• Centering the Fidelity of EECs
  – Shift in paradigms; use of language/concepts
  – Active collaboration
  • Team Leads (Kristee and Theopia)
EEC-CPI Objectives

1. Explore how EECs\textsuperscript{sm} can be conceptualized as a community defined practice.
2. Piloting implementation of EECs\textsuperscript{sm} within professional and/or work-day settings.
3. Explore the applicability of measures in documenting potential outcomes and/or experiences of those who participate in EECs\textsuperscript{sm}
4. Consider potential next steps and/or replication outside CA.
Community Development Team
Features of EEC-CPI

• Training and Consultation provided by CHN and ABPsI
  – 3 Day Facilitator/Participant Training
  – 1 Day Booster Training
  – Monthly Consultation Calls
  – Online EECsm Portal

• Pre-Implementation Planning with Implementation and Administrative Support provided by CIBHS
  – Introductory and Pre-Planning Meetings/Webinars
  – Monthly Administrator Conference Calls
  – Outcome Evaluation Support (analysis and reporting)
  – Site/Team Specific Technical Assistance

• Channels of Communication to support Peer-to-Peer Learning and Assistance

Revised Leader Guide
Participants in EEC-CPI

• 19 teams in California invited to participate in CPI and attend pre-implementation webinars.

• 11 Teams attended three-day in-person EEC\textsuperscript{sm} Facilitator/Participant Training
  – 55 people completed the training
  • Wellness centers
  • Community based organizations
  • Churches
  • Mental health associations.
Current EEC-CPI Participation

• 8 Teams Running EECs
  – Sacramento
  – Oakland/Bay Area
  – Los Angeles
  – San Diego

• Collecting feedback about their experiences with EECs℠

• Expect facilitator/participants and participants to be changed
Early Observations

• **Tangible Gifts**
  – Debriefing three-day trainings (ownership)
  – Expanding the circle of colleagues
  – Paradigm Shifts
    • CIBHS
    • Expanded ‘experts’ and resources

• **Hurdles Cleared**
  – Response to initial measures during 3-day training (Collective Collaborations)
  – Flexible scheduling (organic process)
Evaluation Process

Objective: We “know” EECs\textsuperscript{sm} work but want to answer these questions (and more):

• How are the Circles benefitting participants (and communities)?

• What feedback can participants provide that can help improve the fidelity of the Circles?
Emerging Questions

Context: The *lie* has impacted all persons of African ancestry yet does not necessarily manifest as a ‘problem’ according to Western lens – not a treatment model.

- How to measure the benefits of EECs$^{SM}$ if limited by current evidence-based tools that are more problem-focused (quantitative)?
- How can we shift to documenting the outcome of EECs based on persons’ experiences & cultural-congruency (qualitative)?
## Overview of Measures

<table>
<thead>
<tr>
<th>Data Sources</th>
<th>Participant Information Form</th>
<th>Facilitator Attendance Log</th>
<th>Racism and Life Experience Scale (RaLES)</th>
<th>K6+ (items a thru f)</th>
<th>MWA-Brief (all 15 items)</th>
<th>MWA – Awareness and Pro-social behavior subscales</th>
<th>EEC Evaluation Form</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Description of Data</strong></td>
<td>Age</td>
<td>Completion status:</td>
<td>Measure of experience of racism</td>
<td>Measure of Well-Being</td>
<td>Measure of Well-Being</td>
<td>Measure of Well-Being (subscales)</td>
<td>Self Assessment of Circle Benefit</td>
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<td>Gender</td>
<td>Stayed in Circle</td>
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<td>Education</td>
<td>Left Circle</td>
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<td>Country of Orig.</td>
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<td><strong>Data Collection Intervals</strong></td>
<td>First Circle</td>
<td>Completion status:</td>
<td>First Circle (pre)</td>
<td>First Circle (pre)</td>
<td>First Circle (pre)</td>
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<td>After each Circle</td>
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<td>Last Circle</td>
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Preliminary Data - Initial Launch Responses  
(Data from 1 Northern California Circle)  

“What are your personal emotional emancipation goals?”

<table>
<thead>
<tr>
<th>Theme</th>
<th>Examples of comments</th>
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<tbody>
<tr>
<td>To become active in the community (N=2)</td>
<td>“Be an integral part of building a organizing community”</td>
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<tr>
<td>To Connect with others (N=2)</td>
<td>“To meet new brothers and sisters in my community”</td>
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<tr>
<td>To Increase empathy for others (N=1)</td>
<td>“Greater capacity for empathy”</td>
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<tr>
<td>To heal the trauma of racism (N=3)</td>
<td>“To continue to recognize and heal the wounds of racism and ongoing battle to refute the lie”</td>
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<tr>
<td>To gain knowledge of African Roots/history of oppression (N=9)</td>
<td>“To fully understand the oppression that has been placed upon my people”</td>
</tr>
<tr>
<td>Personal Growth and Empowerment(N=2)</td>
<td>“Become free of my negative thoughts-feelings of insecurity and inadequacy”</td>
</tr>
</tbody>
</table>
Preliminary Data (cont.)

“Was this EECsm Relevant to those personal goals?

- Yes: 87%
- No: 13%
- Not Sure: 0%
Additional Findings

• CPI Participant Reflections

• Updated Data Analysis
  – Quantitative Findings
  – Qualitative Findings

• Additional Outcomes
  – Increased awareness
  – Expanded partnerships
  – Training of Trainers
Evaluation Process

Healthy Paranoia – Fostering Ownership

• Data Collection Guidelines Manual
  – Length of Rating Scales
  – Literacy concerns
  – Privacy issues
  – Logistics (ID generation, data submission, relaying instructions)

• Breaks in the flow of the Circles
• Participants joining at different times
Next Steps

• Wrestling with Fidelity Questions
  – Are we collecting the right data?
  – Resolving the cultural-tension question

• Large data report of all measures developed within next 1-2 months

• Evaluation continues for current Circles

• Continued exploration of best ways to collect data
Launching the EECsSM
Preliminary Observations

Conference Calls

• Booster protocols
• Creativity and increased resources
  – Use of Portal
• Community exposure for F/P
• Support group for F/P during immediate events
Booster Sessions

• Establishing Booster Protocol
  – Broader benefits
• Increased attention to development of facilitator and facilitator partnerships
  – Clinicians and non-clinicians
• Immediate resource for Immediate Issues
• Working with minors
• Diverse and/or predominately White institutions
• Use of Portal: Increased resources
Implications for Future Initiatives & National Replication
Broad Future Considerations

• Intentional collaboration between teams with local ABPsi Chapters
• Build in on-going sustainability efforts
  • Human capital (profession versus volunteerism)
  • Train-the-Trainers
• Explore “Clinical” (Professional) tensions
  • Role of the facilitator/participant (multiple relationships) in professional settings
  • Issues around billing/funding for EECs
  • Securing Fidelity for the Circles
Reaching out…

• Community Healing Network, Inc. (CHN): http://www.communityhealingnet.org/

• The Association of Black Psychologists, Inc. (ABPsi): www.abpsi.org

• California Institute for Behavioral Health Solutions (CIBHS): www.cibhs.org
Closing Reflections and Questions