

## Questions & Answers

### DHCS Webinar Series: Eliminating Inequities in Behavioral Health Care

Webinar 2: Systemic Racism and Structural Racialization | August 27<sup>th</sup>, 2020

#	Question Asked	Answer
1	<p>If we are an entity that works with law enforcement, as many of us do in behavioral health, what advice can you give in managing those relationships? I always hear that we should be training law enforcement as behavioral health practitioners, however the trainings on implicit bias and crisis response do not seem to be helping.</p>	<p>There is a short- and long-term approach to this issue. Short-term; I'd look at if there are officers, and in particular higher-ups, with whom you might cultivate a relationship? Is there someone among them who might be an ally? Right now, more than ever it's critical for police to build relationships in community and to build trust. Are there officers who might be willing to come to community meetings to listen and introduce themselves, so that there are relationships established before there are incidences? I've worked with officers where I've invited them, and they have accepted invitations to key meetings where they could be introduced to the community. Longer term, in addition to training, there needs to be changes to policies and practices that diversify recruitment and enforce accountability. You may also want to do a scan for models of community/police partnerships that are intended to eliminate bias/racism. Here's a link to story about this I saw recently:  <a href="https://www.local10.com/news/local/2020/09/03/new-black-lives-matter-initiative-miami-heat-teams-up-with-mpd-d2c/?outputType=amp">https://www.local10.com/news/local/2020/09/03/new-black-lives-matter-initiative-miami-heat-teams-up-with-mpd-d2c/?outputType=amp</a></p>
2	<p>Does our reliance on the medical model and diagnosis force us to limit our curiosity about the role of racism and other related adversities in the development of our clients struggles? How can we move past this?</p>	<p>Clients come to clinicians seeking support and assistance for mental health challenges. If racism and other related adversities are the source of the clients challenges and the clients raises these issues and one does not address them the message being conveyed is that one should not bring one's full self to counseling nor seek healing that addresses the whole life of the person.</p>
3	<p>I've recently been confronted with the idea that minorities, including BIPOC, employees should not necessarily be held to the same work and productivity standards given the 24/7 pressures of discrimination and oppression that they face around the clock in all areas of their life. Any thoughts on this?</p>	<p>There is an expectation that in the workplace we are hired and supported in effectively doing the work we were hired for. I don't see this as having lower expectations for BIPOC but is there space in the organization to recognize the broader context for BIPOC in the face of the protest, police brutality and mortality of COVID and understanding that this has a different impact for BIPOC? Does the organization have an approach for discussion of these topics and how as an agency you can be supportive to each other? There might be time when someone is overwhelmed and may need to take some time. But this does not mean that they are not accountable for their responsibilities. Are you asking what will they need and what do they propose regarding deliverables?</p>

## Questions & Answers

### DHCS Webinar Series: Eliminating Inequities in Behavioral Health Care

Webinar 2: Systemic Racism and Structural Racialization | August 27<sup>th</sup>, 2020

4	Can you highlight some of the historical ways that the behavioral healthcare system has caused harm and engendered distrust among marginalized groups? What ways do you see behavioral healthcare organizations perpetuating these discriminatory practices even today?	<a href="https://www.nami.org/Blogs/NAMI-Blog/July-2020/Discrimination-and-Racism-in-the-History-of-Mental-Health-Care">https://www.nami.org/Blogs/NAMI-Blog/July-2020/Discrimination-and-Racism-in-the-History-of-Mental-Health-Care</a>  <a href="https://ct.counseling.org/2020/05/the-historical-roots-of-racial-disparities-in-the-mental-health-system/">https://ct.counseling.org/2020/05/the-historical-roots-of-racial-disparities-in-the-mental-health-system/</a>
5	I'm wondering if there are any organizational examples of how to move away from targeted universalism and supporting our BIPOC staff?	<a href="https://belonging.berkeley.edu/targeteduniversalism">https://belonging.berkeley.edu/targeteduniversalism</a>  <a href="https://www.livingcities.org/blog/821-from-theory-to-practice-three-lessons-on-equity-and-collective-impact">https://www.livingcities.org/blog/821-from-theory-to-practice-three-lessons-on-equity-and-collective-impact</a>
6	Please send the "terms" list on Systematic Racism. Note that the speaker referenced the "right to confront". However, the slide stated right to "confort". Probably a spelling error, but I wanted to make sure I could get the slides with words the speaker planned for us to have. Thank you.	Please reference the slides provided. The term used was comfort specifically speaking to White Supremacy Values. Specifically, the expectation of being comforted. Robin Diangelo addresses the topic in her book <i>White Fragility</i> .
7	What are your recommendations on who should facilitate this work? In other words, should the agency take this on or someone outside of the agency. If within agency, how would accountability be achieved?	If possible, I'd get a facilitator in order to allow all staff to fully participate. If staff is going to lead the work instead, is it someone that most people trust? Do they have the capacity to hold the space and difficult conversations? How versed are they on issues of race and diversity?
8	How can we continue this conversation?	Trainings were designed so that conversations could be replicated within your organizations. There were also resources provided in order that one could read further. Another next step might be to

## Questions & Answers

### DHCS Webinar Series: Eliminating Inequities in Behavioral Health Care

#### Webinar 2: Systemic Racism and Structural Racialization | August 27<sup>th</sup>, 2020

		take the topic on as an organization and develop and implement a plan for racial equity.
9	How can we mobilize?	Lots of information out there to choose from. What is important to you? What would you feel comfortable doing: protest, changing internal policy, working with others for local/stat/national policy change? Are there allies/partners that you might work with? Is your own organizational house in order?
10	What can I implement to help people understand structural racism?	Review the PowerPoint/YouTube of this webinar and consider using it as a jumping off point for discussion.
11	Is there a specific RE tool that the speaker recommends?	Please review the PowerPoint from the webinar. It references several tools.
12	I worked for housing nonprofit org. How do you communicate racist attitudes without the fear of being terminated? When other African-Americans are sort of the pick of certain Caucasians. Therefore, proving they can't be racist.	<p>The below is taken from the Southern Poverty Law Center's document titled Speaking Up: Responding to Everyday Bigotry: <a href="https://www.splcenter.org/20150125/speak-responding-everyday-bigotry">https://www.splcenter.org/20150125/speak-responding-everyday-bigotry</a>.</p> <p><b>Interrupt early.</b> Workplace culture largely is determined by what is or isn't allowed to occur. If people are lax in responding to bigotry, then bigotry prevails. Speak up early and often in order to build a more inclusive environment.</p> <p><b>Use — or establish — policies.</b> Call upon existing — too often forgotten or ignored — policies to address bigoted language or behavior. Work with your personnel director or human resources department to create new policies and procedures, as needed. Also ask your company to provide anti-bias training.</p> <p><b>Go up the ladder.</b> If behavior persists, take your complaints up the management ladder. Find allies in upper management and call on them to help create and maintain an office environment free of bias and bigotry.</p> <p><b>Band together.</b> Like-minded colleagues also may form an alliance and then ask the colleague or supervisor to change his or her tone or behavior.</p>
13	In what ways can an organization be confronted to understand more fully that it is not "personal" when using the term "white supremacy"	Please review slides and listen to the webinar as it gives a definition of white supremacy

## Questions & Answers

### DHCS Webinar Series: Eliminating Inequities in Behavioral Health Care

Webinar 2: Systemic Racism and Structural Racialization | August 27<sup>th</sup>, 2020

	or systemic racism	
14	Will we be hearing about how to disrupt? Because I feel like we continue to learn about the historical problem, yet we continue to not have ways to effectively change these things....	<p>The below is taken from the Southern Poverty Law Center’s document titled “Speaking Up: Responding to Everyday Bigotry” (<a href="https://www.splcenter.org/20150125/speak-responding-everyday-bigotry">https://www.splcenter.org/20150125/speak-responding-everyday-bigotry</a>).</p> <p><b>Interrupt early.</b> Workplace culture largely is determined by what is or isn't allowed to occur. If people are lax in responding to bigotry, then bigotry prevails. Speak up early and often in order to build a more inclusive environment.</p> <p><b>Use — or establish — policies.</b> Call upon existing — too often forgotten or ignored — policies to address bigoted language or behavior. Work with your personnel director or human resources department to create new policies and procedures, as needed. Also ask your company to provide anti-bias training.</p> <p><b>Go up the ladder.</b> If behavior persists, take your complaints up the management ladder. Find allies in upper management and call on them to help create and maintain an office environment free of bias and bigotry.</p> <p><b>Band together.</b> Like-minded colleagues also may form an alliance and then ask the colleague or supervisor to change his or her tone or behavior.</p> <p>As well, my experience is that organizations don’t have policies that address racism and discrimination, the policies aren’t clearly defined, staff knows nothing about the policies, and/or if the agency manages to have some sort of policy, enforcement/accountability is lacking. Leadership needs to prioritize making change and view ensuring racial equity as a core activity and not an adjunct.</p>
15	Where is the RE tool?	Please see slides.
16	How do I get buy-in from white executive leadership to take more action?	An approach might be to frame the value of addressing racial equity in terms of the positive impacts it could have for the agency in improving client outcomes an overall perception of the agency. As well, California is continually becoming more diverse

## Questions & Answers

### DHCS Webinar Series: Eliminating Inequities in Behavioral Health Care

#### Webinar 2: Systemic Racism and Structural Racialization | August 27<sup>th</sup>, 2020

		<p>and it is important for agencies to address the needs of all clients versus a one size fits all.</p>
17	<p>How do persons of color speak truth without being stereotyped as a hostile individual for sharing?</p>	<p>Not sure you can avoid the stereotyping if someone has made up their mind to do that. This should not stop you from speaking your truth.</p> <p>The below is taken from the Southern Poverty Law Center’s document titled “Speaking Up: Responding to Everyday Bigotry” (<a href="https://www.splcenter.org/20150125/speak-responding-everyday-bigotry">https://www.splcenter.org/20150125/speak-responding-everyday-bigotry</a>).</p> <p><b>Interrupt early.</b> Workplace culture largely is determined by what is or isn't allowed to occur. If people are lax in responding to bigotry, then bigotry prevails. Speak up early and often in order to build a more inclusive environment.</p> <p><b>Use — or establish — policies.</b> Call upon existing — too often forgotten or ignored — policies to address bigoted language or behavior. Work with your personnel director or human resources department to create new policies and procedures, as needed. Also ask your company to provide anti-bias training.</p> <p><b>Go up the ladder.</b> If behavior persists, take your complaints up the management ladder. Find allies in upper management and call on them to help create and maintain an office environment free of bias and bigotry.</p> <p><b>Band together.</b> Like-minded colleagues also may form an alliance and then ask the colleague or supervisor to change his or her tone or behavior.</p>
18	<p>How can I engage people to understand that they benefit from white supremacy despite the lack of privilege they may have in an individualist perspective? I tried to explain it as white privilege doesn't mean your life isn't hard, but your race is not a reason that it is. Is there a more thorough</p>	<p>Perhaps find videos or readings you find effective and share.</p>

## Questions & Answers

### DHCS Webinar Series: Eliminating Inequities in Behavioral Health Care

#### Webinar 2: Systemic Racism and Structural Racialization | August 27<sup>th</sup>, 2020

	way to explain structural racism concisely?	
19	How can parents, talk to young children about these topics?	Not a topic I can speak to off the top, but I'd do a search on how to talk to children and review several sources and decide which you like the most. Also ask your colleagues, there are probably a lot of other folks asking the same question.
20	Does structural racism also influence the placement of academic institutions? Are there patterns that reflect Early Education programs, as well as primary and secondary institutions of learning.	Structural racism influences everything because the biases are imbedded in polices that have been designed to advantage one group over others. Take a look at what you are seeing in each of the areas you mentioned. Who is served, to what extent do they represent the proportion of the population, what are the graduation rates, what are the academic scores like, what do you know about the level of wealth and/or poverty of the communities and the quality of educational services received?
21	I'm curious why people feel the term "White Supremacy" is "offensive and should be changed?" I am interested to know the thought process behind this statement.	Please refer to webinar. Also See Robin Diangelo's book <i>White Fragility</i> .