

## Questions & Answers

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

#### Webinar 4: The Role and Responsibility of Health and Behavioral Health Care Leaders

September 10<sup>th</sup>, 2020

#	Questions Asked	Answers
1	For low-income client's, problem solving barriers to accessing telehealth (Wi-Fi, privacy, etc.) can create more stress. What are suggestions for working with these barriers (which have so much economic disparity) without creating more stress for the client?	Focus should be on addressing the social determinants/factors of health also. We have to decrease the barriers for folks so they can fully participate in our behavioral health services.
2	Awesome presentations. Dr. Africa I love when you said, " We are perfect with our imperfect". I would love to be able to read more about the Transcranial Magnetic Stimulation. Can you provide us with some reading material information?	Jerry Useem, <i>The Atlantic</i> , July/August 2017
3	Are there any management development programs that are recommended? Particularly for new managers?	The CIBHS Leadership Institute would be a good start.
4	Can you please send the website that Andre Chapman put up?	<a href="http://www.unitycare.org">www.unitycare.org</a>
5	MFT and SW program curriculums lack incorporation of racial and systemic trauma. Racial trauma cannot be treated the same as other medicalized trauma, as it stems from systemic oppression which is embedded within society. How do we request an incorporation on this in mental and behavioral health programs?	I would advocate with the licensing boards to have these included in the training curriculum (for example, BBS or Board of Psychology) and ask training programs/schools to include a deeper dive into these issues.

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6	How should you address being asked as a person of color to lead the work in your agency and then not being in a leadership position.	If there is an interest on your part, I think it's a great opportunity. I would, however, ask for support, clarity of responsibility and leadership accountability to get things accomplished. It can't just be all on you; there must be some infrastructure and support from leadership.
7	What should you do if you are doing racial equity and antiracism work in your organization and this was not a part of your original job?	I would have a conversation with your supervisor and work to prioritize the work.
8	For Dr. Africa: The concept of power causing brain damage is fascinating. What might this mean as we work toward power equity among ethnic and economic groups? How can we create equity without losing empathy and mirroring capacity?	All of us, can have power and privilege in different places/contexts, so we must work hard about being empathic. We must do a lot of self-reflection and pauses to uncover ourselves – our biases, prejudices, especially if we are making decisions.
9	Really appreciate the Cultural Humility and Self-Reflection/Critique. This goes beyond color and addresses basic humanity. How can this education also reach clients who as humans also have bias that can prevent from accepting a relationship/services with providers of certain ethnicity? As a Mexican farmworker's son, I grew up with farmworkers that openly stated bias toward others not like them. Their power (culture, ability to pick fruit fast) impairs mirroring providers who may help. How can both providers and clients get the same education on race and equity to respect and accept each other. It takes two to dance. Hope this makes sense.	<p>I would start with this article from Dr. Tervalon who wrote the article on Cultural Humility:  <a href="https://provider.bcbsil.com/pdf/education/guest_speaker_cultural_sensitivity.pdf">https://provider.bcbsil.com/pdf/education/guest_speaker_cultural_sensitivity.pdf</a></p> <p>Lots of work needs to happen within our communities too because of the (internalized) bias and stigma we have.</p>

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10	Question for Dr. Africa: In reference to white supremacy and the bias of professionalism, how would you define or describe a trans-cultural perspective of professionalism? Or is professionalism itself a racist construct?	Leadership looks differently for different people. Lots of work coming out on vulnerability and equity focused leadership.
11	Is there a particular body of work in terms of leaders and accountability in terms of creating disparities in systems and hiring practices?	I would check the GARE website: <a href="https://www.racialequityalliance.org/">https://www.racialequityalliance.org/</a>
12	Is there a recommended resource (s) for staff/providers/case managers for a support group service while navigating through racial trauma/microaggressions?	Derald Wing Sue is an expert on microaggressions: <a href="https://www.wiley.com/en-us/Microaggressions+in+Everyday+Life%3A+Race%2C+Gender%2C+and+Sexual+Orientation-p-9780470491409">https://www.wiley.com/en-us/Microaggressions+in+Everyday+Life%3A+Race%2C+Gender%2C+and+Sexual+Orientation-p-9780470491409</a>
13	Do you know of any resources for leadership training and building trust with leadership?	Colleagues who are familiar with Brene Brown's work (Like Dare to Lead) like her work on trust, but I am not an expert in her work.
14	Dr. Africa your talk on cultural humility is awesome. How can supervisors of clinicians and therapist practice this level of wisdom that you are bringing to us today?	Sharing this webinar, engaging in continued conversation within your teams, have a coaching/consultation focused on these issues.