

About California Institute for Behavioral Health Solutions (CIBHS) and Our Presenters

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Director, Marin County Behavioral Health & Recovery Services
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8/20/2020

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Introduction to a Framework for Confronting Racism in Behavioral Health

JEI AFRICA, PSYD (HE/HIM/HIS) @DRJEIAFRICA
ADÈLE JAMES, MA, CPC (SHE/HER/HERS)



LEADING IN POLICY, TRAINING, EVALUATION AND RESEARCH

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Opening Reflection: A Conversation Between Adèle and Jei

When you reflect on this current time, what is your current understanding of where we are?

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Participant
Poll
Questions

What keeps you from taking action to advance equity and confront racism?

(Multiple choice options)

- Fear of retaliation
- Being viewed as a troublemaker
- Fear that nothing will change if I say something
- Being seen as weak
- Fear of saying the wrong thing

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Participant
Poll
Questions

What would support you in moving beyond your fear, worries, or concerns?

(Multiple choice options)

- Peer consultation
- Facilitated support groups
- Mentorship
- Leadership development

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Defining Racism

Adele James, MA, CPC (she/her/hers)
CEO, Adele James Consulting

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**RACISM DEFINITION: MERRIAM-WEBSTER
TO MAKE UPDATE AFTER REQUEST**

Merriam-Webster Current Definition of Racism: a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race (focus more on attitude)

Kennedy Mitchum Recommendation to Webster for Definition of Racism: "a system of advantage based on skin color." (focus on result versus attitude.)

Merriam-Webster's Response: Editorial manager Peter Sokolowski told the BBC that the wording of their definition of racism will be "even more clear in our next release. It could be expanded ... to include the term systemic and it will certainly have one or two example sentences, at least," he said.

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HOW DO WE KNOW RACISM IS THE ISSUE?

It's about racism if:

- It disproportionately or differently affects people of color
- It fits into a broader pattern of events that disproportionately or differently affect people of color

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LEVELS OF RACISM

	INSTITUTIONAL 	STRUCTURAL 
MACRO LEVEL		
	INTERNALIZED 	INTERPERSONAL 
MICRO LEVEL		

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SNAPSHOT OF MENTAL HEALTH DISPARITIES American Psychiatric Association	
African Americans <ul style="list-style-type: none">• With mental health conditions, particularly schizophrenia, bipolar disorders, and other psychoses are more likely to be incarcerated than people of other races.• Compared with whites, African Americans are less likely to receive guideline-consistent care	Hispanics & Latinos <ul style="list-style-type: none">• U.S.-born Hispanics report higher rates for most psychiatric disorders than Hispanic immigrants.• Older Hispanic adults and Hispanic youth especially vulnerable to psychological stresses associated with immigration and acculturation
American Indian/Alaskan Natives <ul style="list-style-type: none">• In 2014, suicide was the second leading cause of death for AI/ANs between the ages 10 and 34.• In 2014, approximately 9% of AI/ANs ages 18 and up had co-occurring mental illness and substance use disorder in the past year—almost three times that of the general	Asian Americans/Pacific Islanders <ul style="list-style-type: none">• Southeast Asian refugees are likely to receive a diagnosed with post-traumatic stress disorder (PTSD) associated with immigration.• AA/Pis are three times less likely to access mental health services than their white counterparts.

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COMMONALITIES FOR BARRIERS TO MENTAL HEALTH SERVICES ACROSS RACIAL GROUPS American Psychiatric Association
<ul style="list-style-type: none">▶ Lack of culturally competent providers▶ Lack of or insufficient health insurance▶ For African Americans & American Indian/Alaskan Native - distrust of the health care system and providers

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LEVELS OF CULTURAL RESPONSIVENESS
Individual <ul style="list-style-type: none">▶ Being capable of functioning effectively in the context of cultural difference.
Organizational <ul style="list-style-type: none">▶ A set of congruent behaviors, attitudes and policies that come together in a system agency enabling professionals to work effectively in cross cultural settings and situations.

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Racism kills.

Whether through force, deprivation, or discrimination, it is a fundamental cause of disease and the strange but familiar root of racial health inequities.

Health Affairs, July 2020

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Race is not Racism

- Lancet (2016): most use “race” (and not “structural racism” or “systemic racism”)
- Quick search of Health Affairs website reveals only 114 pieces that included the word racism; 39-year history of the journal
- 2018 systematic literature review of the public health literature additionally found only 25 articles that used “institutionalized racism” between 2002 and 2015
- Pub Med database done on June 23, 2020, revealed 86 articles that included both “race” and “structural racism” or “institutional racism”; 32 published within the last 18 months

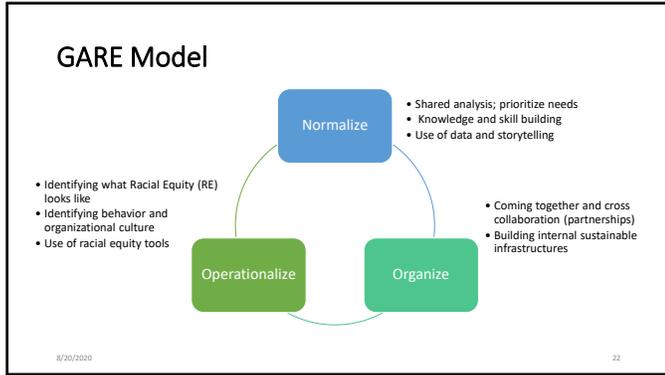
Health Affairs, July 2020

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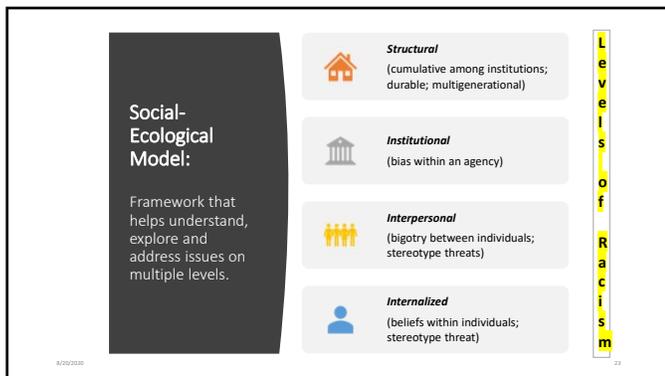
Government Alliance on Race and Equity (GARE)

- National alliance of government agencies focused on achieving equity
- Defines racial equity to mean that “we eliminate racial disproportionalities so that race can no longer be used to predict success, and we increase the success of all communities”

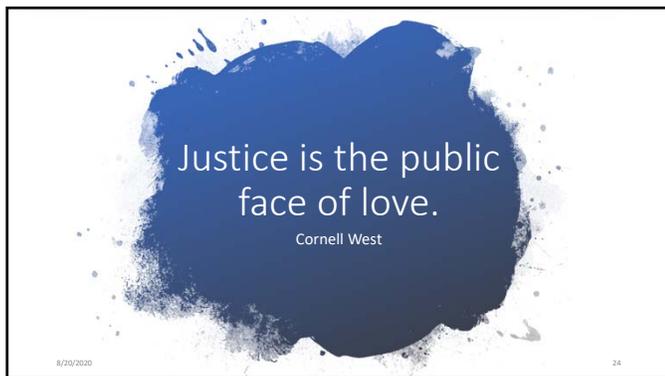
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Call to Action:
Have a conversation inside your organization...

Instructions: Respond to the following prompts to explore your stages of racial socialization. It is okay if you don't know a lot about your early socialization. In those cases, write about your best guesses of what those racial scripts were.

First Socialization: Loved ones and others you are around teach you the typically unwritten and unspoken rules about racial scripts. Racial scripts can also be delivered explicitly through verbal messages about your race or other races. Even the absence of exposure to other races serves as a message. Write about the expectations and norms of racial scripts you were taught.

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Questions

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Contact Information

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Information

- What to expect after the webinar
- The next webinar in our series:
Systemic Racism and Structural Racialization: Examining the Impact on Behavioral Health Disparities
Adèle James, MA, CPC, CEO, Adèle James Consulting
Thursday, August 27, 2020
10:00 a.m. – 11:30 a.m.



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Certificate of Participation & List Serve

Certificate:

- After this webinar you will receive of certificate of participation.
- It will include your name, the name of the webinar, and the date of the webinar.
- It is emailed directly to all attendees 24 hours after the webinar.
- This is different from a Continuing Education certificate. It merely verifies that you participated.

List Serve:

- If you have attended any of the webinars, you will be automatically added to our list serve.
- If you know of anyone who has not attended any of the webinars and would like to receive information, they can go to: <https://www.cibhs.org/pod/want-updates>



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Please complete the survey!

iPhone or iPad:

1. Open the camera app on your iPhone or iPad.
2. Hold the device's camera up to the QR code.
3. No need to hit the shutter button, your iOS device will automatically recognize the QR code and a screen with the link to survey will appear.
4. Click the pop-up window and complete the survey.
5. Make sure you have a mobile signal, or you're connected to Wi-Fi

Android phones will need to have an installed QR Code reader:

1. Participant must download the correct QR scanner app from the Google Play Store. We recommend using 2020, and free, QR Code scanner apps.
2. Once downloaded, open the QR Code scanner and point your camera/phone at the QR Code on screen. You may need to answer a few questions before the camera goes on.
3. A screen with the URL to the survey opens. Either click on the URL to open the survey or click on the world globe to open the survey in the internet browser.

For those who have robust firewalls:

1. You can go to the CIBHS website, follow the instructions and take the survey there.
2. We will put the URL in the chat or question box. This option will be available until **Friday at 5 pm.**



Link directly to survey:
<https://www.surveymonkey.com/s3/5783770/introduction-to-a-framework-for-confronting-racism-in-behavioral-health>

Survey Link on the CIBHS website:
<https://www.cibhs.org/pod/take-evaluation-survey-webinar-1>



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