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I DON'T SEE COLOR

Real Tools for Becoming a More Culturally Responsive Clinician

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SAFE SPACE



Ground Rules

- It is all right to feel embarrassed or not to know answers to everything
- Everyone's opinions are to be respected
- All questions will be addressed appropriately
- Speak for yourself. Use "I statements" to state opinions or feelings
- Respect others' differences





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ABOUT ME

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WHERE IS COMBINED LOCKS, WI?

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SO MANY NEW WORDS... WHAT DO THEY ALL MEAN?

Anti-Racism - The practice of actively identifying and opposing racism. The goal of anti-racism is to actively change policies, behaviors, and beliefs that perpetuate racist ideas and actions.

BIPOC - Black, Indigenous, People of Color

Code-Switching - When a person changes the way they express themselves culturally and linguistically.

Color Blindness - Treating people as equally as possible without regard to race, culture or ethnicity.

Critical Race Theory (CRT) - An academic concept that is more than 40 years old. The core idea is that race is a social construct, and that racism is not merely the product of individual bias or prejudice, but also something embedded in legal systems and policies.

Karen - Slang for a white woman who is extremely aware of her privilege and weaponizes it. (The male version is called a Ken.)

Safe Space - A place people can be comfortable expressing themselves without fear as it relates to their cultural background, biological sex, religion, race, gender identity or expression, age, physical or mental ability.

Diversity & Inclusion Terminology	
<p>Allly</p> <p>Mean: Advocate for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.</p>	<p>Enthusiasm Tax</p> <p>Mean: The combination of being on guard to correct inequities, being different at work, and the associated effort on health, well-being, and staying in shape.</p>
<p>Equality</p> <p>Mean: Treating people the same way for equal or similar reasons. It's about leveling the playing field.</p>	<p>Equality</p> <p>Mean: Treating everyone the same way, often while ignoring that everyone starts from a different place. It's about leveling the playing field.</p>
<p>Intersectionality</p> <p>Mean: The overlapping of various identities such as gender, race, ethnicity, religion, sexual orientation, which can result in unique experiences, opportunities, & barriers.</p>	<p>Ultrasocial Bias</p> <p>Mean: An explicit or implicit, learned, about people, groups, or situations, which are often based on stereotypes, misconceptions, or incomplete information.</p>

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Racism and Discrimination in Health Care



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1800

- 1800:** James Marion Sims became known as the "father of modern gynecology" for developing surgical childbirth techniques. He conducted his techniques by operating on enslaved black women (and newborns) without using anesthesia.
- 1845:** Ighitee Quincean wrote a book in which he claimed that black people had smaller skulls than white people and thus smaller brains.
- 1858:** During the Civil War, black soldiers would die from wounds that white soldiers would recover from due to a lack of supplies, treatment and care. Black soldiers continued to be used in medical experiments without consent, death or alive.
- 1918:** Sterilization laws were centered towards people with mental illnesses, but expanded to a list of different medical conditions and extreme circumstances that gave doctors leeway in choosing who to sterilize. Black and Latina women were four times more likely to be sterilized than their white counterparts.
- 1932:** The U.S. Public Health Service started a 40-year experimental looking at the "natural history" of untreated syphilis. Some 600 poor, black, sharecroppers enrolled in "The Tuskegee Study." This included 399 men with latent syphilis and 201 who did not have the disease. They were told they were getting free medical care from the federal government and unaware that they had syphilis, which ensured that government doctors could study the disease. Even when a treatment for syphilis became available the men were not treated.

1900

- 1901:** Henrietta Lacks, a 31-year-old African American mother of 5 from Virginia, died of cervical cancer. Researchers used her cancer cells, known as the HeLa cell line. Lacks' cells are one of the most vital cell lines in medical research. It has been used to study the effects of toxins, drugs, hormones, and viruses on the growth of cancer cells without experimenting on humans. The HeLa cells were used to develop the polio vaccine and in cancer and AIDS research. Doctor George Lacks or her family's permission to culture her cells.
- 1954:** The first test subject in the Human Radiation Experiment (the Manhattan Project) in Tennessee. He was in a car accident in 1945 and fractured his bones. He then received injections of plutonium without his consent. Cade did not receive any treatment for his fractures until days later. Fillets of his teeth were extracted to see the results of the radiation. Cade died 8 years later from heart failure.
- 2014:** Aya cut-swing measure, Flint, Mich., switches its water supply to the Flint River introducing lead-poisoned water into homes and creating a massive public health crisis, were not notified until January 2, 2015 that their water supply violated the Safe Drinking Water Act. Residents were not informed until 2015. Not an isolated incident.

2000

- 2019:** Dr. Susan Moore died in Indiana due to complications related to COVID-19. In the weeks preceding her death, Moore, who was black, had shared concerns that her symptoms were not being taken seriously by white doctors. She took to social media from the hospital stating that the physician downplayed her complaints of pain and felt uncomfortable giving her more narcotics. This physician also suggested she would be discharged. She stated, "He made me feel like a drug addict." She died 2 weeks later.

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WHY MENTAL HEALTH CARE IS STIGMATIZED IN BIPOC COMMUNITIES?

- Mental health issues are often compounded by the psychological stress of systemic racism (racial trauma).
- Seeking mental health care is stigmatized.
- Reluctance to seek both physical and mental health care can often be attributed to a general distrust of the medical establishment.
- Seeking mental health care is often viewed as a weakness, running counter to the survivalist mentality born from systemic oppression and chronic racism.
- The phenomenon of religiosity that permeates many African American communities.
- The phenomenon of criminalization of African American behavior, which is framed within the context of the American justice system.

<https://blackandbluelife.com/health/why-mental-health-care-is-stigmatized-black-communities/>

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MULTIGENERATIONAL TRAUMA & ADDICTION

Impact on BIPOC Communities:

- Self-esteem – Feelings of hopelessness and depression.
- The negative racial stereotypes that have been applied to BIPOC people throughout history may have been internalized and passed down from generation to generation.
- Health Outcomes – Racial Health Fatigue: Defined as the "social phenomenon in which persons who experience chronic racial discrimination develop physiological, psychological and emotional strains due to excessive amounts of energy expended on race related stressors."
- Internalized Oppression – Internalized racist stereotypes.
 - When people are targeted, discriminated against, or oppressed over a period of time, they often internalize (believe and make part of their self-image, their internal view of themselves) the myths and misinformation that society communicates to them about their group.
- Addiction – Trauma changes the brain.
 - Multigenerational trauma is a risk factor for addiction since trauma can lead to changes in the brain that make individuals more susceptible to developing substance use disorder.

“What stands between a disrespected African American and the source of disrespect is almost four hundred years of history, four centuries of being the targets of humiliation and abuse. A history of racial conflict, inequality, and contempt culminates in a moment that few people not of the culture could comprehend, let alone predict.”

DR. JOY DEGRUY

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A 2022 STUDY FOUND THAT BLACK PATIENTS OFTEN HAVE A DIFFERENT MEDICAL EXPERIENCE THAN WHITE PATIENTS DUE TO DISCRIMINATION AND INEQUITIES IN HEALTH CARE SETTINGS.

Responding to racism in healthcare can force Black patients to choose between basic respect and continued care

Which of the following have you done because of racism you've experienced while dealing with the healthcare system?

Use another healthcare professional	38%
Delayed making a health decision	38%
Didn't make a follow up appointment	28%
Skipped getting treatment	25%
Called out the provider	13%
Continued as if nothing happened	12%
Did nothing	5%

Among Black respondents who reported experiencing racism in a healthcare setting. N=202

Source: **verywell** | [Source: Verywell Black Health Experience Study \(January 2022\)](https://www.verywell.com/health/why-mental-health-care-is-stigmatized-black-communities/)

A very small but not insignificant number of Black patients often have different race responses that white patients due to discrimination and inequities in health care settings. (see Appendix)

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SO WHAT'S NEXT?

Cultural Competence or Cultural Humility?

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IT'S NOT ENOUGH TO JUST BE CULTURALLY COMPETENT

Process of Gaining Cultural Competence

Culturally Incompetent: Lacks cultural awareness and thinks there is only one way of doing things. Views themselves as culturally superior to other cultures.

Recognizes different cultures and seeks to learn about them: Sees all the same people, and thinks everyone should be treated the same.

Actively seeks knowledge about other cultures, educates others about cultural differences: Actively seeks knowledge about other cultures, educates others about cultural differences. Accepts, appreciates and accommodates cultural differences. Understands the effect his/her own culture has in relating to others.

Culturally Competent

- Cultural Competence – the ability to understand, appreciate and interact with people from cultures or belief systems different from one's own.
- The goal is to move away from a way of *doing* to a way of *being*.
- Our cultural identity and that of our client are both salient aspects of the therapy dynamic (America Psychological Association (2003))

<https://mentalhealthmatters.com/articles/for-therapists/culturally-responsive-therapist/>

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CULTURAL HUMILITY

a process of reflection and lifelong inquiry, involves self-awareness of personal and cultural biases as well as awareness and sensitivity to significant cultural issues of others. Core to the process of cultural humility is the researcher's deliberate reflection of her/his values and biases.

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CULTURALLY RESPONSIVE THERAPY

- Responding to and making room for the client's culture in the therapeutic process. This may look like:
 - Asking questions about their family's cultural background and beliefs,
 - Asking about their use of emotional expression, and
 - Learning their perspective of their symptoms, even if it's unrelated to the presenting problem.
- As clinicians, we cannot be culturally responsive if we have not first worked on developing cultural humility.



<https://mentalhealthmatch.com/articles/for-therapists/culturally-responsive-therapist>

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DOING THE WORK

Cultural humility is a mind-set shift and a career-long commitment. For those looking to get started on this journey, here are skills you can begin working on.

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SELF-AWARENESS

- Engage in self-reflection and self-understanding to develop an accurate view of self.
- Take the time to reflect on how your different social identities (e.g. religion, sexuality, generation, acculturation, socioeconomic status, education, ethnicity etc.) have influenced your worldview.
- Engage in reading, dialogues, workshops etc. that help you have a better understanding of your privileges, biases and values.



<https://mentalhealthmatch.com/articles/for-therapists/culturally-responsive-therapist>

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ALLYSHIP MEDIA LIST

Books	Series & Documentaries	Movies
<ul style="list-style-type: none"> White Fragility: Why It's So Hard for White People to Talk about Racism by Robin DiAngelo So you Want to Talk about Race by Ijeoma Oluo Explaining White Privilege to a Broke White Person by Gina Caspary-Corcoran The New Jim Crow: Mass Incarceration in the Age of Color Blindness by Michelle Alexander How to be an Antiracist by Ibram X. Kendi Post-Traumatic Slave Disorder by Dr. Joy DeGruy Leary 	<ul style="list-style-type: none"> 13th When they See Us Dear White People We Shall Remain Dawntland Central Park Five 16 Shots Halo, Privilege. It's Me Chelsea I Am Not Your Negro Freedom Riders 	<ul style="list-style-type: none"> The Hate U Give Just Mercy BlackKlansman The Color Purple Selma If Beale Street Could Talk Get Out Do the Right Thing Judas and The Black Messiah 12 Years A Slave

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VALUING OF OTHERS

- Be curious! Demonstrate a willingness to learn from others around you (e.g. colleagues, clients, friends etc.) and respond from a place of genuineness and authenticity.
- It's okay to not know everything, in fact, admitting ignorance and asking questions is a cornerstone of humility.
- Be careful that you are not placing the responsibility on clients to teach you about their culture.
- There is a difference between asking someone to teach you about racism and asking to learn their experience of racism. Finding the balance is necessary.



<https://mentalhealthmatch.com/articles/for-therapists/culturally-responsive-therapist>

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THE ELEPHANT IN THE ROOM

Discomfort is not a valid reason for avoiding uncomfortable conversations, nor is ignorance.


Sample statements

- "I know I won't be able to fully appreciate or understand your experience as a person of color in the USA."
- "It is my commitment to you that I will try. When I don't, I will educate myself rather than put the burden of explaining oppression on you."
- "Sometimes I will mess up. I hope you will tell me when I do, so I can do better."
- "Within our safe and validating relationship, you can always trust that I will believe you, when you say you've experienced racism, bias, or discrimination."
- "I acknowledge I benefit from privilege I have not earned."

- "White Americans are socialized to avoid — not discuss — race, but acknowledging it in your practice can be imperative to your work together."
- It is an emotional exchange that may seem to be disarming as it will address the elephant in the room — race.
- What matters most in that moment is building trust with the client; the conversation will demand raw and thoughtful vulnerability and humility.
- Some simple, yet powerful, phrases can invite openness with your client.

<https://medium.com/amalgam/fellow-white-therapists-we-need-to-talk-about-our-microaggressions-toward-clients-ca2a6420b3>

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GROWTH

- Practicing cultural humility is a process.
- This is not a skill that we build overnight, but a continuum of continued learning throughout our careers as clinicians.
- Push through discomfort and anxiety related to cultural conversations and enter conversations acknowledging that you may not feel your best throughout the conversation.

<https://mentalhealthmatch.com/articles/for-therapists/culturally-responsive-therapist>

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FOSTERING EMPATHY FOR CLIENTS

Culturally responsive care requires this empathy to truly understand and conceptualize how the client's social identities interact and influence the client's perception of their distress.

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TIPS FOR DOING CULTURALLY RESPONSIVE WORK

1. One-size doesn't fit all.
2. Consider how your values, worldview, upbringing, etc. may influence your client's perception of, rapport with, or trust in you.
3. Ask yourself, are you being tolerant, inclusive or integrative?
4. Acknowledge what is happening in the world outside of the group room.
5. Don't make assumptions.




<https://mentalhealthmatch.com/articles/for-therapists/culturally-responsive-therapist>

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POTENTIAL BARRIERS

1. Fear
2. Lack of preparedness for emotionally charged conversations
3. Feelings of inadequacy
4. Politeness protocol
5. Colorblindness



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IN CONCLUSION... I CHALLENGE YOU TO

- Take Harvard's Implicit Bias Test
- Do the 21-Day Racial Equity Habit Building Challenge (<https://www.eddiemoorejr.com/21daychallenge>)
- Attend a cultural event you would not normally attend (Africa Fest, Pride, Native American Pow Wow)
- Attend a social justice, equity or equality protest (Black Lives Matter, Trans Rights March, Women's March)
- Listen to a podcast (1619, Stepping Into Truth, NPR Code Switch)
- Invite someone from another culture out to lunch or dinner
- Travel to a large city and explore cultural neighborhoods and food
- Travel internationally

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