Healing the Wounds of Racial Stress and Trauma: Individual and Organizational Approaches to Anti-Racism in Health Organizations

Baptist Behavioral Health Conference

Selena Webster-Bass, MPH, Founder/CEO
Voices Institute

Learning Objectives

Objective 1
- Define racial stress and trauma, and its impact on youth, families, and communities, using a historical and contemporary lens

Objective 2
- Identify strategies to mitigate racial stress and trauma

Objective 3
- List organizational action steps in advancing anti-racism within organizations

Gracious and Brave Space

- Practice controversy with civility
- Own your intentions and impact
- Demonstrate respect
- Speak from your own experience
- Replace judgment with curiosity
- Embrace discomfort
- Practice the alternative Vegas Rule
- Look for Aha! Moments

Voices Institute

Cultural Humility
- Embrace reflection, respect, embodiment, resilience, and due regard while advocating for children, youth, and families

Compassion
- Respond to the physical, mental, and emotional pain of children, youth, and families

Health Equity
- Advocate for improved health care outcomes in children, youth, families by removing barriers to quality health care

Collaboration
- Partner with children, youth, families, providers, health institutions, and community partners in advancing optimal health and well-being

Our Current State of the Nation

Keedron Bryant – “I Just Wanna Live”
Adverse Childhood Experiences (ACES)

- ACES Study
  - Abuse
  - Household Challenges
  - Neglect

- Expanded ACES
  - Single-parent homes, exposure to violence, criminal behavior, personal victimization, bullying, economic hardship, and discrimination.
  - (Wade, Shea, Rubin & Wood, 2014)
  - Philadelphia ACES Study
  - Community-level stressors
  - Lived in foster care, bullying, witnessing violence, discrimination, adverse neighborhood experiences

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Racial Stress and Trauma

- Racial Trauma
  - Racial trauma is characterized by dangerous or frightening race-based events, stressors, or discrimination that overwhelm one's coping capacity and impacts quality of life and/or causes fear, helplessness, and horror.
  - (Carter, 2007)
  - Racial trauma has similar criteria as Post-traumatic stress disorder (PTSD) and can lead to a PTSD diagnosis but is distinct:
    - Can be due to an individual experience or ongoing collective experiences that can be traumatic
      - (Comas-Díaz et al, 2019)

- Historical Trauma
  - Historical trauma refers to a complex and collective trauma experienced over time and across generations by a group of people who share an identity, affiliation, or circumstance.
Discrimination
• Racial Discrimination
  • Differential treatment towards individuals of a given race, may be debilitating for members of stigmatized racial groups (Salter et al., 2018).
    - Direct and vicarious
    - Objective and subjective
    - Interpersonal and institutional


The Look

Race and Racism
• Race
  • Not biological, a social construct or invention (Smedley and Smedley, 2005)
  • Socio-political categorization that has been used to differentiate groups via phenotypical characteristics for hierarchical stratification (Helms et al., 2005)

Racism
• A system that categorizes people based on race, color, ethnicity and culture to differentially allocate societal goods and resources in a way that unfairly disadvantages some, while without merit, rewards others.


Types of Racism
• Interpersonal Racism
  • Prejudice and discrimination, where prejudice means differential assumptions about the abilities, motives, and intentions of others according to their race

• Internalized Racism
  • Internalized racial superiority - Acceptance of and acting as superior to another group, rooted in the historical designation of one's race
  • Internalized racial inferiority - Acceptance by members of the targeted race of negative messages about their own abilities and intrinsic worth

• Institutional Racism
  • Unfair and discriminatory practices that occur within particular institutions

• Systemic Racism
  • Differential access to goods, services, and opportunities by race in systems.

Racism as a Social Determinant of Health
• Disparities and Disproportionality
  • African American children had 37% fewer visits to psychiatrists and 47% fewer visits to any mental health professional when compared to white children. Hispanic children had lower inpatient utilization than both white and African American children and this trend persists in mental health care. Hispanic children had 49% fewer visits to psychiatrists and 58% fewer visits to any mental health professional than white.

  • (Marrast et. al, Racial and Ethnic Disparities in Mental Health Care for Children and Young Adults: A National Study, 2015)

  • National Dept of Education data shows that African American children receive more than 1-out-of-school suspension in preschool and in K-12 are suspended at 3 times more and expelled 1.9 times more than White students.


Anti-Racism
What is anti-racism?
• An active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably
• Examines the power imbalances between racialized people and non-racialized/white people. These imbalances play out in the form of unearned privileges that white people benefit from and racialized people do not.
• An active and consistent process of change to eliminate individual, institutional, and systemic racism.

The beauty of anti-racism is that you don’t have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it’s the only way forward. — Ijeoma Oluo
Cultural Humility

To be EFFECTIVE, we must be REFLECTIVE

Managing Bias

SPACE 2 Model of Mindful Inclusion

- Slowing Down — being mindful and considerate in your interactions with others
  - Perspective Taking — Actively imagining the thoughts and feelings of others
  - Asking Yourself — Actively self-questioning to challenge your assumptions
  - Cultural Intelligence — Interpreting a person's behavior through their cultural lens rather than your own
  - Exemplars — Identifying counter-stereotypical individuals
  - Expand — The formation of diverse friendships

Specific Ways to Manage Racial Bias

What does it look like to really manage bias?
- Recognize that biases exist
- Think critically
- Challenge assumptions and traditions
- Take the Harvard Implicit Association Test
  - Harvard Implicit Association Test
    - https://implicit.harvard.edu/implicit/takeatest.html

Healing the Wounds

- Healing the Wounds of Racial Stress and Trauma
  - Kenneth Hardy, Ph.D.
  - Internalized Devaluation
  - Internalized Voicelessness

Healing the Wounds

- Affirmation & Acknowledgement
- Create Space for Race
- Racial Storytelling
- Validation

Healing the Wounds

- Process of Naming
- Externalize Devaluation
- Counteract Devaluation
- Rechanneling Rage
Healing Centered Approaches

- Community Healing Circles
- Emotional Emancipation Circles
- Racial Socialization
  - RECAST Model
    - Racial Encounter Coping Appraisal and Socialization Theory
    - (Anderson and Stevenson, 2019)
  - EMBRace Model
    - Engaging, Managing, and Bonding through Racial Socialization
    - (Anderson, McKenney, and Stevenson, 2018)
- Racial Literacy

Cultural Humility

- Establishing a life-long commitment to self-evaluation and self-critique
- Fixing power imbalances
- Committing to institutional accountability

Healing Organizations

Healing Organizations

Organizational Anti-Racism Action Steps

- Conduct an organizational racial climate survey
  - Example: Trauma Informed Assessment
- Form an equity committee
  - Ensure leadership and governance structure are diverse and inclusive
  - Issue a statement of support for anti-racism
- Review organizational mission statement and core values
- Create an equity plan
- Conduct an organizational assessment of processes, practices, and policies
- Examine equity in salaries
- Examine recruitment, hiring, and retention practices
- Broaden holiday schedules
- Examine resource allocation to multicultural organizations
- Form and cultivate authentic partnerships with multicultural organizations
- Practice allyship
- CREATE NEW SPACES FOR LISTENING

National Culturally and Linguistically Appropriate Services (CLAS) Standards
REALM: Action Steps towards Anti-Racism

- Learn: Relearn history
- Explore: Explore how you learn what you know about race (racial socialization)
- Advocate: Advocate for dismantling inequitable policies
- Listen, listen, and listen: Listen, listen, and listen some more to the narratives of multicultural communities
- Manage biases and microaggressions in individuals, organizations, and systems

Racial Healing

Acknowledge

We must acknowledge the historical context of Indigenous populations, Africans, and other marginalized groups. This requires a relearning of history and a rewriting of narratives that fail to acknowledge the social, political, economic, physical, emotional, and mental impact of interpersonal, internalized, and systemic racism within communities of color.

Affirm

Anti-racism requires that we affirm the worth and dignity of all people, and view all people as equals regardless of their cultural background. The anti-racism movement requires a dismantling of white supremacy and superiority complexes. Racism must be named and rooted out individually and across systems.

Atone

Atonement requires that amends be made. Harmony, oneness, and racial healing will only occur after there is justice. In the words of Dr. Martin Luther King, Jr., "Injustice anywhere is a threat to justice everywhere." Justice must be pursued relentlessly. This means that we must speak up in our homes, organizations, and institutions and examine ourselves, our intent and impact, our privilege and power. It also means that we must examine and dismantle policies, processes, and structures that continue to perpetuate inequities.

Closing

As you move forward, how are you addressing anti-racism within yourself, your organization, or system?

"Get in Good Trouble"
- John Lewis

Thank you!

Contact Information

Selena Webster-Bass, MPH, CEO/Founder
selena@voicesinst.org
904.504.9772
www.voicesinst.org

Health Equity = Cultural Humility = Well-Being
We are committed to amplifying the voices of the voiceless.
Resources

- Implementation Checklist for the National CLAS Standards
  https://thinkculturalhealth.hhs.gov/assets/pdfs/AnImplementationChecklistfortheNationalCLASStandards.pdf

- Protocol for Culturally Responsive Organizations
  https://pdxscholar.library.pdx.edu/cgi/viewcontent.cgi?article=1008&context=care_pubs

- Cultural Competency Assessment Scale (CCAS) - Agency Level
  http://www.montefiore.org/documents/Cultural-Competency-Assessment-Scale.pdf

- Cultural Competency Assessment Scale (CCAS) - Program Level

- Cultural Competence Assessment Tool (CCAT)

- Racial Equity Tool Questionnaire
  https://www.racialequitytools.org/resourcefiles/mason.pdf

- System of Care Practice Review Protocol