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I DON'T SEE COLOR

Real Tools for Becoming a More Culturally Responsive SUD Clinician

SAFE SPACE

Ground Rules

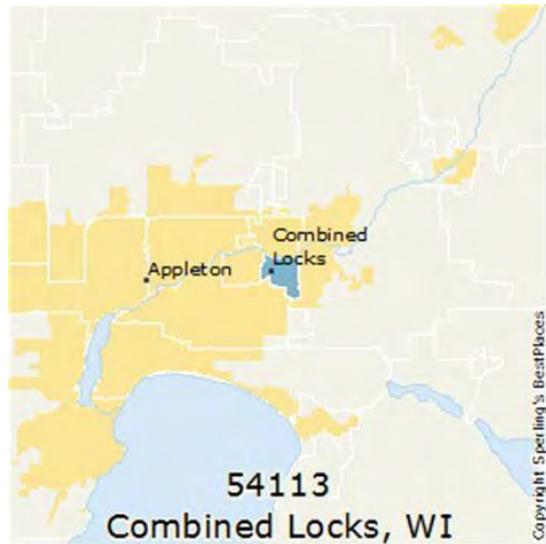
- It is all right to feel embarrassed or not to know answers to everything
- Everyone's opinions are to be respected
- Questions are encouraged, there is no such thing as a stupid question
- Respect others' differences

this
is a
judgement
free
zone

ABOUT ME



WHERE IS COMBINED LOCKS, WI?



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

BIPOC – Black, Indigenous, People of Color

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

Color Blind(ness) – Treating people as equally as possible without regard to race, culture, or ethnicity

Colonization – Refers to forms of invasion, dispossession or controlling an underrepresented group

Critical Race Theory (CRT) – An academic and legal framework that denotes that systemic racism is part of American society — from education and housing to employment and healthcare. CRT recognizes that racism is more than the result of individual bias and prejudice. It is embedded in laws, policies and institutions that uphold and reproduce racial inequalities.

Karen – A common stereotype of white women who use privilege to demand something out of the scope of what is necessary

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

Ally
Noun: Advocates for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.

Emotional Tax
Noun: The combination of being on guard to protect against bias, feeling different at work, and the associated effects on health, well-being, and ability to thrive.

Equity
Noun: Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.

Equality
Noun: Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.

Intersectionality
Noun: The intertwining of social identities such as gender, race, ethnicity, religion, sexual orientation, which can result in unique experiences, opportunities, & barriers.

Unconscious Bias
Noun: An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information.

DIVERSITY GROUP
For more information on diversity and inclusion, visit us at www.diversitygroup.org
Source: <https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know>

Racism and Discrimination in Health Care



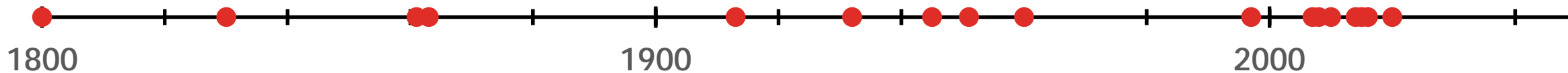
Mid-1800s: Surgeon James Marion Sims became known as the “father of modern gynecology” for developing surgical childbirth techniques. He created his techniques by operating on enslaved black women without using anesthesia.

1830s: Samuel George Morton wrote a book in which he claimed that black people had smaller skulls than white people and thus smaller brains. Experts contend this work provided the foundation of scientific racism.

1861-1865: During the Civil War, Black soldiers would die from wounds that white soldiers would recover from due to a lack of supplies, treatment and staff. Blacks continued to be used in medical experiments without consent, dead or alive.

1913: Sterilization laws were centered towards people with mental illnesses in its beginning stages, but expanded to a list of different medical conditions and extreme circumstances that gave doctors leeway in choosing who to sterilize. Blacks were four times more likely to be sterilized than their white counterparts.

1932: The U.S. Public Health Service started a 40-year experiment looking at the “natural history” of untreated syphilis. Some 600 poor, black sharecroppers enrolled in The Tuskegee Study. This include 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.



April 10, 1945: Ebb Cade, an African American male, was the first test subject in the Human Radiation experiment (ie. Manhattan Project) in Oak Ridge, Tennessee. He was in a car accident in 1945 and fractured his bones. He then received injections of 5 mg of plutonium without his consent. Cade did not receive any treatment for his fractures until days later. Fifteen of his teeth were extracted to see the results of the radiation. Cade died 8 years later from heart failure.

Oct. 4, 1951: 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. Doctors never had Lacks or her family’s permission to culture her cells.

April 25, 2014: As a cost-saving measure, Flint, Mich., switches its water supply to the Flint River introducing lead-poisoned water into homes and creating a massive public-health crisis. Lead is toxic. More than half of Flint residents are black. The water was verified to have high levels of TTHM, total trihalomethanes, which can cause multiple medical complications.

Jan. 16, 2020: The National Center for Health Statistics releases 2018 data on pregnancy-related deaths showing black women die 2½ times more often than white women. Hispanic women have the lowest rate of maternal mortality.

Dec. 20, 2020: Dr. Susan Moore died in Indiana due to complications relating 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.

WHY MENTAL HEALTH CARE IS STIGMATIZED IN BIPOC COMMUNITIES?

- Mental health issues are often compounded by the psychological stress of systemic racism.
- 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.



INTERGENERATIONAL TRAUMA & ADDICTION

- Trauma is passed down through generations when survivors and witnesses to trauma do not resolve their pain.
- Any type of trauma can have a profound effect on an individual, and it can lead them to use substances to try and erase painful memories or alleviate physical discomfort.
- This person may be the symbolic and literal carrier of the family trauma.
- In a healthy family dynamic, they could be the catalyst for change, motivating the family to address difficult emotions, behaviors, and symptoms stemming from generational trauma.
- In other situations, without support, this could be even more traumatizing; being designated as the one who needs help can cause further alienation and lead people even deeper into the abyss of addiction.

“

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





ADDICTION TREATMENT: FACTORS THAT BLOCK ACCESS AND HINDER OUTCOMES FOR BIPOC INDIVIDUALS

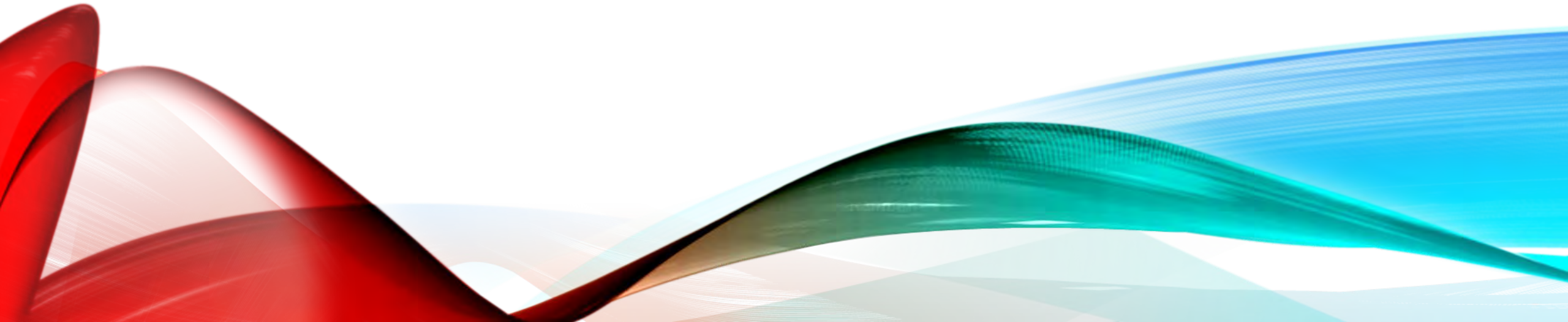
Screening and Brief Intervention Gaps

Racism and Trauma in Behavioral Health

Medication-Assisted Treatment and Unequal Access to Care

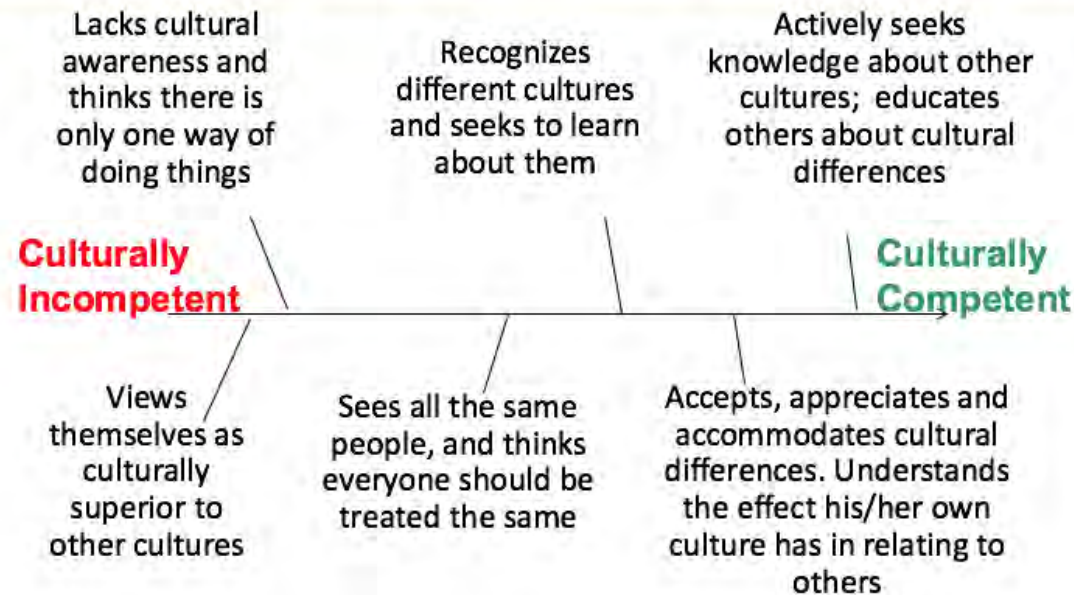
SO WHAT'S NEXT?

Cultural Competence or Cultural Humility?



IT'S NOT ENOUGH TO JUST BE CULTURALLY COMPETENT

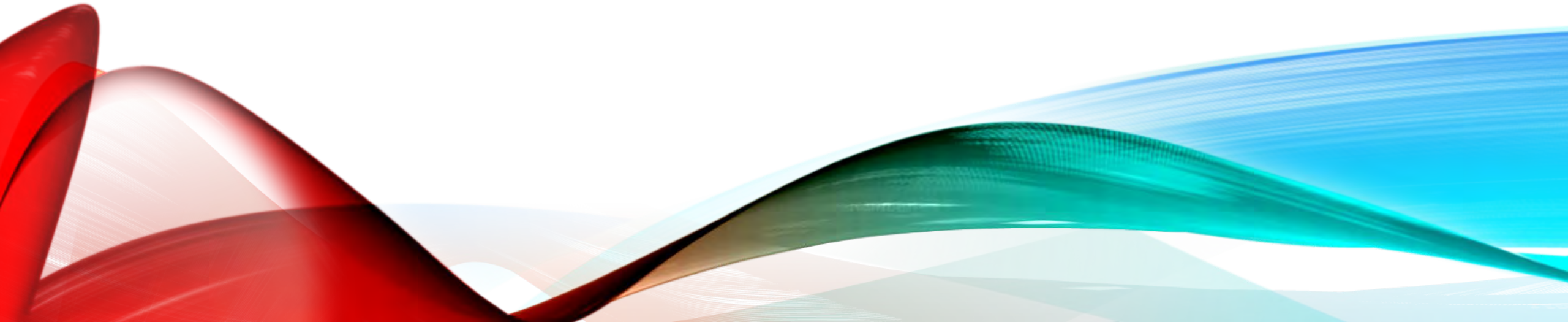
Process of Gaining Cultural Competence



- 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 (American Psychological Association (2003))

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.



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 therapists, we cannot be culturally responsive if we have not first worked on developing cultural humility.



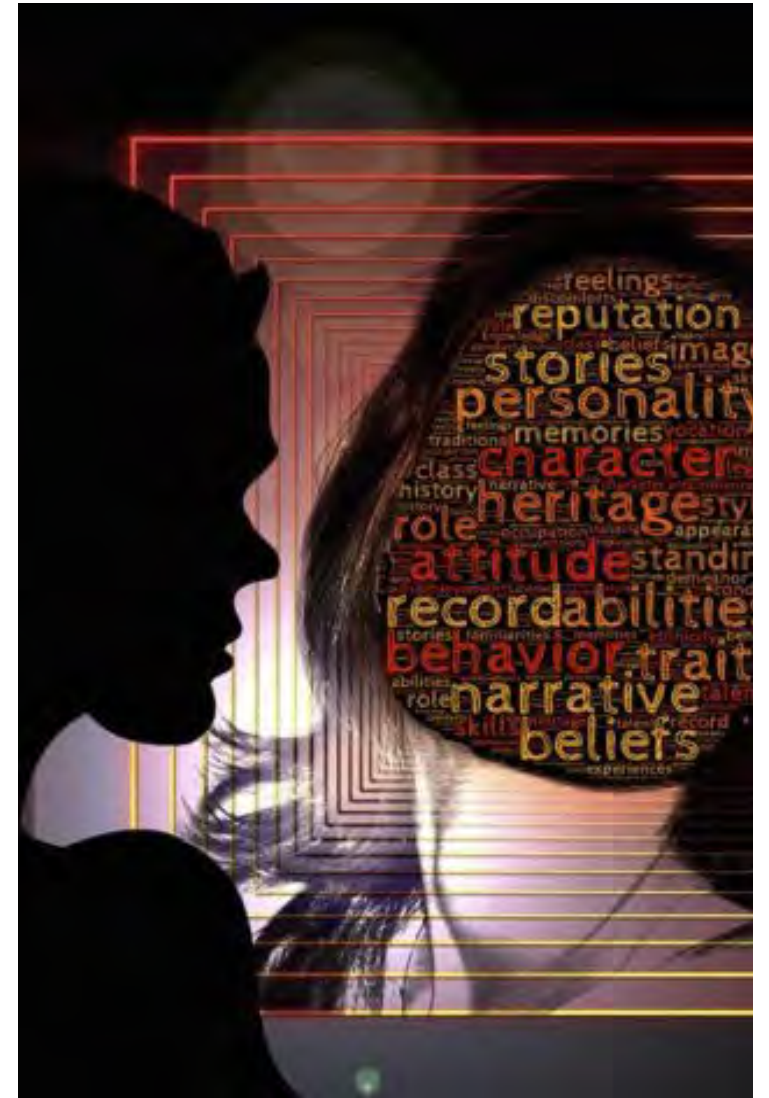


DOING THE WORK

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.

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.



ALLYSHIP MEDIA LIST

Books

- 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 Crosley-Corcoran
- The New Jim Crow: Mass Incarceration in the Age of Color Blindness by Michelle Alexander
- How to be an Anti Racist by Ibram X Kendi
- Post Traumatic Slave Disorder by Dr. Joy DeGruy Leary

Series & Documentaries

- 13th
- When they See Us
- Dear White People
- We Shall Remain
- Dawnland
- Central Park Five
- 16 Shots
- Hello, Privilege. It's Me Chelsea
- I Am Not Your Negro
- Freedom Riders

Movies

- The Hate U Give
- Just Mercy
- BlacKkKlansman
- The Color Purple
- Selma
- If Beale Street Could Talk
- Get Out
- Do the Right Thing
- Judas and The Black Messiah
- 12 Years A Slave



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.



THE ELEPHANT IN THE ROOM

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

- “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.

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.”*

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.



FOSTERING EMPATHY FOR CLIENTS

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



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



POTENTIAL BARRIERS

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



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

I Don't See Color – Allyship Media List

Books

- **White Fragility: Why it's so Hard for White People to Talk about Racism** by Robin Diangelo
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- **Dawnland**
- **Central Park Five**
- **16 Shots**
- **Hello, Privilege. It's Me Chelsea**
- **I Am Not Your Negro**
- **Freedom Riders**
- **Uncomfortable Conversations with a Black Man (YouTube)**
- **America to Me**
- **The Mask You Live In**
- **Latino Americans**
- **The Death & Life of Marsha P. Johnson**

Movies

- **The Hate U Give**
- **Just Mercy**
- **BlackKkKlansman**
- **The Color Purple**
- **Selma**
- **If Beale Street Could Talk**
- **Get Out**
- **Do the Right Thing**
- **Judas and The Black Messiah**
- **12 Years A Slave**

Podcasts

- **1619**
- **NPR Code Switch**
- **Stepping Into Truth**
- **Undistracted**
- **Women's Hour**
- **The Will to Change**
- **Making Gay History**
- **Backstory**
- **Race to Social Justice**
- **Littler Diversity & Inclusion Podcast**
- **Diversity Deep Dive**
- **Inclusion Catalyst**

Additional Resources

- **Take Harvard's Implicit Bias Test**
- **Do the 21-Day Racial Equity Habit Building Challenge** <https://www.eddiemoorejr.com/21daychallenge> – Includes an expansive list of additional media resources
- **United Way of Wisconsin: 21 Week Equity Challenge** – <https://www.unitedwaywi.org/page/equity-challenge>
- **Listen to "American Police" on NPR Throughline**

I Don't See Color Video Links

<https://youtu.be/nTK3sm3z4I8> - Racial Justice Vocabulary Lesson

https://www.youtube.com/watch?v=3Jh7uvfi_aM&list=PL26E737FA9E733956&index=17 – Dr. Joy DeGruy PTSD & Intergenerational Trauma

https://www.tiktok.com/@raquelmartinphd/video/7126251158028569898?_r=1&_t=8UUbMXgWAla&is_from_webapp=v1&item_id=7126251158028569898 – Dr. Rachel Martin, PhD

<https://youtu.be/16dSeyLSOKw> - Cultural Humility Edited