



1ST ANNUAL RACISM & MENTAL HEALTH SYMPOSIUM

Why We Can't Wait

September 15, 2020

Welcome Letter

“...when you are and forever fighting a degenerating sense of ‘nobodiness’—then you will understand why we find it difficult to wait. There comes a time when the cup of endurance runs over, and men and women are no longer willing to be plunged into the abyss of despair.” – Dr. Martin Luther King Jr.

Dear Colleagues,

It is with great pleasure that we welcome you to the First Annual Racism & Mental Health Symposium hosted by the Maryland Department of Health Suicide Prevention Office and co-sponsored by the Black Mental Health Alliance and The Institute for Healing.

The theme of this year's symposium is *Why We Can't Wait*. Inspired by Martin Luther King Jr.'s book about the Civil Rights Movement, and his warning to society against complacency and the practice of systemic racism, we acknowledge the devastating impact racism continues to have and the work that still needs to be done. The symposium strives to educate, discuss, and acknowledge the impact of racism on mental health and encourage the creation of an equitable and anti-racist community to enhance the optimal health and well-being of those impacted.

Our goal is that all participants will be able to identify how racism impacts an individual's health and well-being specifically as it pertains to mental health, identify anti-racism strategies to implement into behavioral health practices, policies and systems, and increase comfort in having meaningful conversations about racism and its impact on mental health.

Finally, while this is a one-day event, our hope is that the impact will be long-lasting and encourage continued education, serious conversations, purposeful actions and a collective sense of urgency by everyone. We want to hear from you about what you envision the future of our symposium and State mental health initiatives to be. We invite you to share your ideas on improvements, innovations, and potential partnerships so that we can continue our mission of improving mental well-being for all Marylanders by contacting mdh.mdmindhealth@maryland.gov or mdh.suicideprevention@maryland.gov.

Thank you for joining us today.

Sincerely,

Maryland's Suicide Prevention Office
Black Mental Health Alliance
Institute for Healing



Conference Agenda

9:00 - 9:30 AM

Opening Remarks

Janel Cubbage, *Director of Suicide Prevention and Chair of Governor's Commission on Suicide Prevention*

Andrea Brown, *Executive Director Black Mental Health Alliance*

Dr. La Keita Carter, *Owner/CEO Institute for Healing*

9:30 - 11:00 AM

Keynote:

Dr. Joy DeGruy

President and CEO of Joy DeGruy Publications Inc.

MSW, PhD in Social Work Research

*Book Raffle

11:00 - 11:15 AM

Break

11:15 - 12:15 PM

Session 1

12:15 - 1:00 PM

Lunch

1:00 - 2:15 PM

Plenary: The Fierce Urgency of Now

*Book Raffle

2:15 - 3:15 PM

Session 2

3:15 - 3:30 PM

Break

3:30 - 4:30 PM

Session 3

4:30 - 4:45 PM

Closing Remarks and Adjournment

Andrea Brown, *Executive Director Black Mental Health Alliance*

*Book Raffle

Sponsored by the Maryland Behavioral Health Administration's Office of Workforce Development and Technology Transfer. The Office of Workforce Development and Technology Transfer is authorized by the Maryland Board of Professional Counselors and Therapists to sponsor continuing education programs for Category A CEU, the Maryland Board of Social Work Examiners to sponsor social work continuing education programs including, live, real-time, interactive webinars to earn Category I CEU, the State Board of Examiners of Psychologists and the Maryland Association of Prevention Professionals & Advocates to sponsor continuing education programs for CEU. Participants must attend all hours of the training program and submit an evaluation to receive the certificate. The Office of Workforce Development and Technology Transfer maintains full responsibility for this program.

Instructions

- 1 Zoom Webinar is the platform used for the symposium. Prior to the symposium, log into your Zoom account at zoom.us/signin. **Your account must use the same First Name, Last Name, and Email Address that you used for your registration.** If you do not already have an account, you can create one for free at zoom.us/signup.

NOTICE: *You must use the same Zoom account for every session to accurately track attendance for CEU credit. The account name and email address must match the details you provided during registration.*

- 2 Go to the Session Links section on Pages 6-8. Click the link for the session, which will open a Zoom Webinar room. Enter the session passcode when prompted.
- 3 Session Descriptions are on Pages 11-13. For breakout sessions, choose the session you are most interested in.
- 4 After the symposium, your attendance will be tracked. You will receive an evaluation link in an email by September 22. Once you have completed your evaluation, you will receive your CEU certificate.

- 5 All sessions will be recorded and posted to our website after the symposium:

<https://health.maryland.gov/suicideprevention/Pages/home.aspx>



Questions? Concerns? Please reach out to us at mdh.suicideprevention@maryland.gov

Workshop Schedule

Opening Remarks & Keynote

9:00 - 11:00 AM

Session 1

11:15 - 12:15 PM

A *Resolving the Effects of Racial Oppression on Approaches to Mental Health*

B *Save the Indian, Save the Man: A Social Justice Perspective on Suicide Prevention*

C *Getting Comfortable with the Uncomfortable: Race in the Therapy Room for white people*

D *Straddling the Line: The Struggle of Being Multiracial in America*

Workshop Schedule

Plenary: The Fierce Urgency of Now

1:00 - 2:15 PM

Session 2

2:15 - 3:15 PM

A *Racial Trauma, Policing and Black Mental Health*

B *Systemic Racism in Mental Health Disciplines Coming to Terms with the Past and Present to Create an Anti-Racist Future*

C *Do No Harm: The Imperative for "Racing ACEs" and Linking Embodied Individual Systemic Healing of Racial Trauma*

D *Racism, Discrimination, and its Impact on the Mental Health of Minority Individuals*

E *Do You Really See Me? Understanding Trauma in African American Women*

Workshop Schedule

Session 3

3:30 - 4:30 PM

A *Cultural Humility as a Tool for Serving Diverse Communities*

B *The Impact of the US Criminal Justice System on the Mental Health of Black Americans*

C *Black Futures Matter: An In Depth Look into Black Youth Suicide*

D *Broken Statues and Broken Treaties: Repairing Indigenous Identities during Times of Trauma*

Closing Remarks & Adjournment

4:30 - 4:45 PM

Keynote Speaker



Dr. Joy DeGruy

"Post Traumatic Slave Syndrome"

Dr. Joy Angela DeGruy holds a Bachelor of Science degree in Communication, a Master's degree in Social Work (MSW), a Master's degree in Clinical Psychology, and a PhD in Social Work Research. Dr. DeGruy is a nationally and internationally renowned researcher and educator. For over two decades, she served as an Assistant Professor at Portland State University's School of Social Work and now serves as President and Chief Executive Officer of Joy DeGruy Publications Inc. Dr. DeGruy's research focuses on the intersection of racism, trauma, violence and American chattel slavery. She has over thirty years of practical experience as a professional in the field of social work. She conducts workshops and trainings in the areas of intergenerational/Historical trauma, mental health, social justice, improvement strategies and evidence based model development.

Dr. DeGruy's published works include *Post Traumatic Slave Syndrome (PTSS): America's Legacy of Enduring Injury and Healing*, (newly revised) which addresses the residual impacts of trauma on African Descendants in the Americas. This lays the groundwork for understanding how the past has influenced the present, and opens up the discussion of how we can eliminate non-productive attitudes, beliefs and adaptive behaviors and, build upon the strengths we have gained from the past to heal. The PTSS Study Guide is designed to help individuals, groups, and organizations better understand the functional and dysfunctional attitudes and behaviors that have been transmitted to us through multiple generations. The Guide encourages and broadens the discussion and implications about the specific issues that were raised in the PTSS book and provides practical tools to help transform negative attitudes and behaviors into positive ones.

Session 1

11:15 - 12:15 PM

A Resolving the Effects of Racial Oppression on Approaches to Mental Health

Dr. Donna Barnes, PhD, PCC and William Powell, MS, MDiv, DMin

This workshop will explore why today's changing environment requires bold, new ways of addressing the mental health needs of African Americans. These needs are uniquely rooted in the generational effects of slavery and post-slavery oppression which have helped to create conditions still visible today. Socio-economic conditions, cultural stigmas and racial distrust in America's healthcare institutions are just a few examples of those conditions. Critically examining the past can help mental health care move forward. This workshop will offer insight into how local institutions and community care organizations can adapt to the needs of our present-day environment.

B Save the Indian, Save the Man: a Social Justice Perspective on Suicide Prevention

Shelby Rowe, MBA BA, Program Manager - Office of Suicide Prevention at the Oklahoma Department of Mental Health and Substance Abuses Services

After over 500 years of attempted extermination of the Indigenous peoples of America, we are still here, fully aware of the perceived inconvenience of our survival. The speaker will challenge the audience to once and for all abandon the policy of "Kill the Indian, Save the Man". Instead, saving the Indian could quite possibly Save Mankind. This presentation will intertwine music, art and humor to address the serious issues that have increased risk of suicide among American Indians - genocide, colonization & systemic oppression on suicide risk among Indigenous peoples, specifically American Indians. The speaker will also talk about the Indigenous Renaissance that is currently taking place in the US, and discuss how embracing Indigenous culture could be a key to reducing suicide risk for us all.

C Getting Comfortable with the Uncomfortable: Race in the Therapy Room for White People

Erin Matthews, LCSW

As a therapist, you went to graduate school with the intention to help others. You had one diversity or multicultural counseling course to meet the graduation criterion. However, that did not prepare you for working with persons of color. You did not learn about the history of oppression and discrimination that goes into this profession. You did not learn about the intrinsic privilege and entitlement that entangled with your own race play significant roles in the therapy dynamic. Many of us want to be an ally and many of us know it is important that we do our own work first. Yet, the process seems so daunting and uncomfortable. This workshop will help you take the first step to do your own work, learn from someone who can give you information and help you process your unknown and internal bias in a safe environment without fear or shame. Learn how to be an ally and help other clinicians in your community by becoming more aware.

D Straddling the Line: The Struggle of Being Multiracial in America

Sunnycho (Sunny) S. Teeling, M.A., LPC-Intern, NCC

Due to the monolithic categories of race within the United States, individuals identifying as multiracial face numerous societal challenges that can have long lasting impact on their well-being. This presentation will cover the mental health needs of individual's holding multiple racial/cultural/ethnic identities in our current sociopolitical climate. It will also provide strategies to increase attendee's cultural sensitivity when serving multiracial populations.

Plenary

1:00- 2:15 PM

The Fierce Urgency of Now: Saving, Strengthening and Supporting the Lives, Souls & Spirits of Black Men and Boys

With the modern day lynchings of George Floyd, Ahmaud Arbery and Rayshard Brooks, it appears that white American society in general, and too many white policemen in particular, appear to have a death-wish against its Black male captives leaving but a few outlets for the release of societal provoked Black male rage and repressed anger. Far too many Black men and boys in Baltimore City, the State of Maryland and across the nation are experiencing overwhelming, debilitating and emotionally exhausting emotional and psychological pain, which is caused by too much rejection; capricious cruelty; arbitrary hostility; court appearances; jail time; marginalizing and devaluing; homicides, crushed spirits; and, societal micro-aggressions. This engaging, challenging and critical session will not only highlight and examine the psycho-social effects of racism on the mental health and well-being of Black men and boys, but it will also call for the radical re-visioning and re-imagining of strength-based, culturally-grounded healing tactics, approaches and collaborative community models that are needed to better support Black men and boys, and to offer effective frameworks for healing, hope and optimal well-being.

Panelists:

Dr. Jeff Menzise, PhD

Jeff Menzise is an Associate Professor at the Institute for Urban Research. He is a graduate of both Fisk and Howard Universities, receiving advanced training and degrees in clinical psychology. As former Director of the Academic Success Center at Fisk, Menzise's responsibilities included: Directorship of the Campus Counseling Center, Student Disability Services, and the HBCU Wellness Project. He has provided clinical trainings (Wal-Mart, Trial Lawyers College, NBCDI, Meharry Medical College) and has taught at Tennessee State University, Fisk University and Howard University. He is a skilled mindfulness meditation expert, and a qi gong/yoga instructor. He has recently completed data collection for a study focusing on how meditation impacts academic performance.

Dr. Bruce Purnell, PhD

Dr. Bruce Purnell is the founder and executive director of a community based non-profit organization called The Love More Movement. He is a psychologist, author, artist, speaker and community activist. Dr. Purnell is a direct descendent of Underground Railroad conductors and Station Masters. Like his ancestors, he has dedicated his life to creating a world where Love and Transformation are normative and justice, equality, education, self- sufficiency and freedom exist for everyone. He currently serves as a subject matter expert for SAMHSA and The American Psychological Association for Community Trauma, Boys and Men of Color, Trauma and Suicide Prevention, Victims of Violent Crimes, Gangs and Crews and Healing from Trauma

David Miller, M.Ed.

David Miller, has received international acclaim for Dare to Be King: What If the Prince Lives. A Survival Workbook for African American Males, a thought-provoking, 52-week curriculum teaching adolescent males how to survive and thrive in toxic environments. Armed with a Bachelor's degree (Political Science) from The University of Baltimore and a Master's degree (Education) from Goucher College. Miller frequently leads intergenerational conversations with men and boys focused on boyhood, fatherhood, parenting, mental health, managing anger, decision making, healthy relationships, and alternatives to violence. In 2015, Miller collaborated with the SALT Project on a short video titled Get Home Safely (10 Rules of Survival if Stopped by the Police). The groundbreaking video outlines steps for navigating police encounters were nominated for an Emmy and have been featured by the BBC, NPR, CNN, MSNBC, PBS, Huffington Post U.S. & Canada, and hundreds of other media outlets.

Session 2

2:15 - 3:15 PM

A **Racial Trauma, Policing and Black Mental Health**

Tiffany Llewellyn, DSW, LCSW-C

This workshop is aimed at assisting students, staff, and faculty in identifying, assessing, and treating racial trauma; providing cultural and racially competent coping mechanisms to regulate emotions and manage trauma responses due to race based stress, and explore the historical and current impact of system induced trauma on the minds and bodies of people of color.

B **Systemic Racism in Mental Health Disciplines: Coming to Terms with the Past and Present to Create an Anti-Racist Future**

Juliette McClendon, Ph.D.

This workshop will detail the history of systemic racism within mental health disciplines, with an emphasis on Psychology and Psychiatry, and will present examples of how systemic racism presents in the present day in the areas of diagnosis, treatment, research and training. Next, we will discuss how mental health disciplines can dismantle current practices and create new anti-racist systems that work toward equity in three major areas: 1) Representation of BIPOC within mental health disciplines; 2) Training in culturally responsive diagnosis and treatment; and 3) Supporting research that targets the elimination of racial disparities in mental health and health care. The purpose of this workshop is to enable participants to recognize specific areas for growth within their disciplines and to take this knowledge back to their institutions to stimulate anti-racist change.

C **Do No Harm: The Imperative for "Racing ACEs" and Linking Embodied Individual Systemic Healing of Racial Trauma**

S. Ileana Lindstrom, Ph.D.

The term, "Racing ACEs" was born from the recognition that racial justice must be at the core of trauma- and resilience-informed practices. Referencing in part the Adverse Childhood Experiences (ACEs) study, Racing ACEs recognizes that structural racism and historical trauma need to be reckoned with as major contributors to ACEs. As such, an expanded understanding of trauma, racial trauma, and resilience is needed that includes communities--as well as individuals, families, and organizations--and contextualizes the 400+ year history of racial inequities in the U.S. Addressing those effects requires a recognition of both the individual and the collective as a mix of biological, evolutionary, emotional, and psychological features, influenced by the social context, and adaptive to a diverse range of both resilient and oppressive forces.

D **Racism, Discrimination and its Impact on the Mental Health of Minority Individuals**

Eugenia Curet, MSW, Ph.D.

This presentation will define racial and discriminatory behaviors and its effect on the well-being and sense of security of people of color. Participants will learn about the types of racial discrimination prevailing in this country, about how racism and discrimination are embedded in our governmental institutions and gain understanding of how people of color are subjected to racial and discriminatory microaggressions on a continuous basis and its effects on their well-being.

E **Do You Really See Me: Understanding Trauma in African American Women**

Dr. LaKeita Carter, PsyD, LP, LCPC-S

The rate at which African American women are experiencing trauma and navigating symptoms consistent with PTSD is alarming. Research shows that a number of factors contribute to health disparities among this group. However, there are several coping skills and interventions that increase resilience and serve as mediating factors for mental health symptoms. This training offers an opportunity to review, discuss, and analyze trauma risk factors for African American women. It will also present information about specific culture-affirming coping strategies and therapeutic interventions, communication barriers, and therapeutic pitfalls to avoid when working with this specialized group.

Session 3

3:30 - 4:30 PM

A Cultural Humility as a Tool for Serving Diverse Communities

Belkys Sanchez, LCSW-C

This workshop is intended to provide a tool to consider and adopt when serving diverse communities. "Cultural humility is the bedrock of developing a strong multicultural orientation..." (Hook, Davis, Owen, Blaere, 2017, p.9). From this conversation Mental Health Providers will be able to understand cultural identity and the impact it has on shaping our perceptions. This will entail self-reflection, which will broaden our understanding of how expansive culture is and how culture plays a significant role in our interactive exchange with our clients. Furthermore, providers will have resources and ways to apply cultural humility as a part of their own practices.

B The Impact of the US Criminal Justice System on the Mental Health of Black Americans

Crystal McLeod, DSW, LCSW, BCD

Mental Health and substance abuse are the highest contributors to parole violations and contribute significantly to high prison recidivism rates. Former inmates who receive a Mental Health diagnoses are 70 percent more likely to return to prison once versus those with no diagnoses. Prisons are being used as rehabilitation facilities due to lack of funding for safer supervision practices and preventive services. Join Dr. McLeod as she discusses shifting the focus from prison to rehabilitation and how this can be done.

C Black Futures Matter: An In-depth Look Into Black Youth Suicide

Brandon Johnson, MHS SAMHSA

Data from the Centers for Disease Control (CDC) has shown that African American children, ages 5-12, have seen a significant increase in suicide rates over the last few years. This rate has been increasing over the last 15 years, despite the suicide rate decreasing for white children of the same age range. The most recent Youth Risk Behavioral Survey data highlighted an increase in suicide attempts among Black adolescents. Many in the field point to various social determinants of health being contributing influences on suicidal ideation among Black youth. There are emerging factors being found from quantitative and qualitative data on the impacts of racism and discrimination on Black youth, including data on the new data on COVID-19 and the impact of the deaths of George Floyd and Breonna Taylor. Presenters will discuss the most current data on Black youth suicide and culturally specific prevention and intervention efforts for Black youth

D Broken Statues and Broken Treaties: Repairing Indigenous Identities during Times of Trauma

Dustin Richardson, LCPC

Negotiating identity is often a central theme in therapeutic work with Native Americans and for many Native Americans represents a challenge that is a poignant inheritance of their heritage. Affirming an indigenous identity while repairing intergenerational trauma can be a central force that drives this issue. This difficult work is then further complicated by resisting ongoing racism that taxes both personal and professional roles. In recent history, there have been several important changes happening with Native American representation and advocacy that impact these issues with identity. In this workshop, we'll be discussing why these current events are important to many Native American clients, how models of cultural identity can be applied to work with Native American clients, and how providers can walk with clients through their journeys to make use of these challenges.