

Beyond Inclusion: The Intersecting Roads to Anti-Racism

For all Conference Materials please scan the QR code below



Beyond Inclusion is paid for in part by the Talbot Family Network (TFN), the Local Management Board (LMB) for Talbot County. Its mission is to identify and develop support systems, through collaboration with public and private entities, for a healthy, safe, caring, and equitable community for all Talbot County children and families. TFN collaborates with the Children's Cabinet to fulfill state priorities, convene local stakeholders to address local needs, build on opportunities, and avoid duplication. It also runs the Local Care Team and sponsors the Healthy Talbot Resource Guide.

Katie Dilley

- Welcome!
- MSBH's Anti-Racism Journey

J Howard

Thank you:

- Talbot Family Network
- Minary's Dream Alliance
- Speakers
- The MSBH Team & Nina
- Nina Butler - Special "K"atering
- Sign Language USA

MSBH DEI Impact Statement

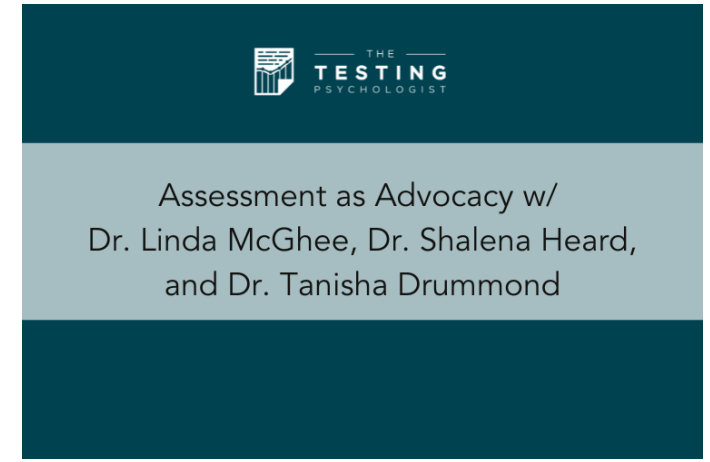
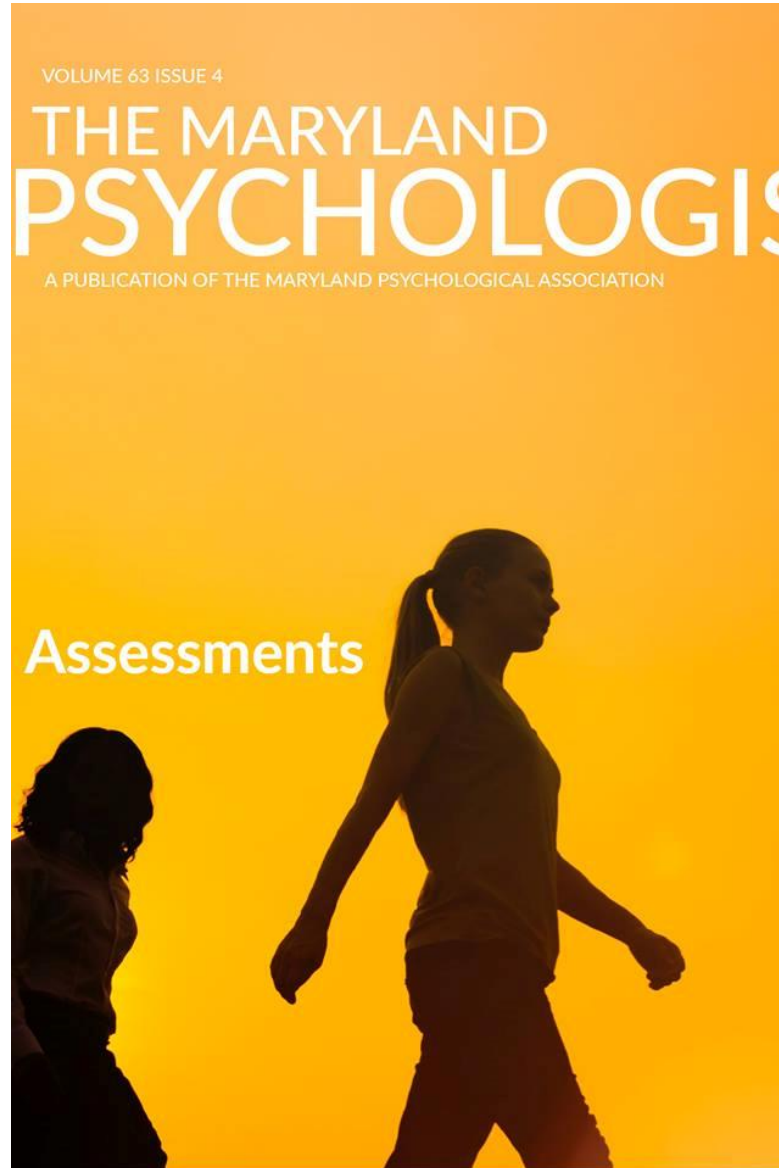
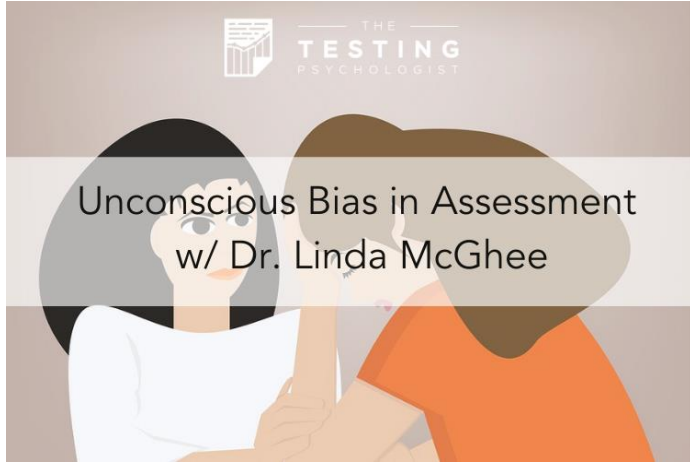
Mid Shore Behavioral Health, Inc. acknowledges that behavioral health systems have historically been used as a tool to perpetuate racism. Racism causes trauma. Racial bias within these systems cultivates health disparities and inequities, which can reinforce racial oppression.

Katie Dilley

- Housekeeping
- Introduction of Dr. Linda McGhee

BEYOND INCLUSION: THE INTERSECTING ROADS OF ANTI-RACISM

Linda Fleming McGhee, J.D., Psy.D.
Moderator



What I do

Clients

Speaker, Training and Consultant

--Private Practices

--Government Agencies

--Psychologist/School Psychologists

--State Agencies

--Corporations

President-Elect of APA Assessment Section
of Division 12

Former President, Maryland Psychological
Association

Topics

Multicultural Assessment

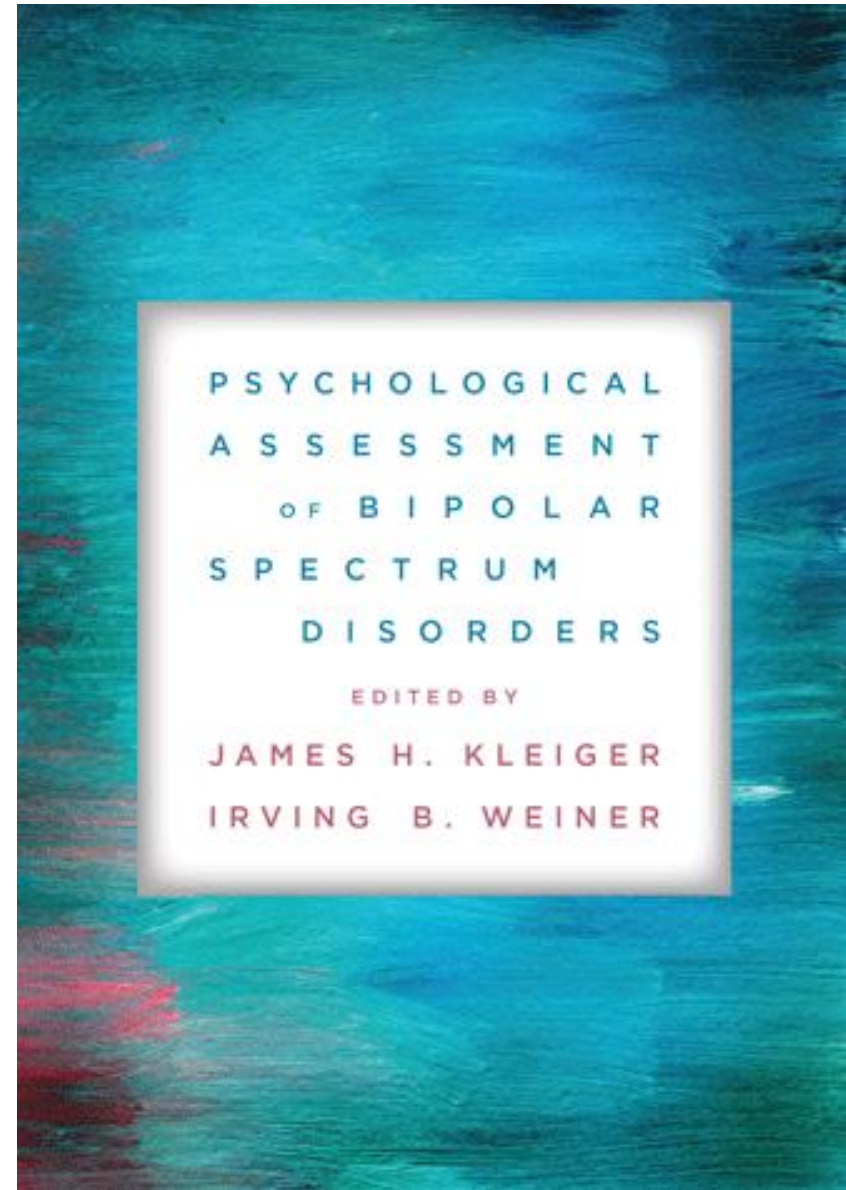
Ethical Treatment

Personality Assessment and culture

IQ-Use and Misuse

Treatment of Children of Color

Racial Anxieties and School



TMP

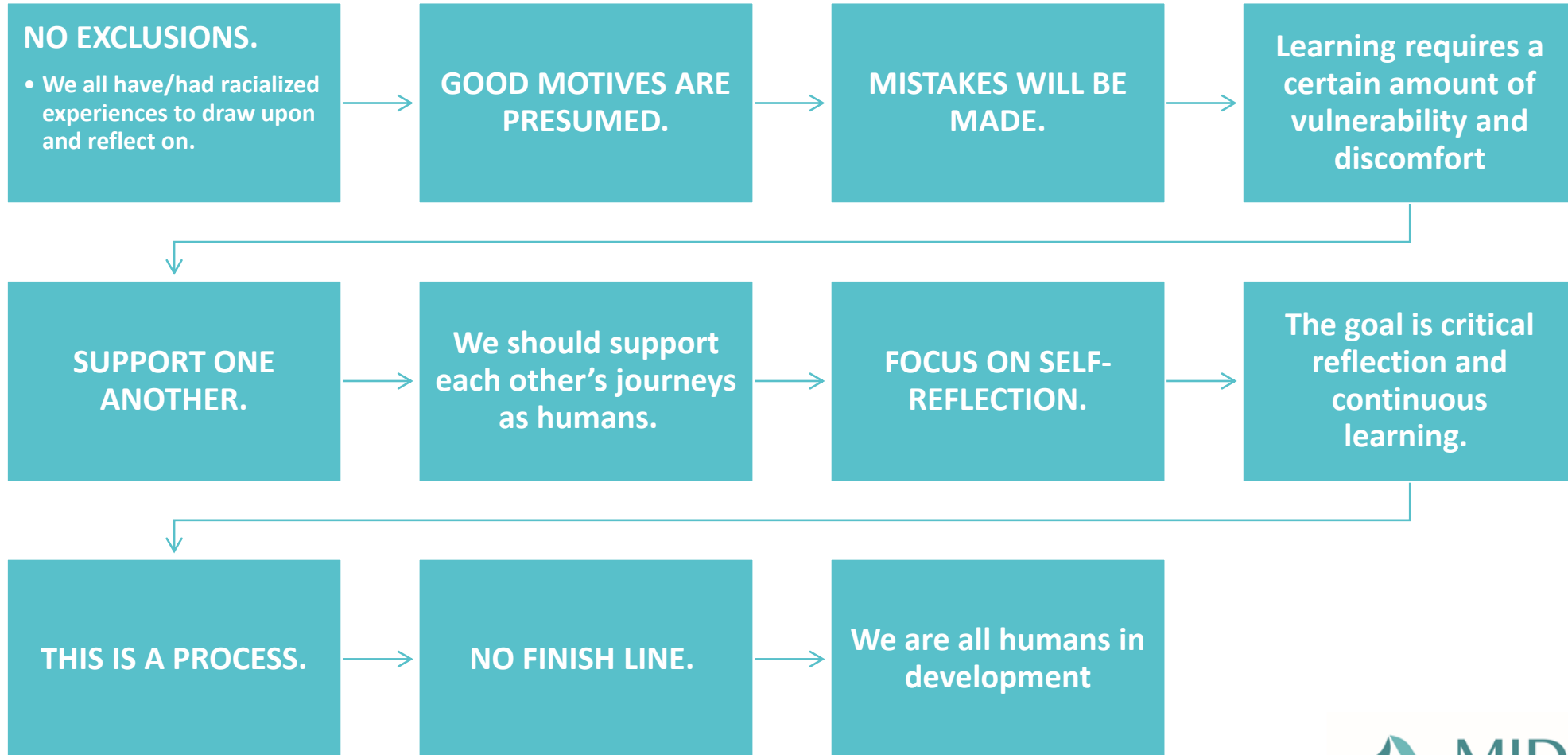
THE

MULTICULTURAL PSYCHOLOGIST

Linda Fleming McGhee



Rules of Engagement



Steps in Today's Journey

Shaping of Discussion

BEYOND INCLUSION?

The World is Changing

We are Not At Peace

Inflection Point in Terms of Diversity

Presentations: Ways of Honoring Difference



Communities



Culture



Care

What Are Your Identities, Diversities and Power?

What Are Your Identities/Diversities?



- Mother of Darian



- Indiana Born-Midwesterner



- African American

Wife,
Underdog Cheerer,
Passionate about leaving psychology better



- Woman



Bringer of Joy – Baker of Cakes



Where Is Your Power/Strength and
How Will You Use It to Serve All
People At the Highest Standards?

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylvriaduckworth

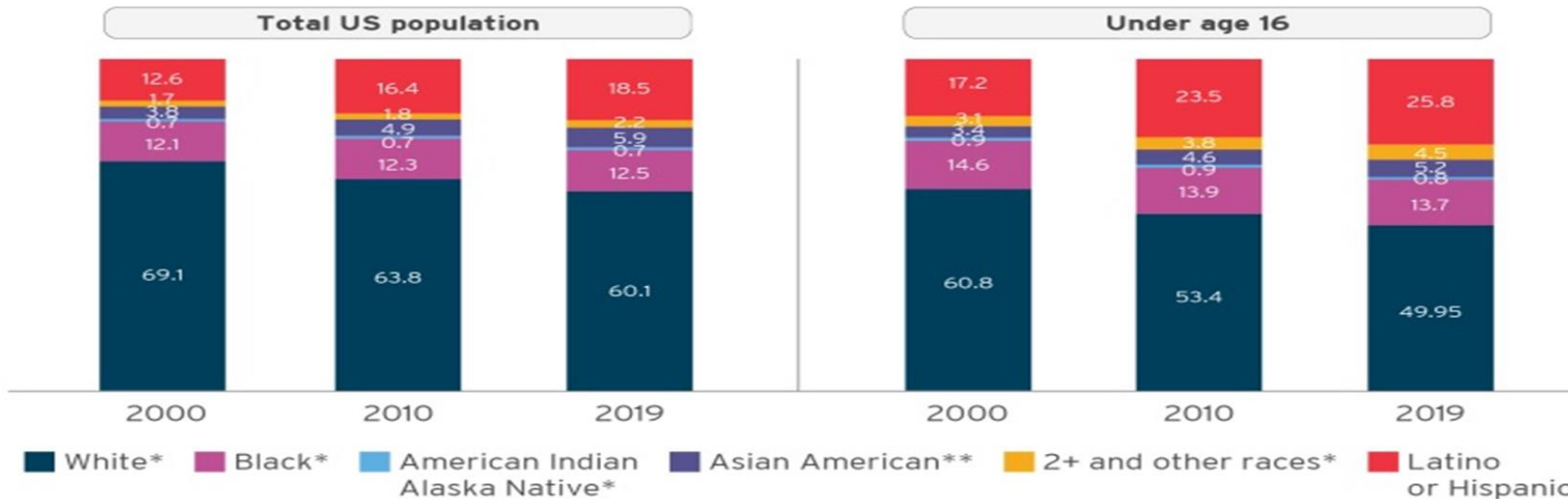
The U.S. is Changing

And A Little Child Will Lead Them

Racial Composition is Changing. Especially Among The Young

FIGURE 1

Race-ethnic profile for total US and under age 16 populations
 2000, 2010, and 2019

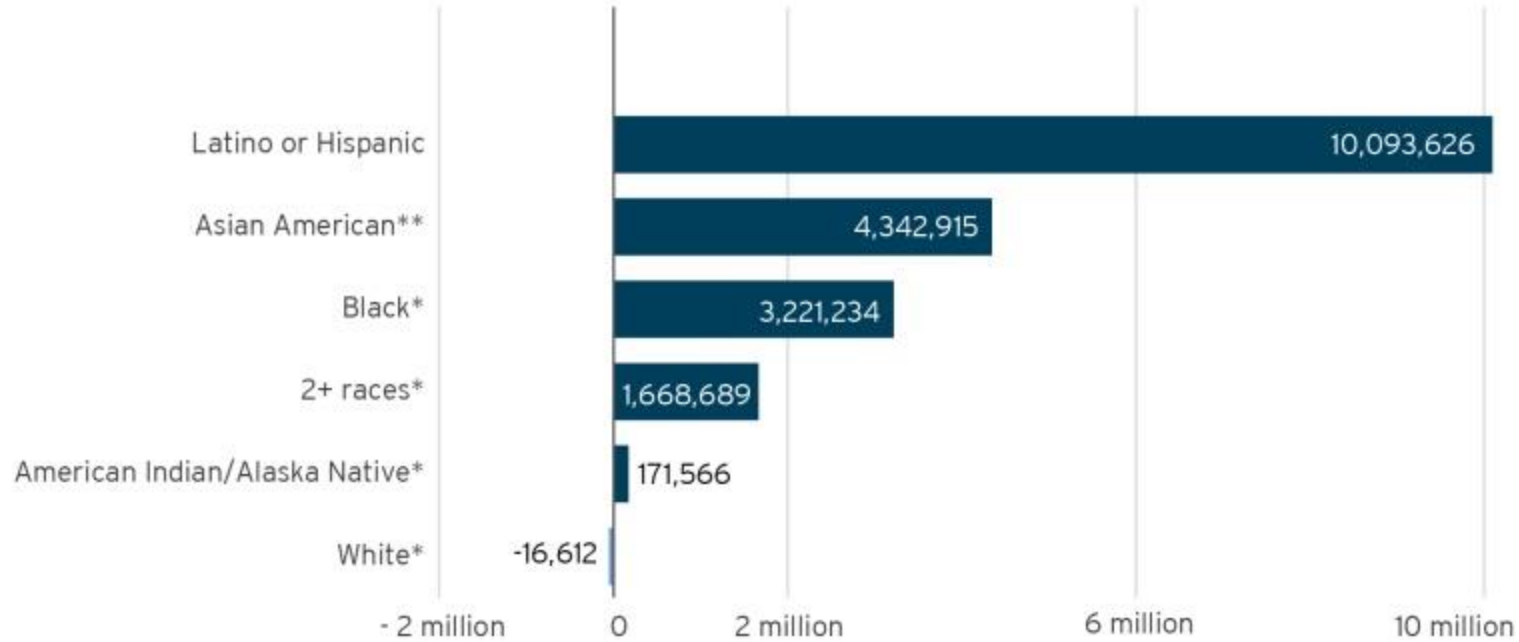


* members of race group who do not identify as Latino or Hispanic
 ** non-Latino or Hispanic Asians, Hawaiians and other Pacific Islanders

Source: William H Frey analysis of 2000 US Census and Census population estimates, released June 25, 2020

FIGURE 3

Race-ethnic contributions to change in US population
2010 to 2019



* members of race group who do not identify as Latino or Hispanic
* non-Latino or Hispanic Asians, Hawaiians and other Pacific Islanders

Source: William H Frey analysis of Census population estimates released June 25, 2020

B Metropolitan Policy Program
at BROOKINGS

More of The U.S. Population Reporting They Are Two Or More Races

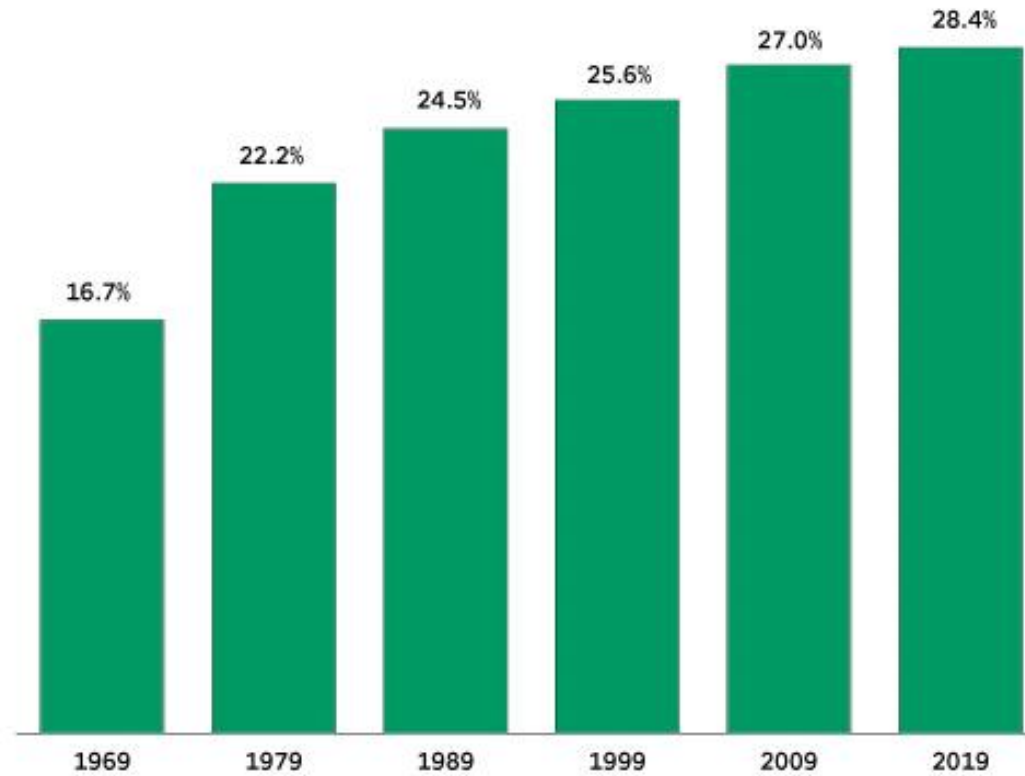
- The 2020 Census shows the U.S. “Two or More Races” population at 33.8 million — up from 9 million in 2010, a 276% increase
- Largest Multiracial Combinations in 2020
 - White and Some Other Race (19.3 million),
 - White and American Indian and Alaska Native (4 million), White and Black or African American (3.1 million),
 - White and Asian (2.7 million), and
 - Black or African American and Some Other Race (1 million).

Multiracial and Young Is The Trend

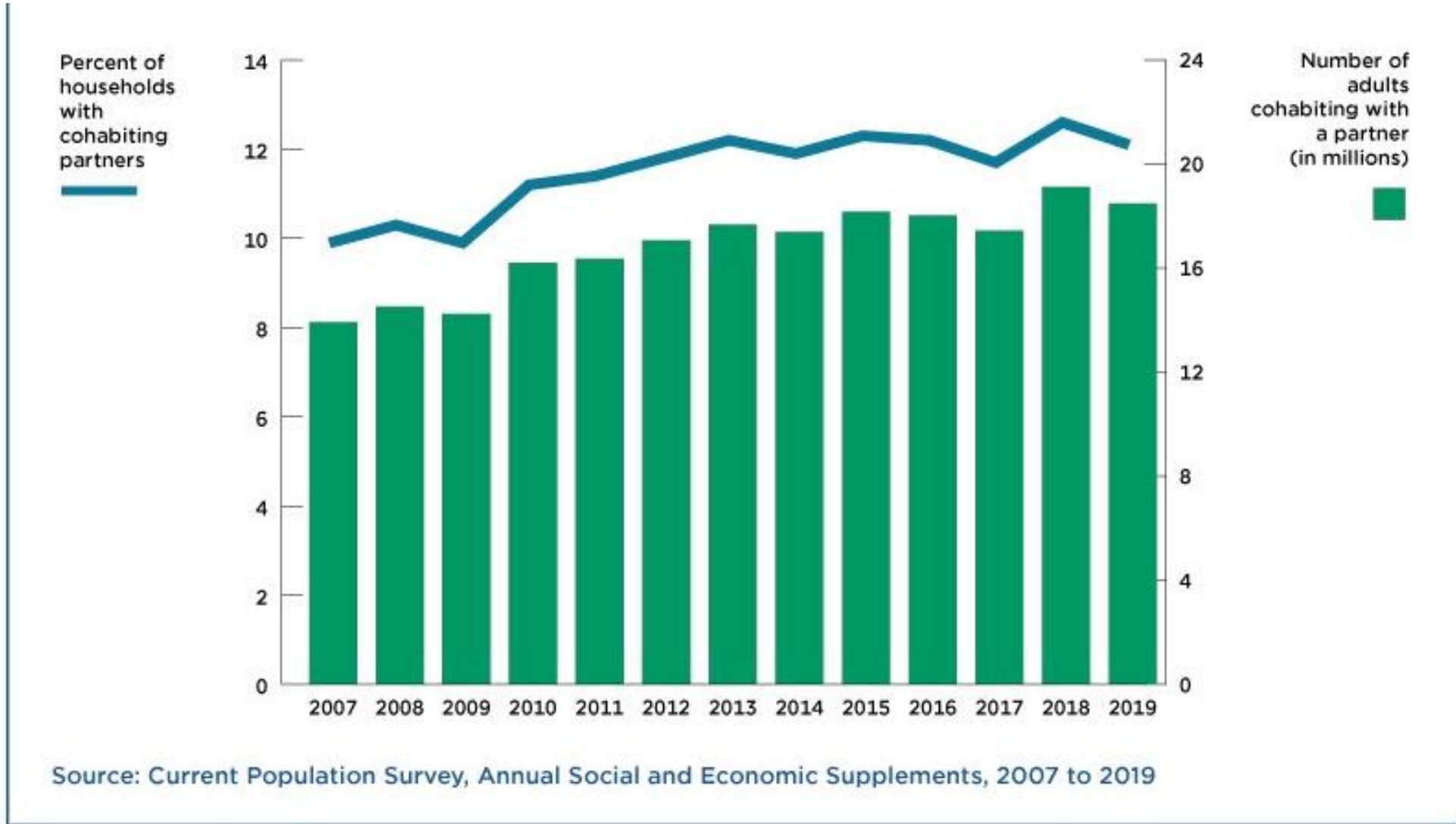
- The nation's Multiracial population was the youngest of any race group, according to recently released 2020 Census demographic data.
- Among those who reported Two or More Races (referred to in this story as Multiracial) 32.5% were under age 18 in 2020

One-Person Households on the Rise

Percent of Households That Are One Person



Source: Current Population Survey, Annual Social and Economic Supplements, 1969 to 2019



Women Surpassed Men in College Degrees- 2010-2019

- In 2019, 33.9% percent of women 25 and older who had earned bachelor's degrees or higher compared to 32.3% of men.
- In 2010, 28.5% of men 25 and older had a bachelor's degree or higher while 27.9% of women had completed this level of education.

Marrying Later

Adults are marrying at later ages, for example.

The median age at first marriage is now 29.8 for men and 28.0 for women.

In 1947, it was 23.7 for men and 20.5 for women

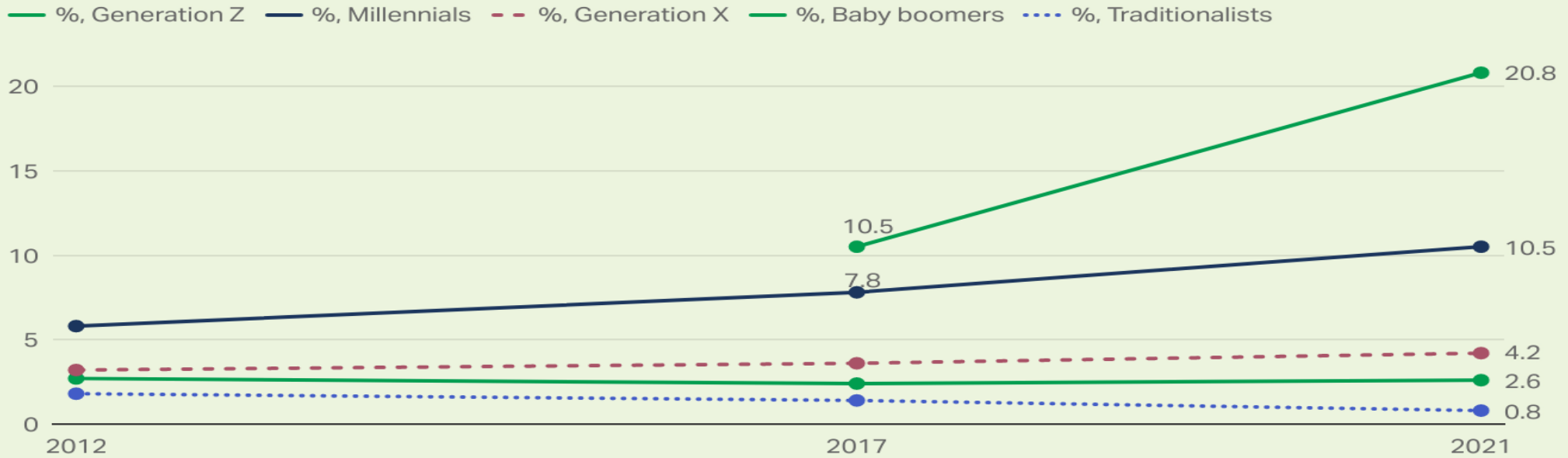
LGTBQIA

- 2022 Gallup poll concluded that 7.1% of adult Americans identified as LGBT.
- This is double the percentage from 2012, when Gallup first measured it.
- A survey in 2016, from the Williams Institute, estimated that 0.6% of U.S. adults identify as transgender.
- As of 2022, estimates for the total percentage of U.S. adults that are transgender or nonbinary range from 0.5% to 1.6%.

LGTBQIA

- A Pew Research survey from 2022 found that approximately 5% of young adults in the U.S. say their gender is different from their sex assigned at birth.
- More than half of LGBT Americans, 57%, indicate they are bisexual. That percentage translates to 4.0% of all U.S. adults.
- Meanwhile, 21% of LGBT Americans say they are gay, 14% lesbian, 10% transgender and 4% something else.

Trend in LGBT Identification by Generations of U.S. Adults, 2012, 2017 and 2021



--Generation Z are those born between 1997 and 2012. In 2017, only those born between 1997 and 1999 had reached adulthood. In 2021, only those born between 1997 and 2003 had reached adulthood.
 --Millennials are those born between 1981 and 1996. In 2012, only those born between 1981 and 1994 had reached adulthood.
 --Generation X are those born between 1965 and 1980.
 --Baby Boomers are those born between 1946 and 1964.
 --Traditionalists are those born before 1946.

GALLUP®

The Layout of The Day

Processing These Diversities In Turbulent Times

- Richard Potter, Jr., Keynote: *A Path to Move Beyond Inclusion*
- Vanessa Holloway-Truxon: *History and Intergenerational Trauma*
- Donielle Davis: *Trauma, Mental Health, and the Black Man's Odyssey*
- Dr. Ben Kohl Jr.: *Decentering Whiteness: Towards a Multi-Racial Clinical Practice*
- Sherone Lewis & Stephanie Slowly: *Systems Level Approach to Achieving Behavioral Health Equity*
- Angel Perez: *Inclusion Creates Community*
- Sherone Lewis: *Religion, Spirituality, and Race: Faith Matters*

Centering Thoughts/Questions

- Are we ready for Beyond Inclusion and Anti-Racism?
- What are the opportunities and threats to moving beyond inclusion?
- What will you take from today to fortify your efforts?
- Be Prepared To Commit to Action

A Path to Move Beyond Inclusion

Today's Learning Outcomes

- Participants will be able to assess their current level of cultural competency on the continuum, identify areas for growth, and have the knowledge to develop a personalized action plan to enhance their cultural awareness and understanding.
- Participants will be equipped with strategies and tools to actively promote diversity, equity and inclusion in their personal and professional environments, moving beyond mere inclusion towards creating a truly inclusive and equitable community.

Continuum of Cultural Competency



Check-In



Defining Key Terminology

Diversity is:

The ways in which people differ

Diversity can be but not limited to:

- Race, age, ethnicity, culture or disability
- Gender identity or sexual orientation
- Education and work experience
- Political and religious views
- Socioeconomic status

Equity means:

- Creating fair, impartial opportunities for all
- Aiding underrepresented women and Black, Indigenous and People of Color (BIPOC)
- Ensuring equal access to opportunity and advancement
- Understanding not everyone starts equal

Inclusion means:

- Ensuring a sense of belonging
- Individuals feel valued and supported
- People can be their authentic selves
- No exclusion based on identity
- Different world views and individual perspectives are welcome

Anti-Racism means:

- Opposing racism and promoting racial equality
- Workplace policies & practices are equitable for all employees

Deeper Look into Diversity & Inclusion



Key Formula

Diversity + Equity + Inclusion = Antiracism

Ways to support DEI in the workplace

Local Diversity Committees (LDC) Responsibilities

Mission: The mission of the local DEI committee is to provide insight, feedback and actionable next steps that promote access and opportunity for all people to achieve an equitable workplace.

- Review and provide feedback on agencies practices, policies, procedures, objectives and goals related to diversity, equity and inclusion
- Identify ways to encourage all elected officials, citizen appointees, staff and community members at to learn about DEI
- Promote the engagement of all voices of the community within your specific agency
- Identify initiatives for how the agency can work towards demonstrating and reflecting the values of DEI within the workplace culture

Cultural Heritage Month Events & PD

- National Hispanic Heritage Month | Sept. 15 – Oct 15, 2024
- National Disability Awareness Month | Month of October 2024
- Native American Heritage Month | Month of November 2024
- Black History Month | Month of February 2024
- Women’s History Month | Month of March 2024
- Ramadan | March 10 – April 9, 2024
- Asian Pacific American Heritage Month | May 2024
- LGBTQ+ Pride Month | June 2024

Cultural Days Events & PD

- Women's Equality Day | August 26, 2024
- Yom Kippur | October 11 – 12, 2024
- World Mental Health Day | October 10, 2023
- Veteran's Day | November 11, 2024
- International Day of Persons with Disabilities | December 3, 2024
- Kwanzaa | December 26 – January 1, 2025
- Lunar New Year | January 29, 2025
- Martin Luther King, Jr. Day | January 20, 2025
- International Day for Elimination of Racial Discrimination | March 21, 2024
- Cinco de Mayo | May 5, 2024
- Holocaust Memorial Day | May 5-6, 2024
- Juneteenth | June 19, 2024

Cultural Heritage Month Learning Opportunities

Delaware Department of Human Resources

HISPANIC HERITAGE

VIRTUAL PANEL DISCUSSION
 CELEBRATION OF HISPANIC HERITAGE IN THE WORKPLACE

FEATURING



Yvette Santiago
 Director of Community Engagement, Nemours Children's Health



Dr. Luis Cosme
 Supervisor of Student Services and Equity Initiatives, Cape Henlopen School District



Monica Gonzalez-Gillespie
 Moderator, Director of Talent Management, State of Delaware DHR



Maria Matos
 President and CEO, American Community Center

WEDNESDAY SEPTEMBER 27
 11AM TO 12PM

Sponsored by the Division of Diversity, Equity and Inclusion

DHR

FIRESIDE CHAT

Bridging the Disability Employment Gap

Join Chief Diversity Officer Richard Potter for a Fireside Chat featuring The Precisionists, Inc. (TPI) CEO, Ernie Dianastasis, and Delaware's Secretary of Finance, Rick Geisenberger, who will discuss the partnership that TPI and the State have had since September 2019 to foster employment opportunities for TPI's neurodiverse workforce.



Presenter
Rick Geisenberger
 Secretary, Department of Finance, State of Delaware



Moderator
Richard M. Potter, Jr.
 Chief Diversity Officer, State of Delaware



Presenter
Ernie Dianastasis
 Chief Executive Officer, The Precisionists, Inc. (TPI)

Learning Outcomes

- Develop an understanding of TPI's Neurodiversity Employment Model
- Increased awareness of TPI's partnership, impact on existing Delaware Agencies & opportunities for expansion.
- Best practices to foster inclusion of neurodiverse employees in the workforce.

Wed, Oct 4th, 2023
 10:30AM - 11:30AM


Questions? Contact:
DHR_Diversity@delaware.gov

Sponsored by the Division of Diversity, Equity and Inclusion

DHR

Presented by the Division of Diversity, Equity and Inclusion

Supporting Coworkers with Disabilities and Functional Needs During Emergencies



Speaker: Laura Strmel, MPA
 Vulnerable Populations Planner IV, Delaware DHSS - Division of Public Health

ABOUT THIS PRESENTATION

Active threats, climate-driven disasters, emergencies, and workplace-related stress incidents are on the rise. Workplace Safety is paramount for all employees, but unique considerations are to be engaged regarding coworkers with disabilities or functional needs. Based on best practices outlined by the Society of Human Resources Management (SHRM®) and grounded in the Americans with Disabilities Act (ADA), this interactive session will explore approaches and resources aimed at increasing equity when emergency planning for all.

Thursday October 5th
 10:30AM - 11:30AM

DHR

Pronouns Matter!



Speaker:
Mark D'Angelo
 DEI Learning & Development Trainer & Consultant, Carnegie Mellon University

Join the DHR-Division of Diversity of Inclusion for this interactive 60-minute session to learn the basics of pronouns and why they matter. Participants will gain an understanding of the need and usage of correct pronouns for all genders as a simple practice to creating an inclusive, respectful, and welcoming work environment.


For more information contact DHR_Diversity@Delaware.gov

DHR


JOIN US FOR A FIRESIDE CHAT IN CELEBRATION OF NATIVE AMERICAN HERITAGE

Attendees will gain insight into the Native American experience in U.S. history, their diverse cultures and traditions, and the challenges they still face today.

Featuring



Chief Avery "Leaving Tracks" Johnson
 Nanticoke Indian Tribe



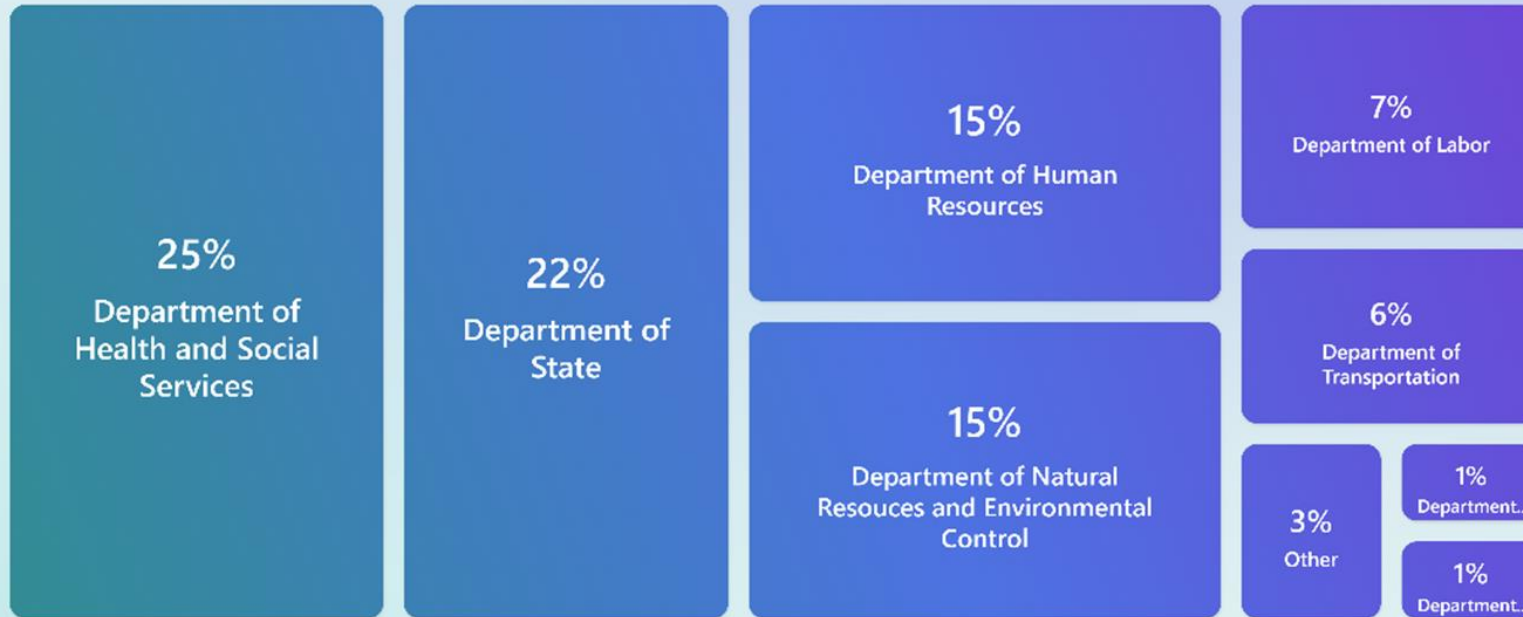
Principal Chief Dennis J. Coker
 Lenape Indian Tribe of Delaware



Dr. Edith Corbin - Moderator
 Senior DESI Lead, State of Delaware

THURSDAY, DECEMBER 7TH, 2023
 11AM TO 12PM

Please self-identify which agency you are representing?

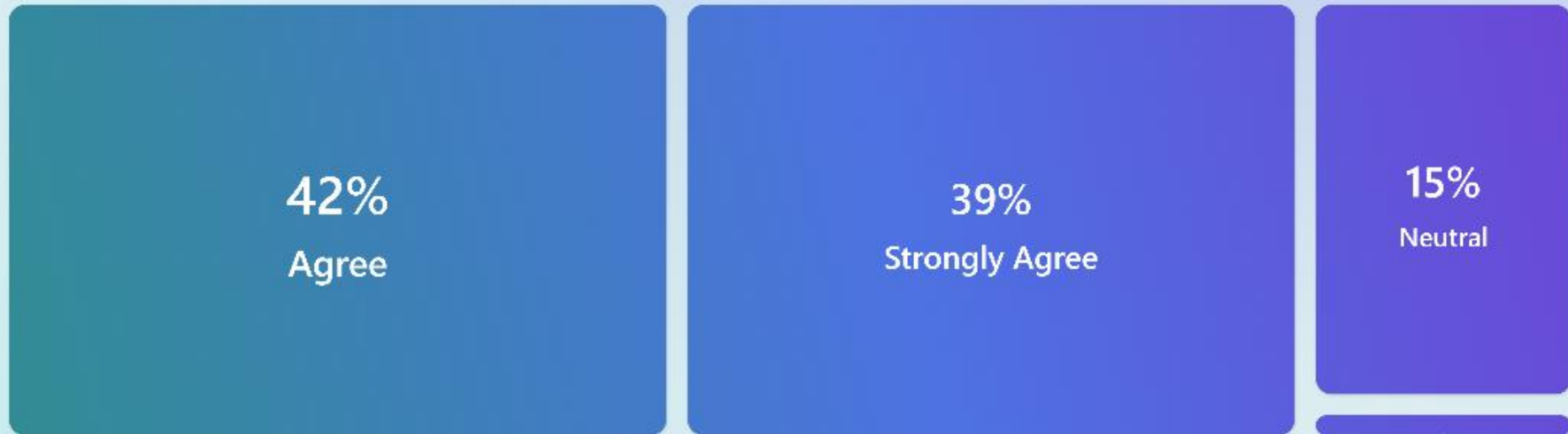


Treemap

Bar

< 1 of 7 >

The event and/or training is beneficial for improving me personally?



DEI Data & Cultural Heritage Month

Question	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Prefer not to say
The event made me better informed about the issue/topic?	80%	19%	1%	0%	0%	0%
The event and/or training is beneficial for improving inclusivity within the State of Delaware?	56%	30%	13%	1%	0%	0%
The event and/or training is beneficial for improving me personally?	66%	25%	8%	1%	0%	0%
The Division of Diversity & Inclusion should continue similar events and/or trainings?	77%	22%	1%	0%	0%	0%
I would recommend this event to my colleagues in the workplace?	72%	24%	4%	0%	0%	0%
I was encouraged by coworkers and managers to participate in the Fireside Chat to improve my competency skills in Diversity, Equity and Inclusion	7%	6%	47%	29%	10%	0%
	Yes	No	Maybe			
Given the chance, are you planning on attending other Cultural Heritage Month Events hosted by the Office of Diversity, Equity and Inclusion?	77%	0%	23%			

DEI & Data

- *Governor Carney Executive Order 30, Delaware Continuing Commitment to a Respectful Workplace – directs each Executive Branch Agency shall maintain and file annually an Equal Employment Opportunity/Affirmative Action (EEO/AA) Plan.*

- *The report reflects EEO-4 workforce data for the fiscal year reporting.*

- *EEO workforce data is broken down by:*

1. *EEO Categories - (Officials & Administrators, Professionals, Technicians, Protective Services, Paraprofessional, Office & Clerical, Skilled Craft, and Service Maintenance)*

2. *Race & Ethnicities*

EEO-4 CATEGORY	Male Employees			Female Employees			Total Workforce		
	Black	Not Black	% Black	Black	Not Black	% Black	Black	Not Black	% Black
1 Officials & Administrators	78	337	19%	169	540	24%	247	877	22%
2 Professionals	321	1305	20%	983	2174	31%	1304	3479	27%
3 Technicians	50	439	10%	43	155	22%	93	594	14%
4 Protective Services	537	1508	26%	238	256	48%	775	1764	31%
5 Para Professional	186	135	58%	387	397	49%	573	532	52%
6 Office & Clerical	39	123	24%	334	714	32%	373	837	31%
7 Skilled Craft	65	681	9%	2	21	9%	67	702	9%
8 Service Maintenance	81	132	38%	62	68	48%	143	200	42%
Totals	1357	4660	23%	2218	4325	34%	3575	8985	28%



A journey of a
thousand miles
begins with a
single step

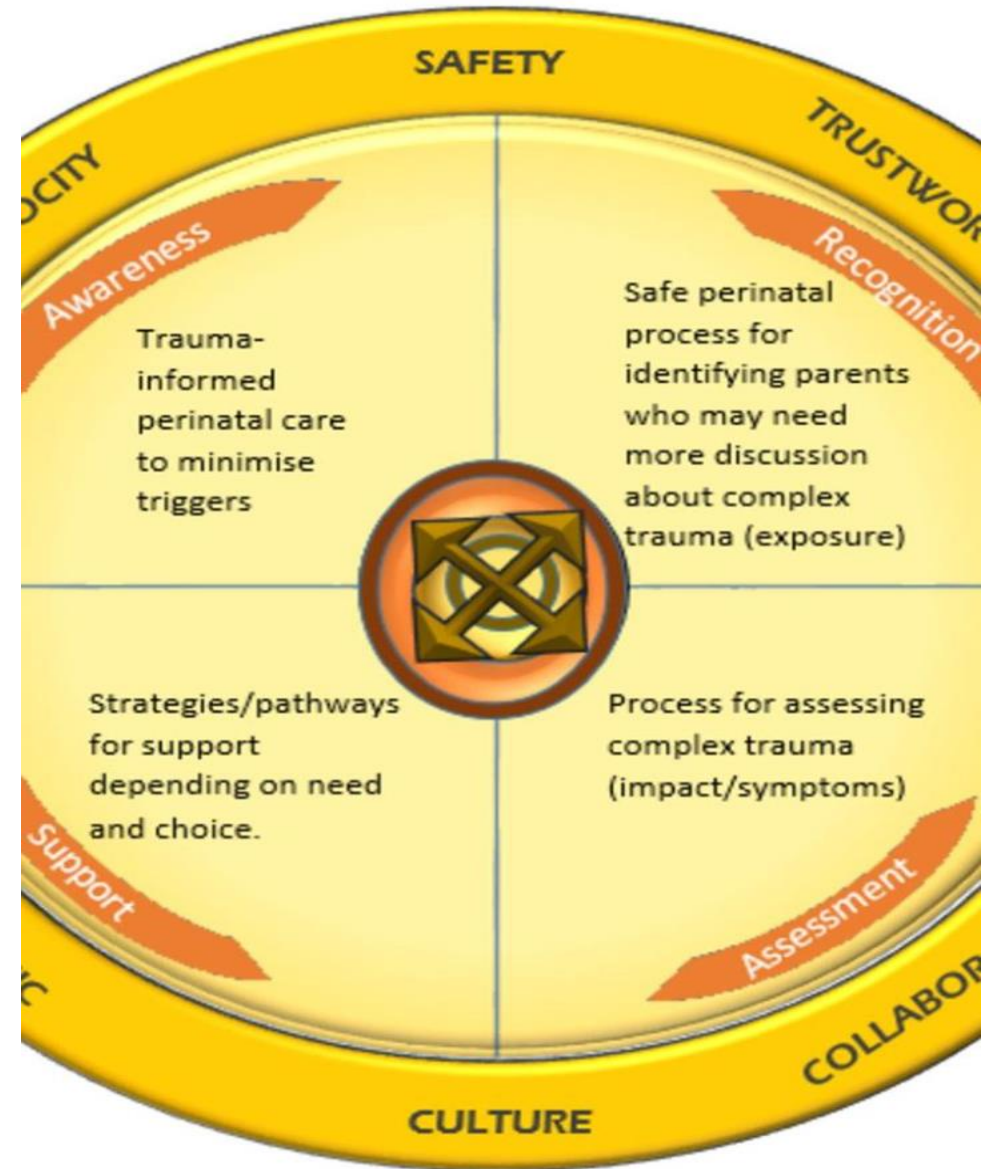
~Chinese
Proverb

Introduction: History & Inter-generational trauma

Inter-generational trauma refers to the transmission of historical oppression and its psychological effects from one generation to the next within marginalized communities.



by **Vanessa Holloway Truxon**



Historical context: The impact of slavery and segregation



Legacy of Slavery

The lasting impact of slavery shapes the experiences and realities of Black individuals and families to this day.



Era of Segregation

The systemic separation of races contributed to the roots of inter-generational trauma in the Black community.

Psychological effects: How trauma is passed down through generations

Transferred Behaviors

Unresolved trauma can affect parenting practices, leading to the passing down of negative coping strategies.

Repetitive cycles of abuse or emotional suppression can be perpetuated across generations.

Epigenetic Impact

Research suggests that trauma may result in epigenetic changes, influencing gene expression across generations.

This can contribute to mental health challenges and stress responses in descendants.

Social implications: Systemic racism and its role in perpetuating trauma

1 Structural Discrimination

Racial disparities in healthcare, education, and the criminal justice system reinforce inter-generational trauma.

2 Cultural Stigmatization

Negative stereotypes and microaggressions contribute to ongoing psychological harm within Black communities.

Healing and resilience: Strategies for breaking the cycle

1

Therapeutic Interventions

Access to culturally competent mental health services and trauma-informed care is crucial for healing.

2

Community Empowerment

Establishing safe spaces and support networks uplifts individuals affected by inter-generational trauma.

3

Arts and Expression

Creative outlets, such as art, music, and storytelling, can aid in processing and transcending trauma.

Personal stories: Voices of those affected by inter-generational trauma



Family Narratives

Hearing and honoring the lived experiences of family members acknowledges the impact of inherited trauma.



Empathy and Understanding

Developing empathy and active listening skills can create a space for shared healing and resilience.



Therapeutic Support

Seeking professional guidance can aid in unpacking inter-generational trauma and its effects on individual well-being.

Community support: Resources and organizations for healing and empowerment

Healing Circles

Participating in healing circles and support groups fosters collective understanding and resilience-building.

Mental Health Services

Accessing mental health resources specifically tailored to the needs of the Black community can facilitate healing.

Advocacy Organizations

Engaging with advocacy groups addressing racial equity and mental health destigmatization supports broader community empowerment.

Conclusion: Moving towards a more equitable and inclusive future

1

Collective Advocacy

Active participation in movements for policy reform and social justice promotes systemic change.

2

Educational Initiatives

Implementing inclusive education and anti-racism training fosters understanding and empathy across communities.

3

Cultural Celebrations

Highlighting cultural traditions and contributions enhances pride and resilience within the community.



I'll Keep it to Myself

Trauma, Mental Health, and the Black Man's Odyssey



Donielle Davis, BS, CPRS

The current state of affairs...





Black men are not a monolith,
but history proves otherwise with
mental health...

1

Barriers

- A Lack of Know of Steps to Obtain Services
- Service Eligibility Issues

2

High Levels of Daily Crises

3

Facilitators

- Social Support, occupational disability
- PTSD symptoms severity

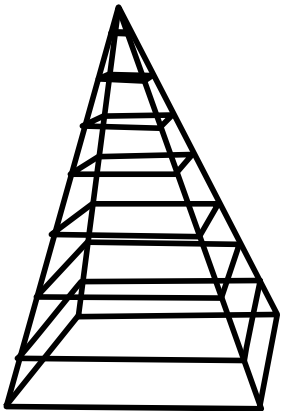
Source: Motley, Jr., Banks, NLM, 2018

We Just Did Not “Wake Up Like This”

Stimuli

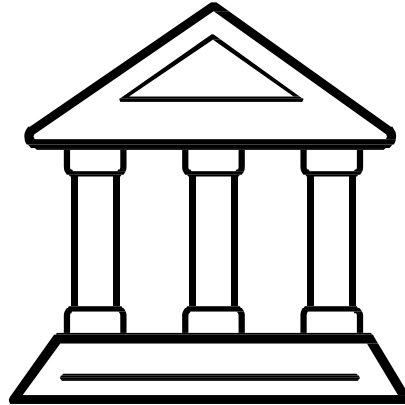
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Structural



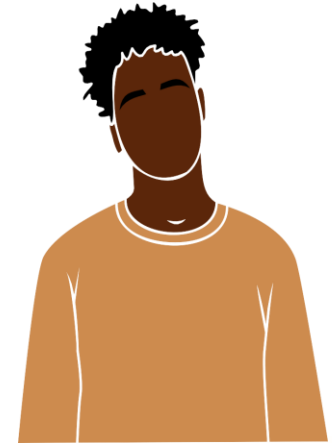
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Institutional



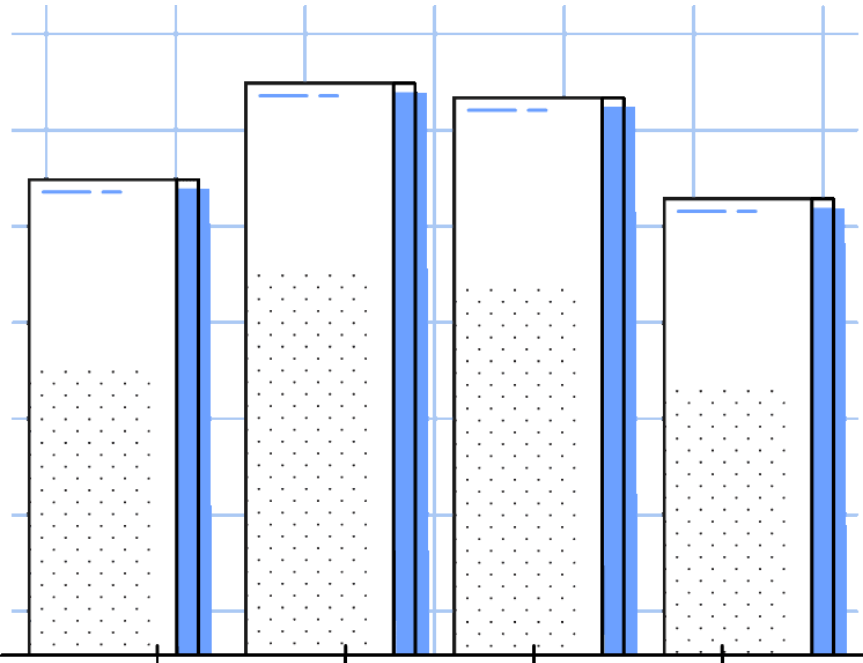
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Individual



My Place in The Workplace

- Working Twice as hard for three times less



- Passion mistaken as aggression



My Place In The Workplace

- Historical dehumanization, oppression against Black and African American men has evolved into present day bigotry in the workplace.
- Do you wonder why I seem guarded in the workplace?
- Job Promotion is the new day segregation.



This Frustration I now Take Home with me

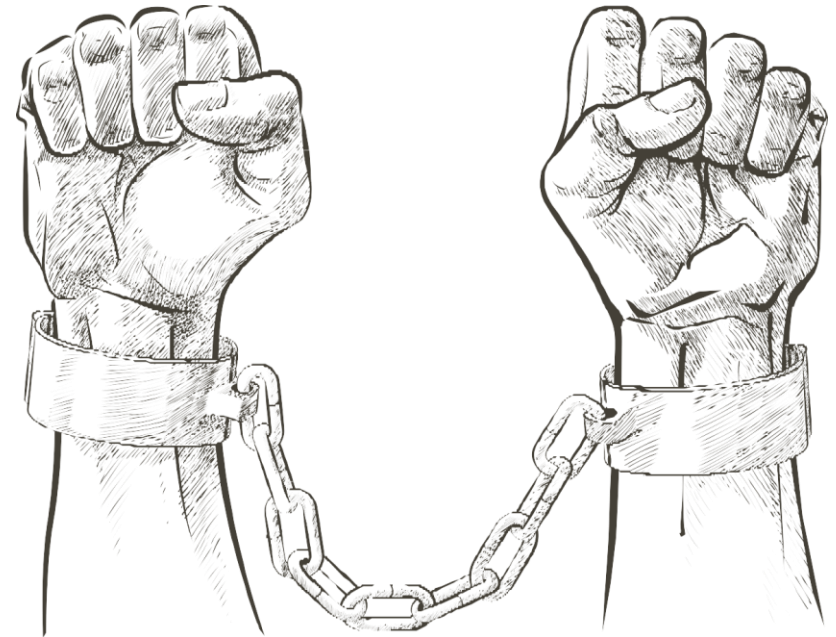
- The pain of my voice used against me is the number 1, 2, 3, 4 and 5 reason I do not talk
- I was the first line of defense and stripped of my dignity...in front of you!
- It's not just sports me and "the bros" talk about. It's all your hear. It's what you don't hear that.....



Although I know I need Help.....

My voice has been...

- muffled by generational pain
- silenced by emotional distrust
- muzzled by my own weakness
- suffered in silence



Breaking The Cycle, Stigma, and The Perception...at the same time

- Find a treatment that is culturally responsive.
- Internalize ideas that we should be good protectors, providers, or role models.
- Working with Black men in group formats can also be a powerful intervention.
- Extended kinship circles.
- Instill in our young boys and men that it's healthy to externalize emotions.

Source: DeAngelis, 2021. "Black Men's Mental Health Matters." American Psychological Association.

Let Us Hear The Conclusion Of The Matter



Decentering whiteness: Towards a multiracial clinical practice

Benjamin Kohl, PhD, LCSW-C
MSBH Beyond Inclusion Conference
February 29, 2024

The only way of undoing racism is to consistently identify and describe it, and then dismantle it.

-Ibram X Kendi, 2019

white voice and white silence...

- WAIT!?
- Why
- Am
- I
- Talking

What the white man can say to the Black Woman
-Alice Walker at Prochoice/Keep Abortion Legal Rally
Washington DC April 8, 1989

- “I will remove myself as an obstacle in the path that your children, against all odds, are making toward the light. I will not assassinate them for dreaming dreams and offering new visions of how to live. I will cease trying to lead your children, for I can see I have never understood where I was going. I will agree to sit quietly for a century or so, and meditate on this.”

Dr. Ben's props and peeps

- People's Institute for Survival and Beyond (pisab.org)
Undoing Racism workshop
- Center for the Study of White American Culture (cswac.org)
- MPG Consulting: First Monday Undoing Racism Executive Collective
- Accountability Hubs like European Dissent

Ecological model for decentering whiteness

- Analysis of whiteness, white supremacy and systemic racism are necessary at all levels of service delivery.
- Micro: individual, couples, family and group work
- Mezzo: programmatic, institutional and community
- Marco: systemic, public policy, culture and society
- Spiritual: Decentering is ultimately a spiritual process

Three truths about all y'all human beings

- We are all unique. Like no other
 - Our stories, subjective experiences, ancestral history
- We are all the same. Like all others
 - Medical model, DSM diagnosis, evidenced based practice
- We are all like others in some ways and different from others in other ways.
 - Social identity group memberships

Identity and Power in United States

Legitimized access to and control over resources

PRIVILEGE

White Male Wealthy Straight Non-Disabled Adult Christian

Non-White Female Poor LGBTQ With -Disability Children, Elderly Muslim, Jewish

MARGINALIZATION

Limited Access to and Control over Resources

The enduring, invisible, and ubiquitous centrality of whiteness -Ken V. Hardy: Norton, 2022

- We focus on how oppressed groups can gain power (or be better integrated into white models of pathology). We do little to examine how dominant groups can share or give up their own power towards social justice goals.

Presenting problem: Micro

“When liberal whites fail to understand how they can and/or do embody white supremacist values and beliefs even though they may not embrace racism as prejudice or domination they cannot recognize the ways their actions support and affirm the very structure of racist domination and oppression that they wish to see eradicated.”

-bell hooks

Problem location: Mezzo

- Social workers' have become so infatuated with the idea of helping or saving “people who are vulnerable, oppressed, and living in poverty” (NASW, 2018) that we fail to recognize the ascendancy of white supremacy norms in our profession.

Problem identification: Macro

- “Why is it so difficult for many white folks to understand that racism is oppressive not because white folks have prejudicial feelings about blacks (they could have such feelings and leave us alone) but because it is a system that promotes domination and subjugation?” -bell hooks

- If we were to double or triple our efforts to bring about change for the victims of racism through increased housing, better education, more employment , and other social improvements, we might achieve some statistical progress. However, we would set two forces in the white society into even greater contradiction with each other: the one that creates and perpetuates inhuman conditions, and the one that tries to correct the results. Thus the sickness itself, which is not in the communities of color but in the white community, goes unchallenged because we are trying to change the wrong people.

-Rev. Joseph Barndt

Woke yet still sleepy/Too tired for trifling

- White people need to hold space for themselves. Ongoing!
- We all must promote critical awareness of how whiteness operates as a complex system of power. Paradoxically to be socialized as white means developing such critical awareness is unlikely without intervention and ongoing support.
- We all must be intentional and transparent about the work, (often unpaid emotional labor) of bringing along, caring for, confronting with an arm around the shoulder, white folks who are in the process of developing an antiracist white identity.

Moonshine for white folks...the hard stuff!

- Racism and white privilege are inseparable, and that means by simply being white, all white people are moment by moment benefitting from white privilege and racism even as they did not create them, even as they ideologically denounce them.
- Being white means being complicit in racism, which means to be white is to be racist.

Parallel healing work for BIPOC

- ...“white supremacy” is a much more useful term for understanding the complicity of people of color in upholding and maintaining racial hierarchies that do not involve force (i.e slavery, apartheid) than the term “internalized racism”- a term most often used to suggest that black people have absorbed negative feelings and attitudes about blackness. The term “white supremacy” enables us to recognize not only that black people are socialized to embody the values and attitudes of white supremacy, but we can exercise “white supremacist control” over other black people.

-bell hooks

Micro: Whiteness and power in the clinical hour

- Flattening hierarchy: who knows best?
- Naming difference and naming similarity: when, what, how.
- Increase self-disclosure: “What do you need to know about me?”
- Signaling awareness of whiteness: Not just talking about race, but talking about racism.
- Attending to racial transference and countertransference in cross-racial and matched therapeutic dyads.

Mezzo: “Community competency:” Treat like a local

- Our ethics are concerned about dual relationships in rural practice...we often see the opposite where therapists do not know enough about the community where they work. Know your local history, geography, and community heartbeat.
 - Cecil county and the Freedom line
 - There is a large and growing Haitian community in Wicomico.
 - 2018 murder of Anton Black in Greensboro and Anton’s Law
 - When I say the names Doncella and Paul...you should know it’s Minary’s Dream Alliance

Mezzo: Organizational and programmatic de-centering of whiteness

- Diversifying staff and assessment of candidate's antiracist clinical competency during hiring process.
- Leadership commitment, executive coaching and ongoing antiracist training/consultation.
- Individual & departmental performance reviews should include antiracist standards.
- Case assignment based on clinician's antiracist competency and clients' racial identity development.
- Clinical supervision and case presentations must include race and other social identity characteristics.

Macro decentering of whiteness

- Increased weighting of DEI and antiracist outcomes and capacities when making, evaluating and renewing grant awards.
- Training for policy & funding teams at county, state and federal level.
- Requirement of consumer participation on provider boards
- Push for greater board diversity where needed
- Internal race based accountability hubs to include funders, program staff and consumers.

Antiracism and Spirituality

- We can “undo” racism when we recognize that the work is rooted in culture and spirituality...We must recognize there is something within oppressed communities that has allowed them to survive as cultural peoples. We must tap into this strength. Ultimately racism and white supremacy are by-products of an age which prides itself on being “beyond” any ties to the world outside the intellect and the rational. It is a worldview that has no need for something larger than itself. This view of the world will destroy it.
- David Billings *Deep Denial: The persistence of white supremacy in United States history and life.*

“We are all just walking each other home.”

-Ram Dass

- SHOREGANIZE!
 - Don't agonize...Shoreganize!
 - Don't hypothesize...Shoreganize!
 - Don't criticize....Shoreganize!
-
- Ben Kohl, PhD, LCSW-C
 - benkohljr@gmail.com



Systems Level Approach to Achieving Behavioral Health Equity

Stephanie Slowly, LCSW-C
Behavioral Health Administration
Director, Division of Policy and Planning

Beyond Diversity, MSBH DEI Conference
February 2024



Learning Objectives



Attendees will be able to answer:

- Why equity is important to health systems?
- Impact workplace culture without equity.
- How to navigate and advance, plan to action.
- DEI next steps as it pertains to your respect to begin assessing and developing organizational behavioral health equity strategic plans.

Behavioral Health Equity Workgroup: Defined Mission and Vision

MISSION

Create a behavioral health system and administration that is equitable, accessible, and provides quality services to all Marylanders.

VISION

Through collaboration with stakeholders and community engagement, implement practices and services that includes, recognizes and values all individuals, regardless of their age, culture, disability, gender identity, ethnicity, race, religious and/or sexual orientation.

BHA Policy and Planning Division

The Division of Policy and Planning:

- Supports the development of the statewide public behavioral health system (PBHS).
- Co-manages:
 - The Administrative Services Organization (ASO)
 - Office of Workforce Development
 - Office of Government Affairs and Communication
 - The Managed Care & Quality Improvement and System Planning.
- Serves as the BHA liaison with the general public, advocacy and provider organizations.

BHA Policy and Planning Division

Office of Planning

- Monitors the Federal Block Grant (MH and SUPTRS)
- Review and process LBHA Strategic Behavioral Health Plans

Managed Care and Quality Improvement

- Accreditation and Mental Health Compliance
- Substance Use Compliance
- Provider Quality and Licensing

Workforce Development

- Partner with the University of Maryland Training Center to oversee various trainings for staff of EBP programs, licensed clinicians, community stakeholders, peers, etc.

BHA Policy and Planning Division

Office of Government Affairs

- Oversight of BH Policies, Standard Operating Procedures across BHA, involvement with legislative Bills and their impact on the PBHS.

Behavioral Health Equity

- Internal BHA Workgroup, meets bi-monthly, virtual and in-person.
- Sub-committees that address various...of equity via free, virtual Lunch and Learns that are open for all to attend; Regional Listening Sessions, etc.

Office of Local Planning and Monitoring

- Facilitate quarterly grant monitoring exercises with LBHA's, support ongoing changes and fostering relationships with LBHA's in their growth.

BHA and Rural Areas



- The State of Maryland recognizes 18 of its 24 jurisdictions as rural, and 25% of Maryland residents live in rural areas. ([Maryland State Office of Rural Health](#))
- BHA has an appreciation for of the nuances of the rural nature that covers Maryland and acknowledges the challenges that rural areas face in relation to behavioral health services.
- BHA aims to work strategically in assisting stakeholders in rural areas to:
 - Improve access, provision and implementation of BH services
 - Workforce issues (meaning lack of) in the rural areas are significant issue

Rural PBHS Service Utilization: MH

Over the past 3 fiscal years (FY 21-23),

- *31% of all individuals receiving mental health treatment services in the PBHS have been from a RURAL county.*
- FY 2021 served 72,562 rural-based individuals increasing 8.3% to 78,567 individuals in FY 2023.
- In FY 2023, 24.9% or approximately, \$366M, were expended to rural residents receiving mental health services in the public behavioral health system.

Note: FY 2023 data are not final as a provider has 12 months from the time of service in which to submit a claim for payment, however by the August 31, 2023 claims paid through data run date approximately 85% of all claims have been submitted for reimbursement. RURAL jurisdictions exclude: Baltimore City/County, Anne Arundel, Howard, PG and Montgomery counties.

Rural PBHS Service Utilization: SUD

Over the past 3 fiscal years (FY 21-23),

- *37% of all individuals receiving substance use disorder (SUD) treatment services in the PBHS have been from a RURAL county.*
- FY 2021 served 39,091 rural-based individuals increasing 1% to 39,455 individuals in FY 2023.
- In FY 2023, 33.2% or approximately, \$227M, were expended to rural residents receiving SUD services in the PBHS.

Note: FY 2023 data are not final as a provider has 12 months from the time of service in which to submit a claim for payment, however by the August 31, 2023 claims paid through data run date approximately 85% of all claims have been submitted for reimbursement. RURAL jurisdictions exclude: Baltimore City/County, Anne Arundel, Howard, PG and Montgomery counties.

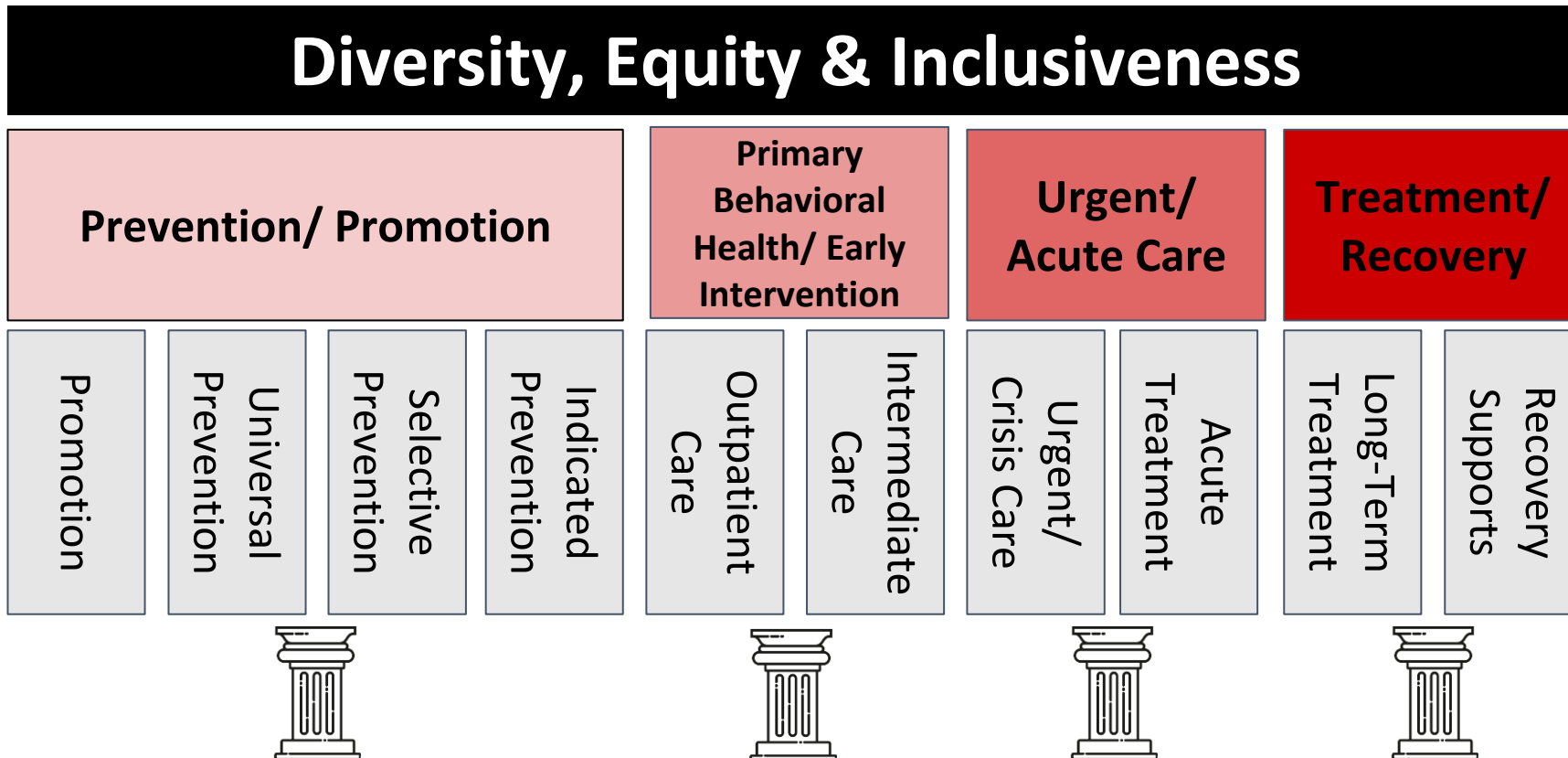
Rural PBHS Service Utilization: Outpatient via Telehealth

Over the past 3 fiscal years (FY 21-23),

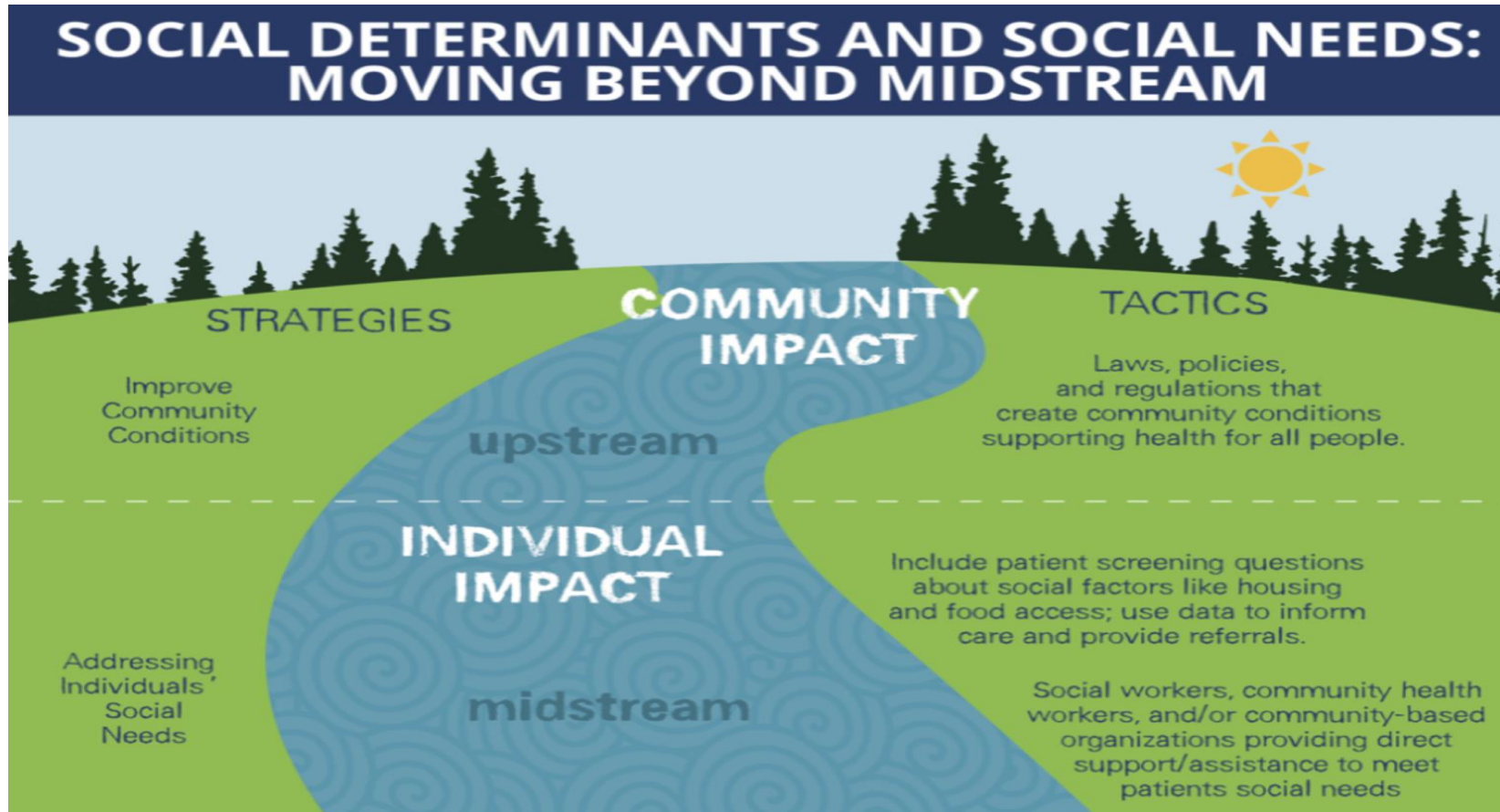
- *37.2% of all individuals receiving Outpatient (both MH/SUD) treatment services in the PBHS have been from a RURAL county.*
- In FY 2021, 68.4% (53,500) rural-based individuals received Outpatient services via Telehealth-this was 1.5% higher than the statewide percentage.
- In FY 2022, that percentage dipped slightly to 61% and to 57% in FY 2023-signifying that individuals are starting face:face treatment as COVID restrictions are relaxed.

Note: FY 2023 data are not final as a provider has 12 months from the time of service in which to submit a claim for payment, however by the August 31, 2023 claims paid through data run date approximately 85% of all claims have been submitted for reimbursement. RURAL jurisdictions exclude: Baltimore City/County, Anne Arundel, Howard, PG and Montgomery counties.

Behavioral Health Continuum of Care

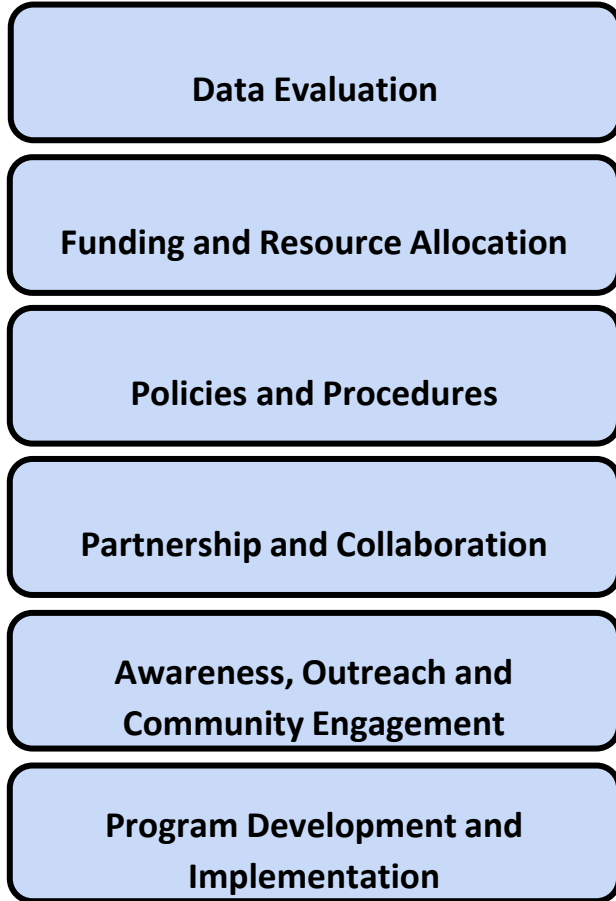


Impact of Moving Upstream



BH Equity Workgroup Subcommittees

Initially created in 2020



Revamped September 2023



Maryland Health Equity Resource Act - Policy Objectives

Five Strategic Goals:

- Reduce health disparities
- Improve health outcomes
- Improve access to primary care
- Promote primary and secondary prevention services *and*
- Reduce health care costs and hospital admissions and readmissions.



Maryland Health Equity Resource Act

Pathways to Health Equity Program

- Two-year grants issued by CHRC.
- Applicants to demonstrate self sustainability as a HERC.
- Provides foundation and guidance to become a Health Equity Resource Communities (HERCs)

Health Equity Resource Communities (HERCs)

- Five-year grants (Fall 2023 RFP)
- Emphasizes long term interventions that address SDOH:
 - Housing;
 - Transportation; Employment;
 - Food Security.

Plan to Action in Achieving Equity

Centers for Medicare and Medicaid Services

Framework for Health Equity 2022-2023

Priority 1: Expand the Collection, Reporting, and Analysis of Standardized Data

Priority 2: Assess Causes of Disparities Within CMS Programs, and Address Inequities in Policies and Operations to Close Gaps

Priority 3: Build Capacity of Healthcare Organizations and the Workforce to Reduce Health and Health Care Disparities

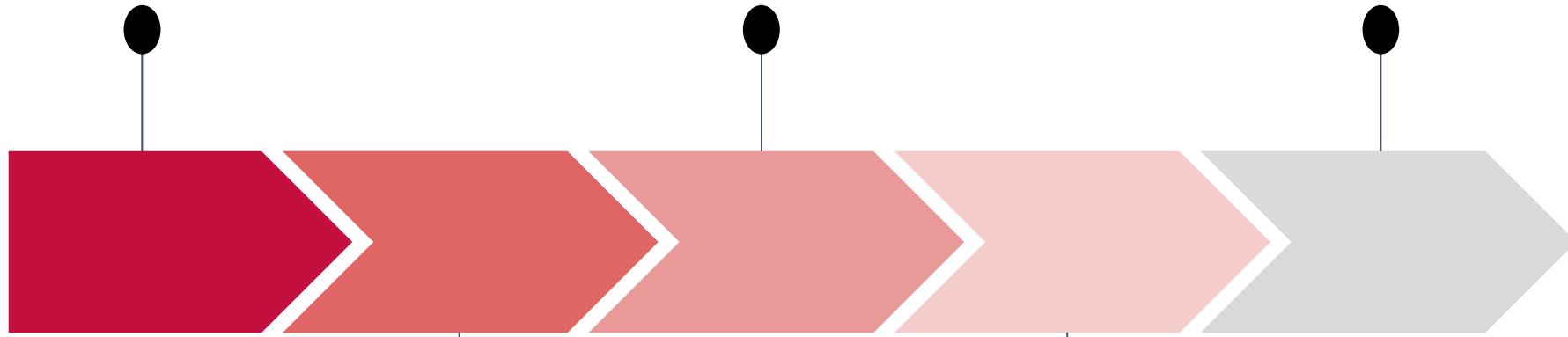
Priority 4: Advance Language Access, Health Literacy, and the Provision of Culturally Tailored Services

Priority 5: Increase All Forms of Accessibility to Health Care Services and Coverage <https://www.cms.gov/files/document/cms-framework-health-equity-2022.pdf>

Partnership with the
Office of Minority
Health and Health
Disparities

Host statewide
Community
Listening Session to
garner community
input

Mental Health First
Aid for HBCUs



Provide Lunch and
Learn activities

Hosting BH Equity
Symposium

Challenges



Pathway forward.....

- BH Equity Workgroup engagement; Listening sessions, AOCE Lunch and Learns.
- In a time of change and Reconciliation Transition.

SAMHSA defines behavioral health equity as the right of all individuals, regardless of race, age, ethnicity, gender, disability, socioeconomic status, sexual orientation, or geographical location, to access high-quality and affordable healthcare services and support. <https://www.samhsa.gov/behavioral-health-equity>

- Leading from a systems approach
 - Integration of work

Community Engagement: Eastern Shore Listening Session

- Listening sessions yielded the following results for a culturally responsive and comprehensive behavioral health system.
 - **Barriers**
 - Language barrier; materials should be in multiple languages.
 - Lack of funding for Language Link
 - Lack of diversity in BH staff
 - Reading level; materials should be in various reading levels/
include pictograms
 - Lack of internet access; ease of acquiring services
 - Lack of efficient and cost-effective transportation in rural areas.

Community Engagement: Eastern Shore Listening Session

- **Gaps in provision of services for special populations**
 - Bilingual clinicians and DOHH services
 - Funding for language interpreters
 - Low reimbursement rate for commercial insurance
 - Speciality providers for the LGBTQ+ population
 - Diversity training; language and cultural representation among staff
- **Underserved Populations**
 - Youth treatment facilities and crisis beds
 - Individuals with low literacy levels/ technologically challenged
 - Pregnant women with children and/or single parents
 - Church communities as a resource
 - Sex offenders

Challenges

Challenges to BHA Systems Management:

- Culture change of an organization
- Leadership support/buy-in
- Resources that include staff, funds, time, capacity and knowledge base



Doing Your Part: Moving towards Equity



- What part do you feel you play in your role in achieving equity?
- What is the culture of your organization?
- What is your organization current perspective on equity?
- What barriers do you anticipate in moving your organization forward?

Thank You

Stephanie Slowly, LCSW-C

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UNDERSTANDING MULTICULTURAL COMMUNITIES

ANGEL PEREZ, CAROLINE PRIDE CEO, CHW



Introduction

Understanding multicultural communities is vital to create and provide services based on inclusion. This workshop provides a guide on how to understand, serve and unify communities that are fragmented by ignorance to their cultural/racial backgrounds, and how the quality of life and services for these communities can be improved





Did you know?

Maryland

White 3,007,874 White alone in Maryland	African American 1,820,472 African American alone in Maryland
Hispanic or Latino 729,745 Hispanic or Latino (of any race) in Maryland	Asian 420,944 Asian alone in Maryland
American Indian and Alaska Native 31,845 American Indian and Alaska Native alone in Maryland	

Census 2020



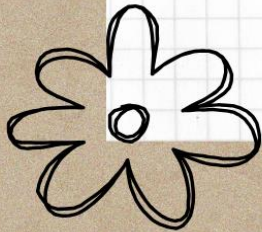


Assessment

- Find out what major groups live in the community
- Contact local government agencies and/or organizations.
- Find data last 5 years

Education

- Learn (i.e., culture, backgrounds, changes in political, economic, and social status)
- Challenges & Barriers
- Identify the major events (e.g., political, social, and economic) that affect the community.



Do not
make
assumptions



Access

- Language
- Digital + Traditional
- Location
- Transportation
- ADA Standards

Create opportunities to maintain frequent contact and cooperation

Engage

Coordinate activities and events to celebrate the community's diversity.

Join other events or groups efforts

Awareness Campaign
Community Conversations

Celebrate their Cultures

Social Media or other platforms



Action

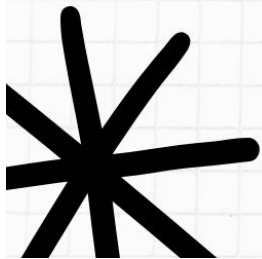
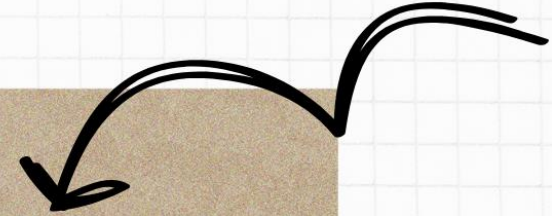
- Services
- Implementation
- Collaboration/Partnerships

Keep in mind: Efforts to build an inclusive community are sometimes conceived in either-or terms. In other words, the effort either focuses on dialogue OR action; assets OR needs; race OR class; individuals OR institutions; social relationships OR neighborhood improvement. The tools and resources that are available also tend to emphasize one focus or the other. While it is not wrong to choose one strategy or focus over another, it is preferable to implement a comprehensive effort that operates on multiple levels-individual, group, and institution.



Evaluate

Once a year
Identify areas of improvement
Survey
Starts Again!






Conclusion

The work of building inclusive communities is not easy;
results will not occur overnight.

It takes time, patience, perseverance,
and courage,
because this work is about
transforming communities.

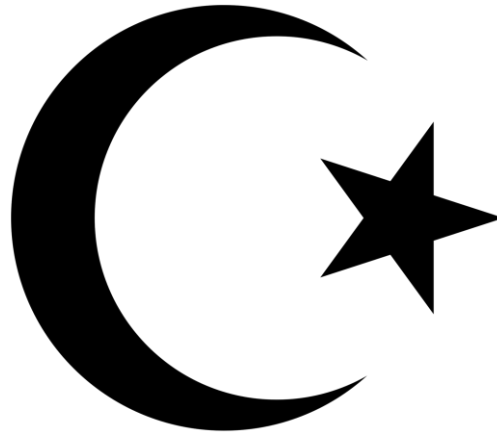




Faith, Religion, Spirituality and Race



Sherone Lewis, MHSS
Author, Speaker, Minister
MSBH Beyond DEI Conference



Objectives

Participants will learn about:

- A. History of Race and Religion in the U.S.**
- A. Evolution of Religion on the basis of Racism**
- A. Microview of Race in Christianity**
- A. Resources for becoming inclusive race and combating racism, in faith-based circles, with regards to Race.**

Survey says!

Please take use the link, QR code below to respond to the Menti survey:

<https://www.menti.com/alcdrfr2mh31>

Join at menti.com | use code 15 97 57 0



For the purpose of this presentation

Faith-belief that is not based on proof

Spirituality-of or relating to the **spirit** or soul, as distinguished from the physical nature; incorporeal or immaterial nature

Religion-a set of beliefs concerning the cause, nature, and purpose of the universe, especially when considered as the creation of a superhuman agency or agencies, usually involving devotional and ritual observances, and often containing moral code governing the conduct of human affairs

“Belief System”-general term to be inclusive of our respective spiritual or religious beliefs.

Constructing a Belief System

- Solace in a Creator/Higher Being
- Balance of physical vs. spiritual realm
- Governs daily conduct
- Influences the way we love/who we love
- How we are raised as children
- Dietary requirements or preferences
- Political views
- Influences our dress code

Racial Concepts in the U.S.

- The words “race,” “white,” and “slave” were all used by Europeans in the 1500s, and they brought these words with them to North America.
- During colonization, religion proved to be an effective tool to promote the concept of racial superiority.
- Beginning of the 18th century, the concept of race was created as a classification of people in the English colonies.

*Today “ethnic group” refers to people with common ancestry, language, or traditions, before the 20th-century ethnicity was often associated with the region the people came from or what language they spoke.

Top 10 Religions in the World

Christianity-2.28 billion believers

Islam-1.8 billion followers

Hinduism-1.1 billion followers

Buddhism-500 million individuals seeking to reach enlightenment

Shinto-104 million, primarily in Japan

Spirituality

Sikhism-25 million followers

Judaism-14 million

Taoism-12 million

Confusionism-6 million

Caodaism-4.4 million

Religion and Race Timeline...

Religion and Race in America

- Racial hierarchies developed alongside religious hierarchies.
- During the era of European and American colonialism, categorization of religion (including the notion of idolatry); natural and primitive religion or high religion; natural religion or ethical religion. At the turn of the 20th century, many religious scholars subscribed to an evolutionary model of religion that ranked world religions on an evolutionary scale, and this model ran concurrent to an evolutionary model of culture.
- More “evolved” societies allegedly had more evolved religions. Christian, Western, and often Protestant scholars picked the elements of an evolved religion based on their own cultural background. Therefore, many of the religions deemed “primitive” were also those practiced by indigenous, non-white populations.

Religion and Race in America

Access to and use of religious and political power has shaped how race has been conceived in American history.

Racial categories and religious affiliations influenced how groups regarded each other throughout American history, with developments in the colonial period offering prime examples. Enslavement of Africans and their descendants, as well as conquered Native Americans, displayed the power of white Protestants. Even 19th-century American anti-Catholicism and anti-Mormonism intersected racial identifications. At the same time, just as religion has supported racial domination in American history, it also has inspired calls for self-determination among racial minorities, most notably in the 20th century. As legal scholar Cheryl Harris argues, “it was the interaction between conceptions of race and property that played a critical role in establishing and maintaining racial and economic subordination.”

Ideas about race and understandings of racial identity are then inseparable from issues of power, which is why the development of racial hierarchies seemed a natural step. Throughout American as well as world history, certain races were seen as more evolved, more cultured, more developed than others—and thus better. For the most part, Europeans and Euro-Americans held such assumptions and placed themselves atop the evolutionary spectrum.

Christianity and Racism

- The same Bible that racists misused to support slavery and segregation is the one abolitionists and civil rights activists rightly used to animate their resistance.
- Whenever there has been racial injustice, there have been Christians who fought against it in the name of Jesus Christ.
- Christianity has an inspiring history of working for racial equity and the dignity of all people, a history that should never be overlooked.
- Preachers and leaders in the church saw the truth of the gospel message even as slaveholders and white supremacists distorted the message to make more obedient slaves.
- Black churches looked to the exodus of the Hebrews from Egypt as a model for their own exodus from American slavery.

This argument is based on different interpretations of the scriptures.

How important is anti-racism and as an essential part of faith

Three-quarters of Black Americans say that opposing racism is essential to their faith or sense of morality, a view that extends across faith traditions.

The majority of Black non-Christians – including Muslims, adherents of traditional African or Afro-Caribbean religions and other groups – say that opposing racism is essential to what their faith means to them (82%).

71% of Black religiously unaffiliated adults say that opposing racism is essential to their sense of morality.

Black adults who say that being Black is a very important part of how they think of themselves (37%) are more likely than those for whom being Black is less important (26%) to say that Black congregations should preserve their traditional racial character.

Black Protestants and Catholics have similar views on whether Black congregations should diversify. Black Protestants who attend churches where White people or some other racial or ethnic group make up the majority are only slightly more likely than those who attend Black churches to say that Black congregations should diversify (69% vs. 62%, respectively).

Religious beliefs among Black Americans

- When asked about the nature of the divinity they believe in, say it is “God as described in the Bible” (or, if they identify with a non-Christian religion, the holy scripture of that faith).
- Black women are more likely than men to say belief in God is required to be a moral person, to believe that God determines what happens in their lives, and to say religion is very important in their lives.
- Older Black adults are more likely than younger adults to hold these views.
- Regardless of age or gender, most Black Americans who are affiliated with a religion seen opposing racism and opposing sexism as essential to their religious identity, while far fewer say the same about attending religious services or opposing abortion

Discrimination because of one's faith

- “Muslims and Jews seen as facing more discrimination than Christians.”
- ..About eight-in-ten Americans say there is a lot or some discrimination against Muslims in their society,
- Jews are discriminated against – and similar numbers of Americans (66%) say the same. In the U.S., for example, 56% of Christians say there is at least some discrimination against Christians, compared with 30% of non-Christians.
- In the U.S., Republicans and Republican-leaning independents are more likely than their Democratic counterparts to say there is discrimination against Christians (62% vs. 32%, respectively). In contrast, Democrats are more likely than Republicans to say Jews and Muslims face discrimination. For example, 62% of Democrats say there is *a lot of* discrimination against Muslims in their society, compared with just 23% Republicans.

“Church split” because of Race

- Late 1800s-Holiness Resurgence, formation of organized conferences
- Charles Mason-former Baptist Minister, 1897-Church of God in Christ
- 1906-1909 Azusa Street Revival-Los Angeles, California (Pentecostalism)
- 1907-C.O.G.I.C Inc. rapid growth with integrated Black and White congregations
- 1914-hundreds of White COGIC Ministers met to discuss leadership under the Black COGIC leader. Assemblies of God formed, racist policies not removed until 1960s
- 2013 meeting of Leadership from the entities, acknowledgement of racial culture that caused the separation.

Racial identity vs. Belief System

What happens when your personal belief system doesn't align with your racial identity or culture? The history or foundation of your religious beliefs are untrue.

What's at the Intersectionality of gender/race and religion?

Religious beliefs shunned: ex. Christianity known as the *white man's religion*; your belief system doesn't align with societal norms (dress, gender roles).

Resources at the Intersection of Religion & Racism, the History of the Black Church, and anti-Racism Work University of Pittsburgh, Department of Religious Studies

Islam and African-American Thought

- Malcolm X, *The Autobiography of Malcolm X*
- Carolyn Moxley Rouse, *Engaged Surrender: African American Women and Islam*
- Edward Curtis, *Islam in Black America*
- Ula Taylor, *The Promise of Patriarchy: Women and the Nation of Islam*
- Gibson and Karim, *Women of the Nation: Between Black Protest and Sunni Islam*
- Alia Al-Saji, “The Racialization of Muslim Veils”

Resources at the Intersection of Religion & Racism, the History of the Black Church, and anti-Racism Work University of Pittsburgh, Department of Religious Studies

Jewish Thought and Jews of Color

- David Goldenberg, *The Curse of Ham: Race And Slavery In Early Judaism, Christianity, And Islam*
- Edith Bruder, *The Black Jews of Africa: History, Religion, and Identity*
- Rabbi Sandra Lawson, “The Torah of the Blues”
- Bruce Haynes, *The Soul of Judaism: Jews of African Descent in America*
- Julius Lester, *Lovesong: Becoming a Jew*
- Rabbi Abraham Joshua Heschel, “Religion and Race”

- **Reconstructing Judaism**
<https://www.reconstructingjudaism.org/center-jewish-ethics/jews-race-and-religion/>

The Color of Compromise by Jemar Tisby (2019):

- Takes you on a historical, sociological, and religious journey: from America's early colonial days through slavery and the Civil War
- Covers the tragedy of Jim Crow laws, the victories of the Civil Rights era, and the strides of today's Black Lives Matter movement
- Reveals the cultural and institutional tables we have to flip in order to bring about meaningful integration
- Charts a path forward to replace established patterns and systems of complicity with bold, courageous, immediate action
- Is a perfect book for pastors and other faith leaders, students, non-students, book clubs, small group studies, history lovers, and all lifelong learners

The Unspoken Documentary (2022):

Unspoken takes an in-depth look at the Christian heritage in Africa and examines how historical events have shaped today's vastly popular perspective of Christianity. Take a journey with scholars and influencers as they present an accurate account of this Asian, African and Mid-Eastern established religion.

What now?

1. Be willing to have the difficult conversations, with your leader (Pastor, Imam) or other members/believers. If it doesn't exist, set up a platform for these discussions. Challenge the status quo and "this is how it's always been".
2. Research the history of your belief/faith system: did it come from your parents and you continued on with it, how was your belief system established and has it deterred from the original construct or purpose. Be okay with learning that the history isn't what you thought it was.
3. Be satisfied or established with your personal convictions. Does it align with how you live your life and purpose that you believe you're on this earth.
4. Govern yourself accordingly...

CEU/Conference Survey

