

Trauma, Stress, Social Justice, PTSD

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African American Mental Health Training and Technical Assistance (AATA) Program
October 23, 2020

Global Health Psychiatry, LLC

We are a group of African American Psychiatrists who came together to address the mental health needs of Black communities



Global Health Psychiatry, LLC

We are an organization that focuses on:

- Empowerment of communities through mental health and wellness
- Use of education and community action to address mental health needs of individuals and communities



Agenda

Introduction

Part A

- Wellness & Effects of Stress
- Trauma/Adverse Childhood Experiences (ACEs) & Development of Post Traumatic Stress Disorder
- Race-Based Traumatic Stress (RBTS) in the Setting of COVID-19
- Coping with RBTS

Part B

- History of Racial Injustice in the U.S.
- Effects of Racism on Life Domains/Wellness
- Anti-Racism

Conclusion

Learning Objectives

1. According to the DSM-5, identify 3 intrusion symptoms (Criteria B) of posttraumatic stress disorder (PTSD).
2. Name the 7 factors/reactions/symptom clusters associated with Race Based Traumatic Stress (RBTS).
3. Provide 3 Examples of vicarious traumatic stressors affecting BIPOC (Black, Indigenous People of Color) in the United States.
4. Provide 3 examples of Transmitted Stressors affecting specific ethnic groups in the United States.
5. Identify 3 remedies for legally prohibited racial discrimination.



The 8 Dimensions of Wellness

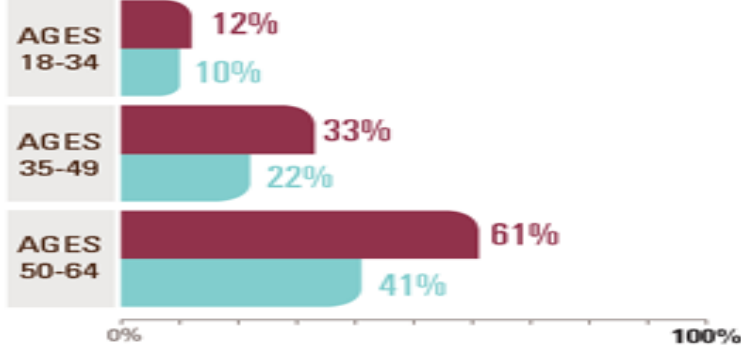


 **SAMHSA**
SAMHSA
WELLNESS
INITIATIVE





High Blood Pressure

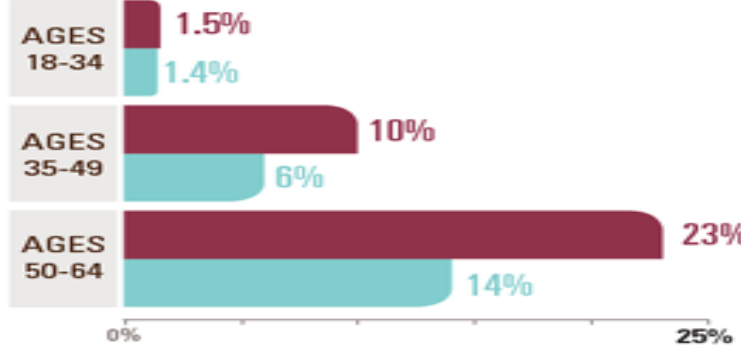


African American

White



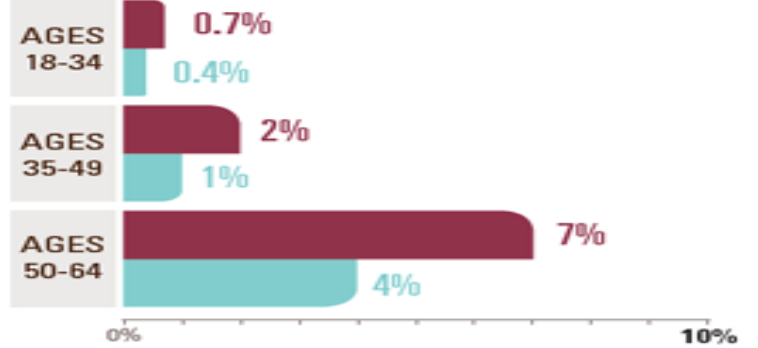
Diabetes



African Americans and whites include Hispanic and non-Hispanic origin.

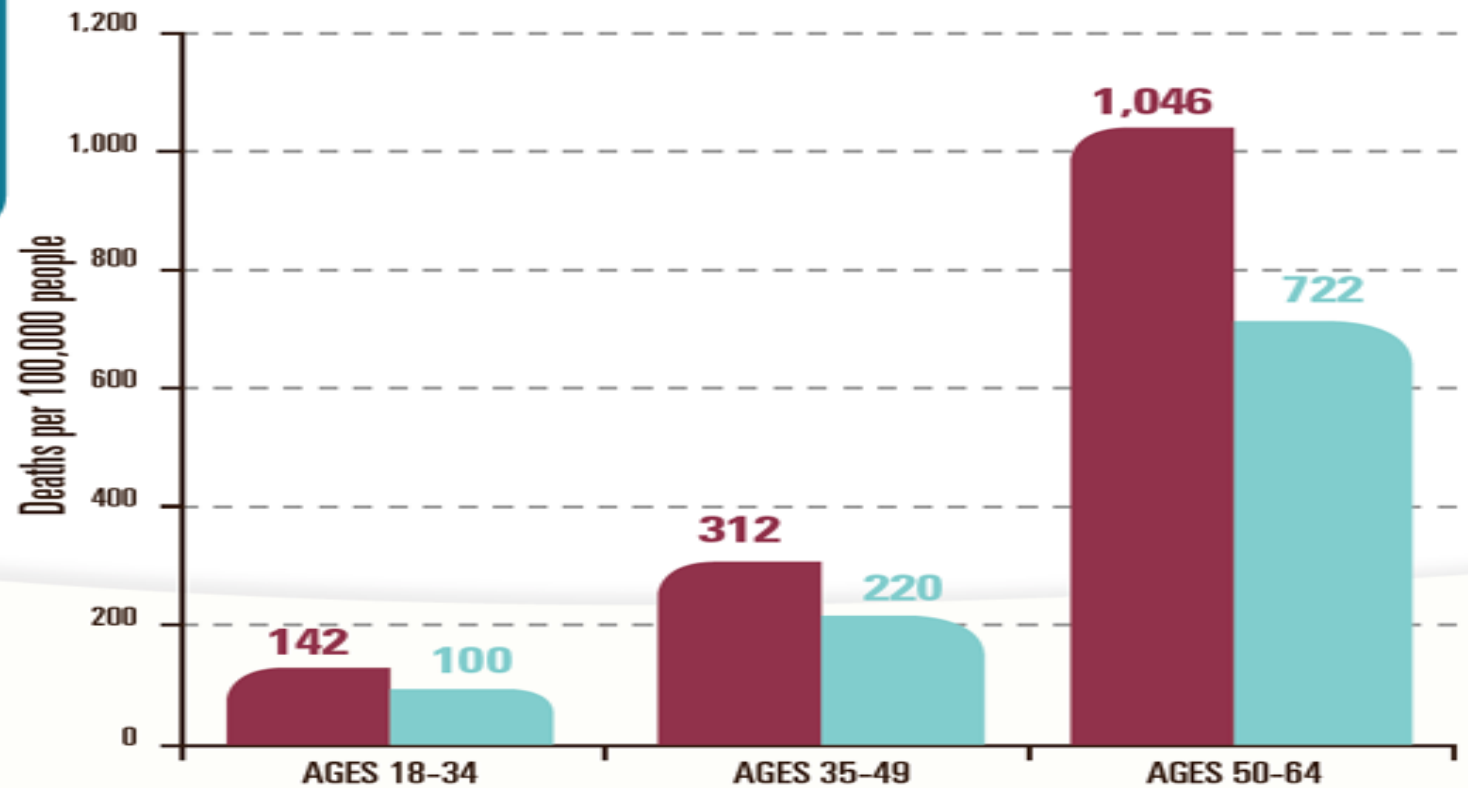


Stroke



SOURCE: Behavioral Risk Factor Surveillance System, 2015.

African Americans are more likely to die at early ages from all causes.



SOURCE: US Vital Statistics, 2015.

Health Inequalities among African American Women

4 out of 5 Black women are considered overweight or obese

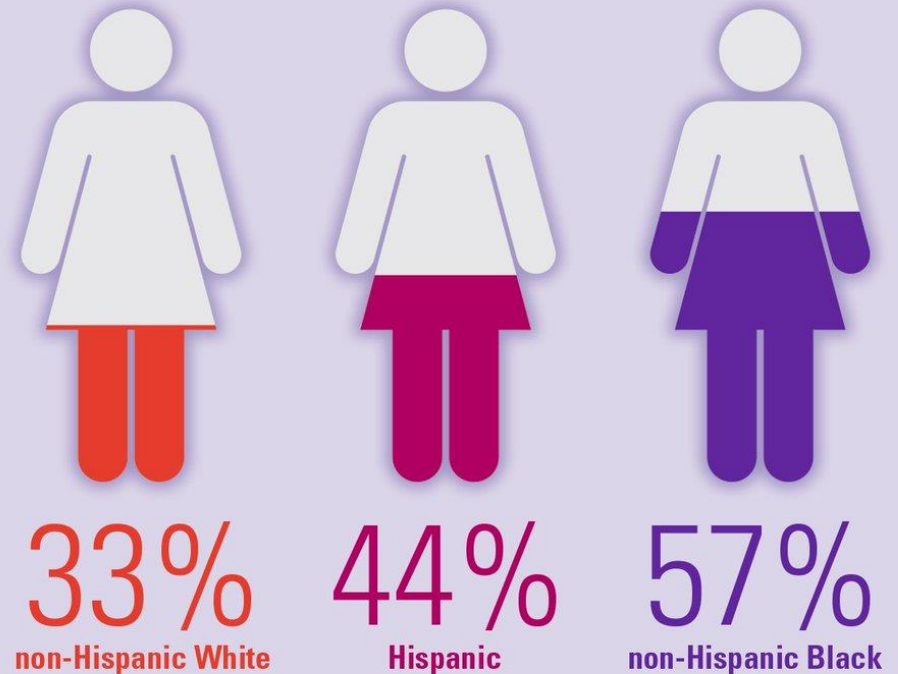
Black women are 60% more likely to have high blood pressure than their white counterparts

Women, especially Black women, are often underrepresented in research studies.

American Heart Association News, August 25 2020

Did You Know?

Women of color are at high risk for obesity



Source: JAMA, 2014

Figure 1

Social Determinants of Health

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social Integration	Health Coverage
Income	Transportation	Language	Access to Healthy Options	Support Systems	Provider Availability
Expenses	Safety	Early Childhood Education		Community Engagement	Provide Linguistic and Cultural Competency
Debt	Parks	Vocational Training		Discrimination	Quality of Care
Medical Bills	Playgrounds	Higher Education		Stress	
Support	Walkability				
	Zip Code/ Geography				

Health Outcomes

Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations

Social, Economic, and Cultural Factors are the driving force behind health disparities



8 DIMENSIONS OF WELLNESS

EMOTIONAL

Coping effectively with life and creating satisfying relationships.

FINANCIAL

Satisfaction with current and future financial situations.

ENVIRONMENTAL

Good health by occupying pleasant, stimulating environments that support well-being.

SOCIAL

Developing a sense of connection, belonging, and a well-developed support system.

INTELLECTUAL

Recognizing creative abilities and finding ways to expand knowledge and skills.

SPIRITUAL

Expanding our sense of purpose and meaning in life.

PHYSICAL

Recognizing the need for physical activity, diet, sleep, and nutrition.

OCCUPATIONAL

Personal satisfaction and enrichment derived from one's work.



*“Recognition of our shared humanity, nourishes
compassion required to heal from trauma, our own
and our patients.”*

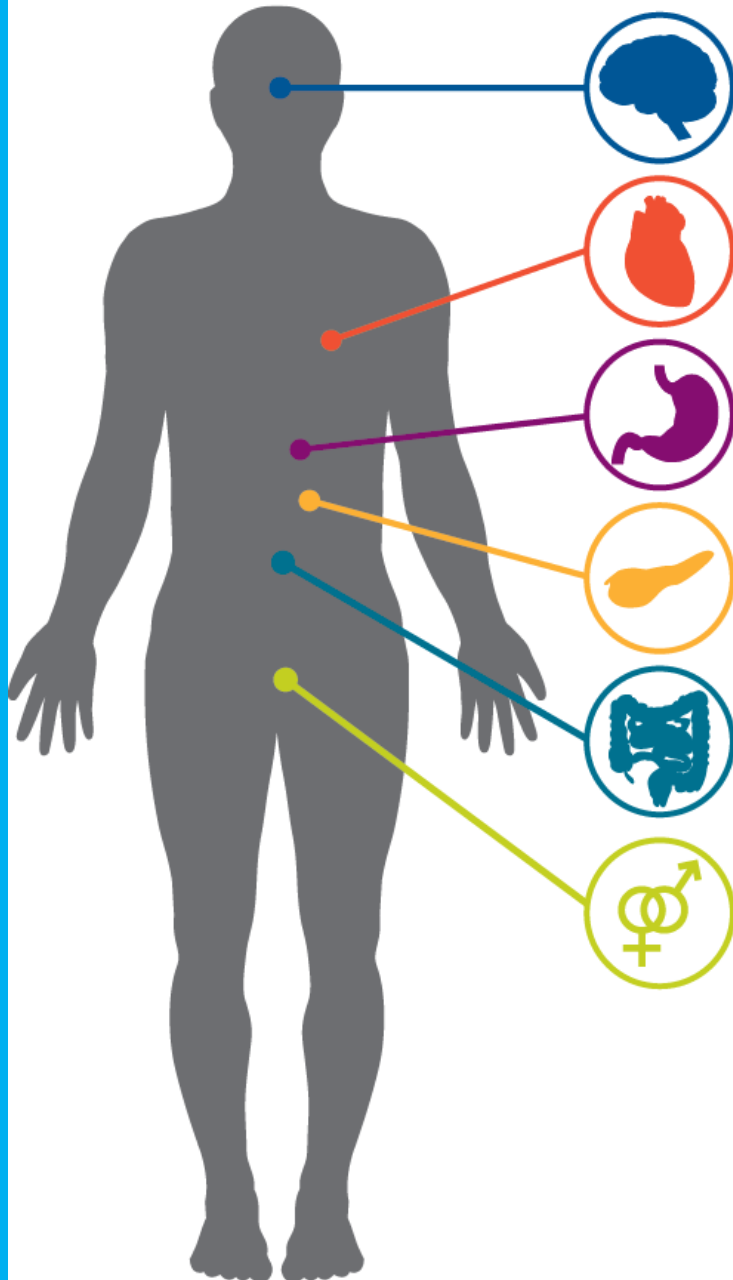
Karriem Salaam, MD

Stress

“Stress is the normal reaction the body has when changes occur.”

- When we face stress in life, our natural “fight or flight” response is activated
- This response is important for protection
- However, there can be negative effects if this response is constantly activated
- These negative effects can impact both mind and body

Effects of Stress on the Body



Brain and Nerves: Headaches, feelings of despair, lack of energy, sadness, nervousness, anger, irritability, trouble concentrating, memory problems, difficulty sleeping, mental health disorders (anxiety, panic attacks, depression, etc.)

Heart: Faster heartbeat or palpitations, rise in blood pressure, increased risk of high cholesterol and heart attack

Stomach: Nausea, stomach ache, heartburn, weight gain, increased or decreased appetite

Pancreas: Increased risk of diabetes

Intestines: Diarrhea, constipation and other digestive problems

Reproductive Organs: For women-irregular or painful periods, reduced sexual desire. For men-impotence, low sperm production, reduced sexual desire

Other: Acne and other skin problems, muscle aches and tension, increased risk for low bone density and weakened immune system (making it harder to fight off or recover from illnesses)

Trauma

According to the Substance Abuse and Mental Health Services Administration (SAMHSA), trauma results from

- “an event, series of events, or set of circumstances”
- “that is experienced by an individual as physically or emotionally harmful or life threatening and”
- “that has lasting adverse effects on the individual’s function and mental, physical, social, emotional, or spiritual well-being.”

Trauma Responses

Examples of common defenses to traumatic events

- Fight
- Flight
- Freeze
- Submit
- Attach

PTSD

Post Traumatic Stress Disorder

Mental health condition that can occur in children and adults

According to the American Psychiatric Association,

- PTSD occurs in 3.5 percent of U.S. adults
- Approximately 1 out of 11 people will be diagnosed with PTSD in their lifetime
- Women are twice as likely as men to have PTSD

PTSD (Diagnostic Criteria)

- A – Exposure
- B – Intrusion
- C – Avoidance
- D – Negative Cognition and Mood
- E – Hyperarousal
- F – Duration (>1 month)
- G – Distress/Functional Impairment
- H – Not due to another disorder

PTSD (Criteria B Intrusion)

- Recurrent, involuntary, distressing memories of trauma
- Recurrent, distressing trauma-related dreams
- Dissociative reactions/flashbacks related to trauma
- Intense or prolonged psychological distress to reminders of trauma
- Marked physiological reactions to reminders of trauma

PTSD

Post Traumatic Stress Disorder

- Intrusion- e.g. nightmares, flashbacks
- Avoidance- e.g. avoidance of reminders
- Negative Changes in Cognition & Mood- e.g. distortions, detachment, horror
- Changes in Arousal & Reactivity- e.g. hypervigilance/startle, concentration or sleep problems
- If these symptoms occur for at least one month and cause functional impairment, then a diagnosis of PTSD may apply

PTSD

Symptoms can present differently in children

- Return of earlier developmental behaviors- e.g. bedwetting, thumb sucking
- Changes in grades
- Appearing fearful, nervous, on edge
- Trouble with concentration and attention
- Decreased interest in spending time with friends
- Social isolation and withdrawal
- Acting out
- High Risk Behaviors
- Harming self
- Harming others

Adverse Childhood Experiences (ACEs)

- Potentially traumatic events that occur during childhood
- Source of toxic stress (extreme and repetitive) can change brain and body development and how they respond to stress

ACEs

- Abuse aka maltreatment (emotional, physical, sexual, neglect)
- Domestic violence (IPV, against mother)
- Substance use and mental health problems in the home
- Change in family constellation (separation/divorce, incarceration)

ACEs Affect Health Outcomes

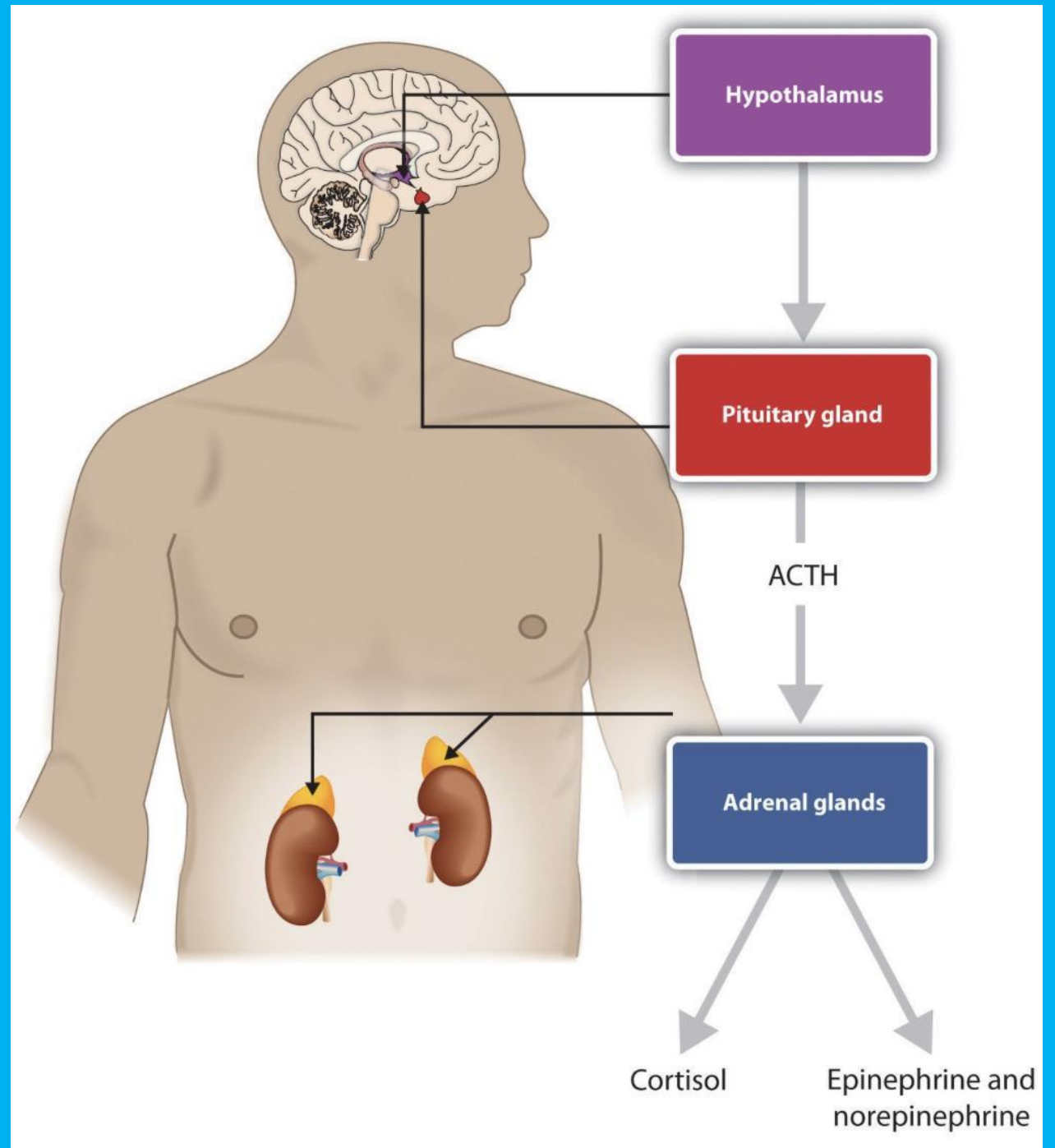
PHYSICAL HEALTH

- CV disease
- COPD
- Cancer
- Diabetes

MENTAL HEALTH

- Depression
- Anxiety
- Behavior Problems

The Biology of Stress (HPA AXIS)



ACEs and Toxic Stress Damage the Body

Dysregulation of the HPA axis by (chronic) toxic stress lead to “wear and tear” of multiple organ systems in the body

ACEs

Affect Learning and Behavior

Exposure to chronic stress could change the architecture of developing brains, negatively impacting important functions eg, regulating stress response, attention, memory, planning, learning new skills

ACEs Affect Brains, Learning and Behavior

- Decision making (Prefrontal Cortex, PFC)
- Self regulation (PFC)
- Fear processing (Amygdala)
- Memory (Hippocampus)
- Stress management (Hippocampus)

ACEs Affect Education

- Students with three or more ACEs are 2.5 times more likely to fail a grade
- Students with three or more ACEs are significantly more likely to be unable to perform at grade level, be labeled as special education, be suspended, expelled or drop out

Trauma and stress interfere with student learning leading to:

- Poor Student Engagement
- Frustration and Hopelessness “sadness and the blues”
- More commonly anger and irritability
- Acting Out Behaviors
- Aggression

Racial Trauma or Race-Based Traumatic Stress (RBTS)

Mental Health America 2020

- The mental and emotional injury caused by encounters with racial bias and ethnic discrimination, racism and hate crimes.
- Any individual that has experienced an emotionally painful, sudden, and uncontrollable racist encounter is at risk of injury from RBTS
- In the U.S., Black, Latinx, and Native Americans are most vulnerable due to living under a system of white supremacy

Racial Trauma or Race-Based Traumatic Stress

(RBTS) Mental Health America 2020

- Physical symptoms – headaches, chest pain, insomnia
- Psychological symptoms – depression, anger, hypervigilance, recurring thoughts of the event (nightmares, flashbacks)
- Mental injury results from prolonged exposure to this type of racial trauma
- Can come from: personal experience, vicarious experience (videos of police brutality), intergenerational transmission (holocaust, forced removal of Native Americans from tribal lands, enslavement of Africans in US) = shared collective trauma

7 symptom associated with Race Based Traumatic Stress (RBTS) (Carter et al 2013)

- Depression
- Intrusion
- Anger
- Hypervigilance
- Physical
- Low Self-esteem
- Avoidance

Remedy for Legally Prohibited Racial Discrimination (Carter et al 2009)

- Civil Rights Act of 1866
- Civil Rights Act of 1964 (Title VII)
- Civil Rights Act of 1991

Internalized Devaluation and the Assaulted Sense of Self (Hardy 2013)

- “If white is elevated/celebrated then what is non-white?”
- “Because I am not white, am I bad or unworthy?”
- Barely visible while you’re in it but toxic, like smog
- Unstoppable tide of harmful race-related messages
 - “not clever enough...you ain’t ever gonna be nothing...
why do you want to take those classes?...”
- Psychologically ambushed during adolescence

10 min. BREAK

**Don't forget to complete
the pre-survey**

Intersectionality between Race and Gender

Williams and Lewis, 2019

Terminology

- Gendered Racism
- Gendered Racial Microaggressions
- Gendered Racial Identity
- Gendered racism/microaggressions can influence development of depressive symptoms leading to more chronic courses of depression

Intersectionality between Race and Gender

Williams and Lewis, 2019

What can we do?

- Coping strategies are key to addressing discrimination
 - Confronting the perpetrator - active/resistance
 - Seeking social support - collective
 - Disengaging from the stressor - self-protective
- Religion and spirituality are often a source of support for depression

What can we do?

- Recognition of Humanity, Empathy and Compassion
- “You, Your Life, Your Education, and Your Future MATTERS!”
- Adults, advocate for and defend kids so they can defend themselves
- Educators as mentors, advocates and “essential witnesses”
- “If you don’t think you’re the greatest, you’d better pretend”
(Muhammad Ali)

Using our empathy and compassion we should look for:

- Sudden loss of interest in school, learning or extracurricular activities
- Abrupt changes in mood, affect or relatability
- Changes in behavior w/o regard for consequences
- Changes in peer group
- Attendance problems
- Engaging in hi-risk behaviors
- Loss of future orientation

❖ How is this done virtually?

Addressing Inequity

- Requires compassion
- Acknowledgement of our shared humanity
- Acknowledgment of our “different” journeys (not better or worse)
- Once upon a time we were all kids
- Protect, defend, be an ally in vivo, in the service of learning

Using Compassion

- Behavioral difficulties viewed through the lens of stress, trauma, and ACEs

Continuing to use our empathy we should:

- Establish rapport and build relationships with our students before problems arise
- Check in and reassure students when you notice a change
- Report any suspicion of child maltreatment
- Refer student to a guidance counselor should they need additional support, close the loop!
- Leave student with open invitation to talk, esp. if educator has a relationship with the student

Remain Ever Vigilant

- Beware of “compassion fatigue”, prioritize self-care
- Using and modeling compassion for our students
- Self awareness is key, our students are watching
- Students are impressionable, “mold the clay”
- Kids innate sense of justice, a tool for monitoring bias

Hope Prevails

- Effects of ACEs are not irreversible
- Resilience conquers ACEs
- “Essential Witnesses” foster resilience

Here's what we can do

- Screen for risk of ACES
- Coordinate Care
- Link to Primary Care Physicians (PCP)
- Link to mental health care (psychotherapy and/or medication management)
- Biofeedback

Here's what we can do

- Rethink discipline, use strategies that keep kids in school
- Professional development for teachers, to learn social emotional learning techniques
- Coordinate supports for youth, starting prenatally and continuing throughout the lifespan
- Increase parental engagement
- Build and support self-regulation skills
- Support trauma-informed classrooms where children can become more resilient and achieve their potential

Education Resources

- Setting the Wheels in Motion-Becoming a Trauma-Informed and Trauma-Sensitive School
- Helping Traumatized Children Learn
- Parent to Parent Guide: Restorative Justice in Chicago Public Schools- Stopping the School-to-Prison Pipeline
- A Teacher's Guide to Rerouting the Pipeline

10 min. BREAK

**Don't forget to complete
the pre-survey**

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ACEs DU JOUR: COVID-19 AND RACIAL INJUSTICE

Covid-19:

- novel event
- disrupts routine – school, childcare, family, social life
- uncertainty breeds anxiety
- ↑ child maltreatment and IPV
- Disparities laid bare (health, education, housing, employment)

ACEs DU JOUR: COVID-19 AND RACIAL JUSTICE

Racial Injustice

- “Climate Crisis”
- 8:46
- Breonna Taylor “Say Her Name!”
- Re-traumatization from media exposure
- Conversation with kids about racial injustice
- Special consideration for black children, and other children of color (Reassure, Educate, Act)
- What can be done?

Trauma

COVID-19 is a global emergency for both physical and mental health

- “an event, series of events, or set of circumstances”
 - COVID-19 pandemic, stay-at-home orders, economic depression, health inequalities, increase in child abuse/IPV, increase in visibility of racism/racial violence
- “that is experienced by an individual as physically or emotionally harmful or life threatening and”
 - personal and/or media exposure to events
- “that has lasting adverse effects on the individual’s function and mental, physical, social, emotional, or spiritual well-being.”
 - clear adverse effects in the present but the future is still unknown (source of anxiety)

Examples of Trauma during the Era of COVID-19

- Threats of illness
- Exposure to illness
- Threats of death
- Exposure to death
- Loss of a loved one
- Isolation
- Relationship conflicts
- Loss of a job
- Loss of a home
- Higher childcare demands

Health Impact of Covid-19 in the U.S.

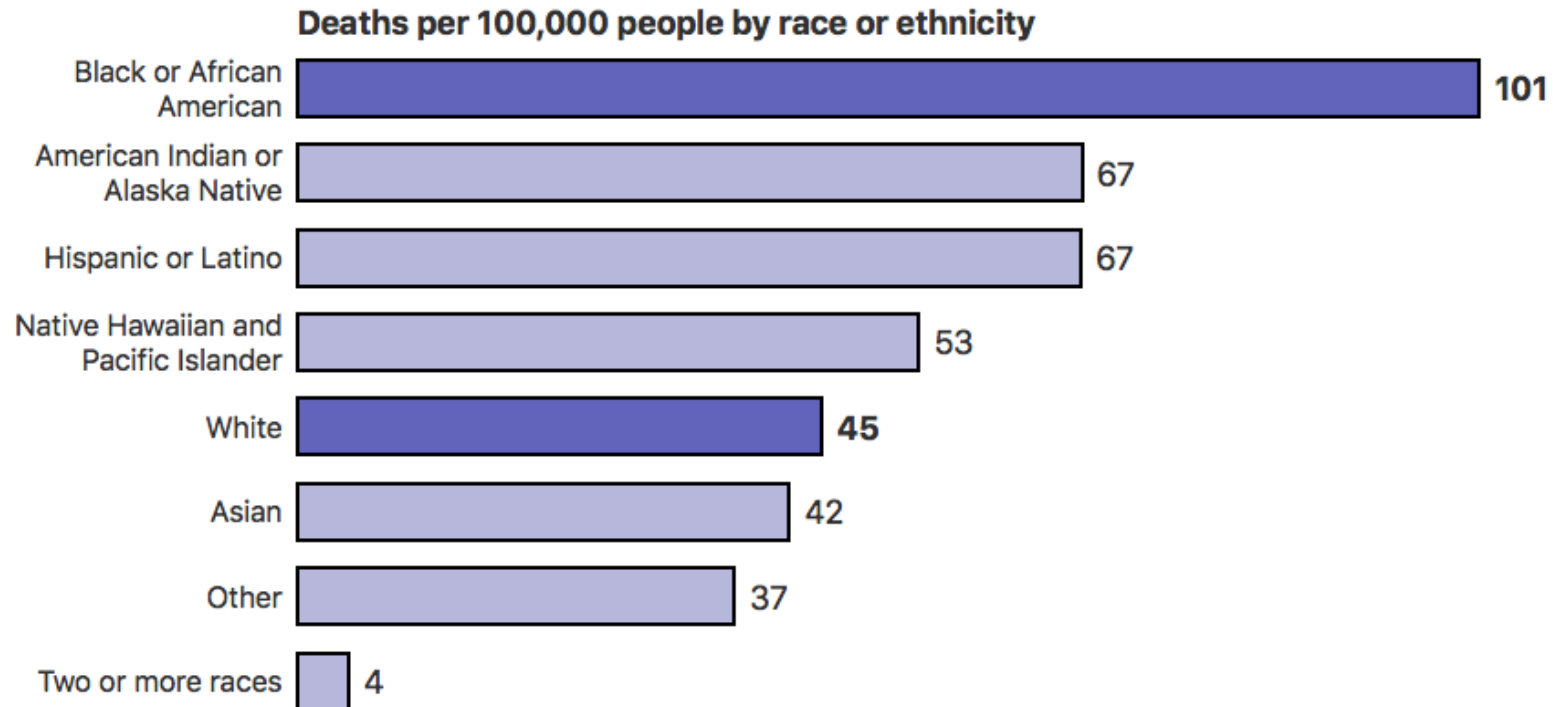
- Since the outbreak started, 1/3 of U.S. adults reported feeling stress, anxiety, and great sadness that was difficult for them to cope with alone, much higher than in other countries (Commonwealth Fund, August 2020)
- ~8.4M Coronavirus cases, ~223K deaths (Johns Hopkins University, 10/23/2020)

Impact of COVID-19 on African Americans

→ African Americans are at greater risk for death due to COVID-19

→ African Americans are at greater risk for hospitalization due to COVID-19

Nationwide, Black people are dying at 2.3 times the rate of white people.



Notes [↑](#)

These calculations are based on data from The Covid Racial Data Tracker and the U.S. Census Bureau. Race categories may overlap with Hispanic/Latinx ethnicity. Rates are not age-adjusted and some rates are underestimated due to lack of reporting of race and ethnicity categories for COVID-19 deaths.

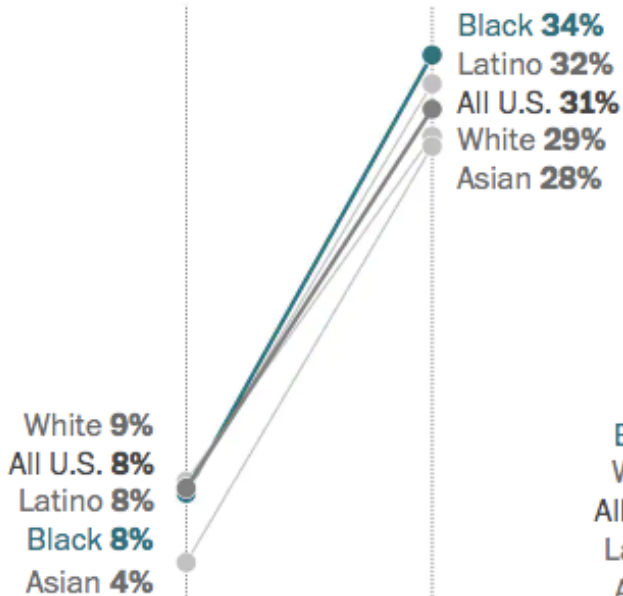
Special MH Considerations During the Era of COVID-19 & Racial Injustice

The Washington Post 06/12/2020

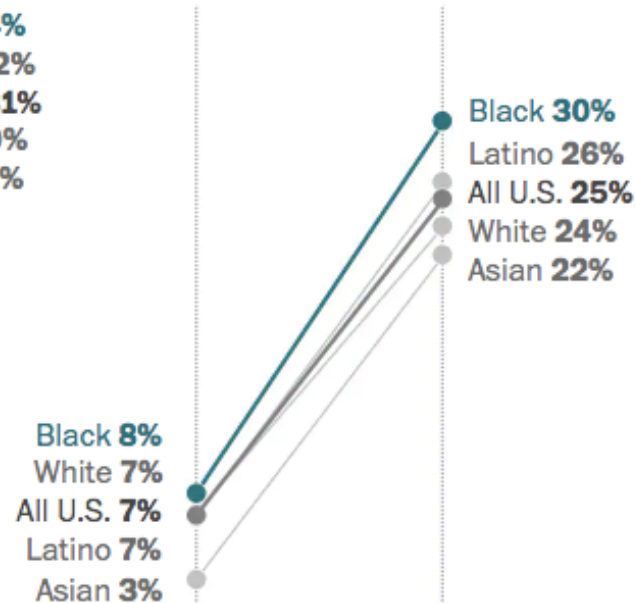
Anxiety and depression symptoms have more than tripled since 2019, with black Americans shouldering the heaviest burden

Percent screening positive for anxiety or depression

Anxiety

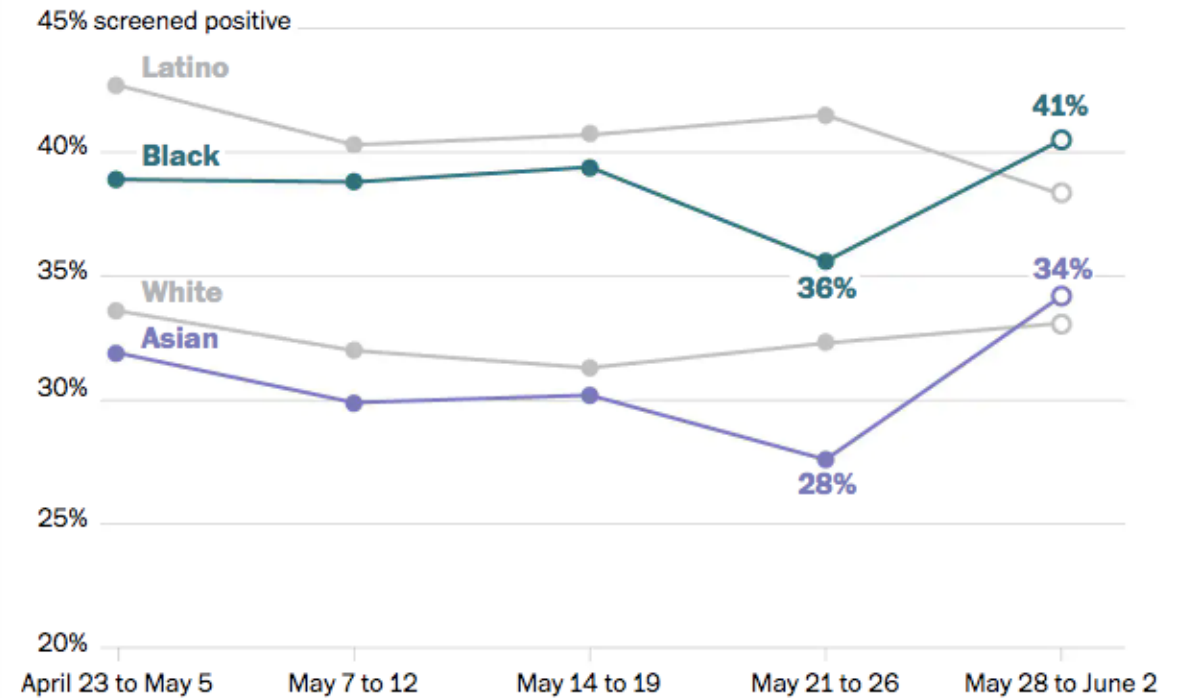


Depression



Anxiety and depression spike for black and Asian Americans after the police killing of George Floyd

Percent screening positive for anxiety and/or depression



Video of George Floyd's killing began to spread on the last day of week 4.

Stress of COVID-19 & Racism

- Depression and anxiety increased across all populations after the start of the pandemic.
- Following the death of George Floyd, rates increased more for Blacks and Asian Americans while remaining the same for Whites and decreasing for Latinx populations.

The week before:

African Americans 36%, Asian Americans 28%

The week after:

African Americans 41% (1.4 million more people), Asian Americans 34% (800,000 more people)

Stress of COVID-19 & Racism

African Americans

- Increase in visibility of police brutality and historical context of lynchings

Asian Americans

- Increase in visibility of racism, racial violence, and hate crimes then later vandalism and burglaries

Latinx

- Decrease in national focus on immigration and increase in focus on police brutality

Gender Considerations Power, 2020

“Care Economy” - Refers to the unpaid work often done by women to help maintain everyday life

- Raising children
- Cooking
- Cleaning
- Shopping
- Helping elderly relatives or extended family

Also known as the “Core Economy,” “Reproductive Economy,” or the “Hypocrisy Economy”

- *Mental tasks of planning and scheduling*
- *Emotional tasks of nurturing family relationships*

Gender Considerations Power, 2020

- Globally, women and girls are responsible for 75% of unpaid work and domestic care
- According to the International Labour Organization:
 - Women perform 4 hours and 25 minutes of unpaid work daily
 - Men perform 1 hour and 23 minutes of unpaid work daily
 - This unpaid work negatively affects the paid economy

Ultimately, these patterns lead to life-long Inequalities in employment, income, social standing, and power differentials.

Gender Considerations Power, 2020

“Second Shift”- Women take on more childcare and home care work without any change in systemic norms for men’s responsibilities (term used in the 1970s-1980’s in reference to heterosexual couples)

“Third Shift”- Refers to the mental load that women carry (2020)

- Caring for the emotional wellness of children, parents, and other family members
- Time spent worrying
- This type of work is often undervalued

“Fourth Shift”- “Homeschooling While Working”?

Gender Considerations Power, 2020

Pandemic Effects

- **Unexpected Benefits:** In some countries, women, children, and men describe stronger family bonds (e.g. Japan, Turkey, U.K.)

- Increased Stress:

- Increase in unpaid work, especially for women
- Transfer of childcare from paid economy to unpaid economy
- Gender norms are magnified, including for dual-earners
- Reduced productivity
- Single parents have to choose between work and childcare
- Worsening mental health in fathers (32%) and mothers (57%)

These effects will be felt for years to come...

Stress and Trauma of COVID-19 for Black Women

Jackson and Pederson, 2020

- Black women (54%) are almost twice as likely as White men (27%) to be laid off, furloughed, and/or have reduced hours/pay
- Black women are more likely to be essential workers
- Black women are more likely to be single mothers or head of household.
- Black women are less likely to have a financial safety net
- Black women have increased caretaking responsibilities for children and elderly
 - Virtual learning/child care challenges
 - Caring for sick relatives

Stress and Trauma of COVID-19 for Black Women

Wong, 2020

Online Survey in April 2020 (1,048 women)

- A majority of Black women report negative effects on
 - Finances
 - Emotions
 - Access to food
 - Access to household essentials
 - Access to resources need for virtual learning
- 44% knew someone who had COVID-19
- 1 in 4 women knew someone who died from COVID-19

Stress Management

- Self care is crucial during COVID-19
- Be aware of triggers
- Be aware of negative thinking patterns and focus on resilience
- Stay socially-connected while physically-distancing
- Engage in relaxing and rewarding activities
- Utilize resources, especially digital
- Addressing other mental and physical health problems is even more important for overall wellness

Self Care

- Critically important, to re-charge!
- You must do it yourself, it can't be done for you!
- Is your armor, you're going to need it!
- This work is hard, yet very rewarding!
- Nourish mind, body and SPIRIT
- Daily – pray, breathe, meditate, get through the day/week
- Long term maintenance, “work life balance” hold them accountable!
- Power off and reboot!

Power of Gratitude

Identify positives

Write them down

Compare with list of fears



Keep Calm & Adapt

ADAPTATION IS KEY

ADAPTATION

BIOLOGICAL DEFINITION

- a change or the process of change by which an organism or species becomes better suited to its environment.

Strategies for Women

Jackson and Pederson, 2020 and Power, 2020

- Address gender inequalities
 - Recognize- acknowledge unpaid work
 - Reduce- create infrastructure to decrease care work
 - Redistribute- challenge gender stereotypes, provide childcare assistance, and combat workplace gender discrimination
 - Represent- promote “a seat at the table”
 - Reward- appreciate and share care work with other family members such as grandparents or older children
- Make mental health a national priority!

“persistence and resilience only come from having the chance to work through difficult times.”

Gever Tulley

“do not judge me by my success,
judge me by how many times I fell
down and got back up again.”

*Nelson
Mandela*

A low-angle, upward-looking photograph of a diverse group of people, including men and women of various ethnicities, all giving thumbs up. The image is overlaid with a semi-transparent blue filter. The text "YOU ARE EMPOWERED AND ENCOURAGED TO SPEAK UP." is centered in white, bold, sans-serif capital letters.

YOU ARE EMPOWERED AND
ENCOURAGED TO SPEAK
UP.



What can be done to create effective, cohesive change?

- Self reflection
- Personal research
- Stop the denial
- Create outlets for diverse connections
- Healthy and direct dialogue
- Risk being uncomfortable
- Align around a collective goal

I don't know where to begin... there are ways to own your journey.

Emotional Intelligence (Awareness and Control)

- Self awareness
- Self management
- Social awareness
- Relationship management
- Listen to learn
- Seek to understand

Emotional Resilience (Adaptability to Stress)

- Be honest about what you are feeling
- Develop a strong support system and let them help
- Be mindful of your wellness and self-care
- Embrace the changes with optimism
- Take advantage of available resources

**When there is
alignment
around ONE
collective goal,
amazing things
happen.**

Commit to a stronger YOU.
This is your story.

ONE of us is as important as all
of us.

When YOU are better, you
build more cohesive
communities.



YOU are responsible for bringing order to uncertainty, who better than YOU?



Problem solving is your mission and your superpower.



YOUR work impacts the lives of others everyday. YOU were built for this.

Why is
NOW the
time to
embrace
ONE
collective
goal?

YOU ARE NOT ALONE.

YOU
ARE
AHEAD
OF
THE
CURVE.

Ask for help if you need it.
Take advantage of available
resources.

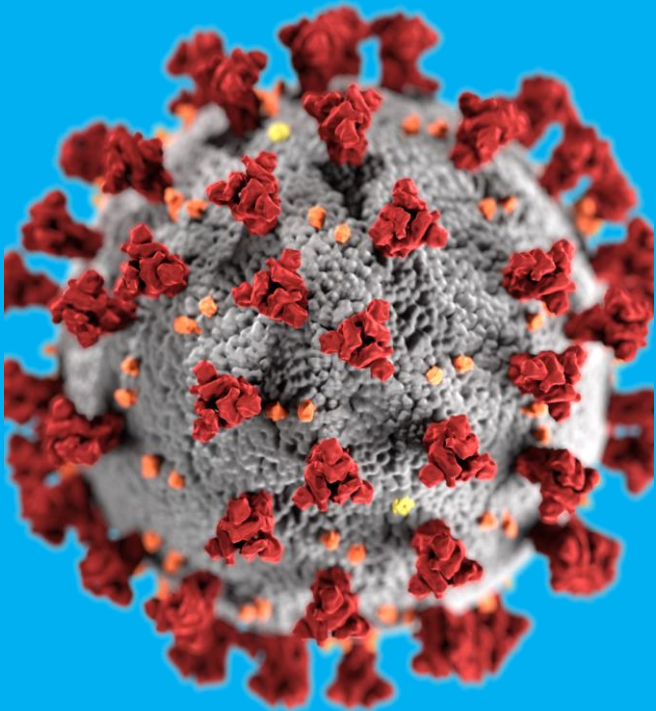


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- Preamble to the Constitution of WHO as adopted by the International Health Conference, New York, 19 June - 22 July 1946



THERE ARE SO MANY THINGS TO CONSIDER...

Maintaining work performance

Adjusting to new work conditions

Personal emotions and stress

Balancing family and work

More is just more

Civil unrest

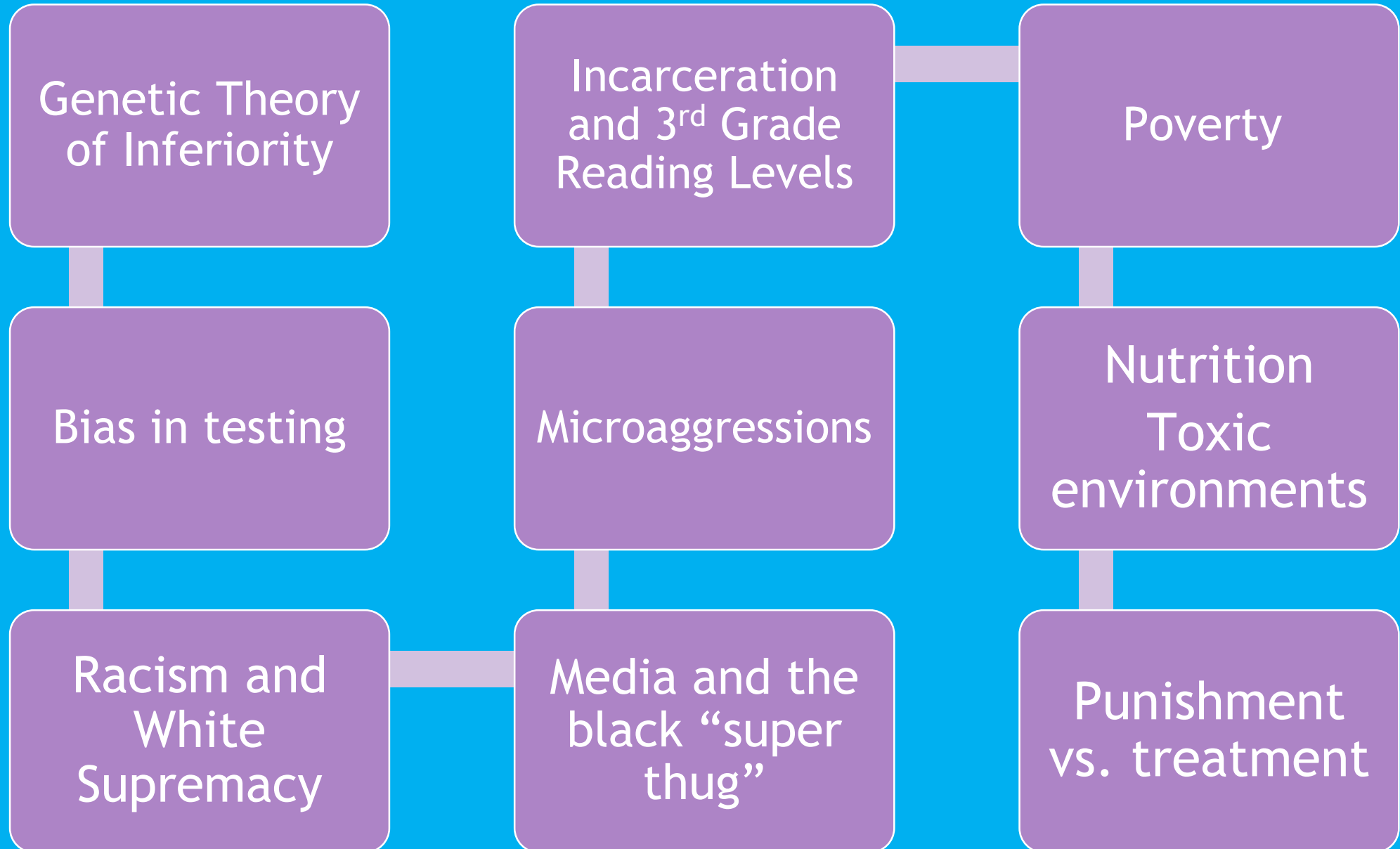
Wearing masks vs. Not wearing masks

Racial Unrest and the Unique History of African-Americans Past to Present

- Ongoing disparities
 - Income
 - Employment
 - Housing
 - Healthcare (including mental health)
- Fighting old demons in current times



Systemic racism



Special Considerations for African Americans

Historical factors are related to a legacy of mistreatment of African Americans

- Displacement of millions of Africans over a 400 year period
- Trans-Atlantic Slave Trade
- Abolition
- Constitutional Amendments (13th-15th)
- Jim Crow Laws
- Civil Rights Movements

Special considerations for African Americans

Past events relate to contemporary events e.g. African Americans have only had rights as full citizens in the U.S. for approximately 50 years

- **1970's** Affirmative Action and Rise of Government Leaders
- **1980's** Rise of Visibility of African Americans e.g. television, movies
- **1990's** LA Riots, Million Man March
- **2000s** Election of President Barack Obama

Special considerations for African Americans

TODAY: The U.S. along with the international global community continue to witness atrocious acts of racial injustice during a worldwide pandemic

- **2010's** Increased media exposure of police brutality/killings of African Americans led to large community protests
- **2020's** Racial health inequalities during the Era of COVID-19 coincide with *massive* media exposure of police brutality/killings of African Americans leading to proliferation of community protests



Black people killed by police or white vigilantes. Clockwise from bottom left: Philando Castile, Trayvon Martin, Breonna Taylor, George Floyd, Eric Garner, Sandra Bland, and Ahmaud Arbery. Credits: CBS, Trayvon Martin Foundation, @Queenbreonna, Ben Crump Law, Gwen Carr family photo, Bland family, via Associated Press, and Arbery family photo.

“Say Her Name” & “Know Their Names”

- Ahmaud Arbery
- Jacob Blake
- Sandra Bland
- Rayshard Brooks
- Christian Cooper
- Philando Castile
- Medgar Evers
- George Floyd
- Freddie Gray
- Eric Garner
- Botham Jean
- Atatiana Jefferson
- Trayvon Martin
- Elijah McClain
- Daniel Prude
- Breonna Taylor
- Emmitt Till

10 min. BREAK

**Don't forget to complete
the pre-survey**

Recall

We've discussed:

- Historical view of how we got here
- Systemic view of how racism impacts multiple life domains

Next, let's examine:

- Why racism hurts all of us
- What can we, as individuals and as the collective, do to deconstruct the framework of racism

Recent Events

- Recent data on Blacks struggling
- Dip in emotions every time an unarmed Black person is shot or killed by police
- Impact of George Floyd during COVID-19

What is racism?

- Merriam-Webster's first **definition of racism** is "a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race."

“(Prejudice + Power + Practice) = Racism”

Historical basis of race and its current impact

- Spanish Inquisition (1478-1834)
- 1619 in Jamestown, Virginia
 - The beginnings of chattel slavery (indentured servants, Spain)?
 - John Punch, first African Indentured servant who was sentenced to eternal slavery
- Civil War (1861-1865)
- Reconstruction (1863-1877)
 - Compromise of 1877

Historical basis of race and its current impact

- Jim Crow (1877-1965)
- Civil Rights Movement (1954-1968)
- Black Lives Matter Movement (current)
 - COVID-19 pandemic, shut down, mass media (Ahmaud Arbery, Breonna Taylor, George Floyd)

8:46

Why is it hard to define RACISM?

No one claims to be a racist??!!

- I am not a racist
 - I'm a good person so therefore...
 - Racists are bad people so therefore...
- The United States is not racist
 - The United States is good, so therefore...
 - “Land of the free, home of the brave”, so therefore...
 - Why do we only sing the first verse?
 - “All men are created equal”, so therefore...
 - Well...not those people
 - 3/5 of a man
 - We ended slavery, so therefore...
 - (well...13th Amendment)

Denial

- Benefit of Whiteness
- Benefit of ignoring the “Caste System”
- “I didn’t create it”
- “I’m not responsible”
- “Me and my family didn’t own slaves”

“I don’t see race”

Stages of Grief and Loss by Kubler-Ross

Denial

- Behaving as if there isn't a problem
- Not listening

Anger

- Feeling like a failure
- Fear and frustration

Bargaining

- If I'm a good person
- Treat everyone right

Depression

- Learned helplessness

Acceptance

- Seeing where I am and doing all I can
- I have a plan

Different Types of Racism

- Individual
 - *Person to person*
 - Bias, stereotypes, pre-judgement, generalizations of a group as compared to White individuals
 - Microaggression vs. macroaggression, covert vs. overt, implicit vs. explicit bias
- Structural
 - *Institution to people*
 - Policies and practices that benefit one group over another
- Systemic
 - *Historical and systemic interplay*
 - The interplay of policies and practices of multiple institutions that place people of color at a disadvantage across several generations



8 DIMENSIONS OF WELLNESS

EMOTIONAL

Coping effectively with life and creating satisfying relationships.

FINANCIAL

Satisfaction with current and future financial situations.

ENVIRONMENTAL

Good health by occupying pleasant, stimulating environments that support well-being.

INTELLECTUAL

Recognizing creative abilities and finding ways to expand knowledge and skills.

SOCIAL

Developing a sense of connection, belonging, and a well-developed support system.

PHYSICAL

Recognizing the need for physical activity, diet, sleep, and nutrition.

SPIRITUAL

Expanding our sense of purpose and meaning in life.

OCCUPATIONAL

Personal satisfaction and enrichment derived from one's work.



FINANCIAL WELLNESS: Poverty

- 10.1% of Whites
- 26.2% of Blacks
 - 44% of single parents
 - 10% of married parents
 - 28% of living alone
- 14% of general population lives in poverty

FINANCIAL WELLNESS: Wealth

- There is a wide, pervasive and currently growing wealth gap between White and Black Americans. Current systems further exacerbate these differences
- Wealth gap
- Trusted advice and financial literacy

PHYSICAL WELLNESS: Healthcare

- Social Determinants of Health are conditions in which people **are** born, grow, live, work and age.
 - Shaped by the distribution of money, power and resources at global, national and local levels.
- Neighborhood, healthcare, economic stability, education, social and community
 - No parks and walking trails, food deserts
- Racial divides persist even when controlling for socioeconomic factors
- Black women with college degrees had a 1.6x higher pregnancy death rate
- Black newborns had a 3x higher death rate when assigned to white physicians

ENVIRONMENTAL WELLNESS: Housing

- Redlining
 - Denial of services and loans by public and private sectors to a particular area deemed to be poor and high financial risk
- Displacement
 - Eviction, acquisition and destruction of homes due to escalating rents and property taxes
- Exclusion
 - Not allowed to purchase a home in a particular area
- Segregation
 - Denial of equal access to housing

Gross denial of generational wealth

ENVIRONMENTAL WELLNESS: Toxic Environments

- Environmental racism-racial discrimination in environmental policy making, the enforcement of regulations and laws, the deliberate targeting of communities of color for toxic waste facilities, the official sanctioning of the life-threatening presence of poisons and pollutants in our communities, and the history of excluding people of color from leadership in pro-environmental movements.
- Landfills
- Chemical plants
- Air pollutants

Bullard, Robert D (2001). "Environmental Justice in the 21st Century: Race Still Matters". *Phylon*. 49 (3–4): 151–171.

Mikati, Ihab; Adam F. Benson; Thomas J. Luben; Jason D. Sacks; Jennifer Richmond-Bryant (2018). "Disparities in Distribution of Particulate Matter Emission Sources by Race and Poverty Status". *American Journal of Public Health*. 108 (4): 480–485.

ENVIRONMENTAL WELLNESS: Nutrition

- Increased morbidity and mortality, poor survival and diet related chronic diseases
 - Food choices, eating and the social experience
- Food deserts
 - Low quality foods
- Increased amount of fast-food
 - Subsidizing fast-food restaurants
- Poverty and affordability
- Food stamps and social services

INTELLECTUAL WELLNESS: Education

- A college education is thought to be a primary vehicle in reducing poverty and to decreasing the racial financial gap
- Fewer and less qualified teachers, fewer advanced classes, limited resources
- Lower standardized test scores, bias in student expectations
- Carl Brigham a proponent of eugenics developed the SAT
- Less likely to be hired
 - Black sounding names
 - White high school dropouts land jobs at rates similar to those of Black college graduates

<https://unconf.org/pages/k-12-disparity-facts-and-stats>

U.S. Department of Education Office for Civil Rights Civil Rights Data Collection: Data Snapshot (College and Career Readiness) March 21, 2014
Bureau of Labor Statistics and the U.S. Census

OCCUPATIONAL WELLNESS: Employment

- Employment and wage discrimination adversely impacts ethnic minorities, especially women in marginalized groups
- Education and discrimination
- CEOs and management
- Wage gap discrimination

SOCIAL WELLNESS: Stereotypes

Media and the “Black Super Thug”

- The impact of racial bias in criminal news reporting has a direct impact on the public's view of Black Americans and promotes fear in the community
- More often portrayed in a threatening manner
- More likely to have their photograph shown
- Sales and advertisement

SOCIAL WELLNESS: Stereotypes

Media and the “The Strong Black Woman”

Unfortunately, there are many examples in history and current events:

- The Black Superwoman
- The Mammy
- The Jezebel
- The Angry Black Woman

SOCIAL WELLNESS: Incarceration

- More likely to be arrested, convicted and face more harsh punishments
- In 2001
 - 1 in 3 Black males expected to be incarcerated
 - 1 in 17 White males
- Juveniles more likely to be tried as adults
 - Seen as older

SOCIAL WELLNESS: Punishment vs. Treatment

- Clear discriminatory practices have been observed at every level of the justice system when dealing with Black youth
- Law enforcement perceptions of black youth
- Black youth tried as adults
- Black youth perceived as older than their stated age

Figure 1

Social Determinants of Health

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social Integration	Health Coverage
Income	Transportation	Language	Access to Healthy Options	Support Systems	Provider Availability
Expenses	Safety	Early Childhood Education		Community Engagement	Provide Linguistic and Cultural Competency
Debt	Parks	Vocational Training		Discrimination	Quality of Care
Medical Bills	Playgrounds	Higher Education		Stress	
Support	Walkability				
	Zip Code/ Geography				

Health Outcomes

Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations

Social, Economic, and Cultural Factors are the driving force behind health disparities

Anti-Racist

- **"Anti-racism is an active and conscious effort to work against multidimensional aspects of racism,"** Robert J. Patterson, [professor of African American Studies at Georgetown University](#), told Business Insider.
- **Racism scholar [Ibram X. Kendi](#) says one is either racist or anti-racist. There is no room for neutrality, and there is no such thing as a "non-racist."**

Detriment to the Oppressor

- 5.4% of all Whites live in poverty
 - 12% of US citizens are poor
 - 67% of those are White
- 1,146 people are killed in the US by police in 2018
 - 399 were White (the largest population)
- Declining life expectancy among all Whites, especially in the White rural poor

U.S. Census Bureau. Income and Poverty in the United States: 2019; Issued September 2020.

["Fatal Encounters Database"](#). Fatal Encounters. June 4, 2020.

<https://www.statista.com/statistics/585152/people-shot-to-death-by-us-police-by-race/>

Elo IT, Hendi AS, Ho JY, Vierboom YC, Preston SH. Trends in non-Hispanic white mortality in the United States by metropolitan-nonmetropolitan status and region, 1990–2016 [published online June 26, 2019]. *Pop Dev Rev*. doi: 10.1111/padr.12249.



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What Can We Do?

- Deconstruct?
- Protective Factors
- Is there a case for Reparations?
 - Generations
 - Is it possible to catch up?

Systemic Change that is needed

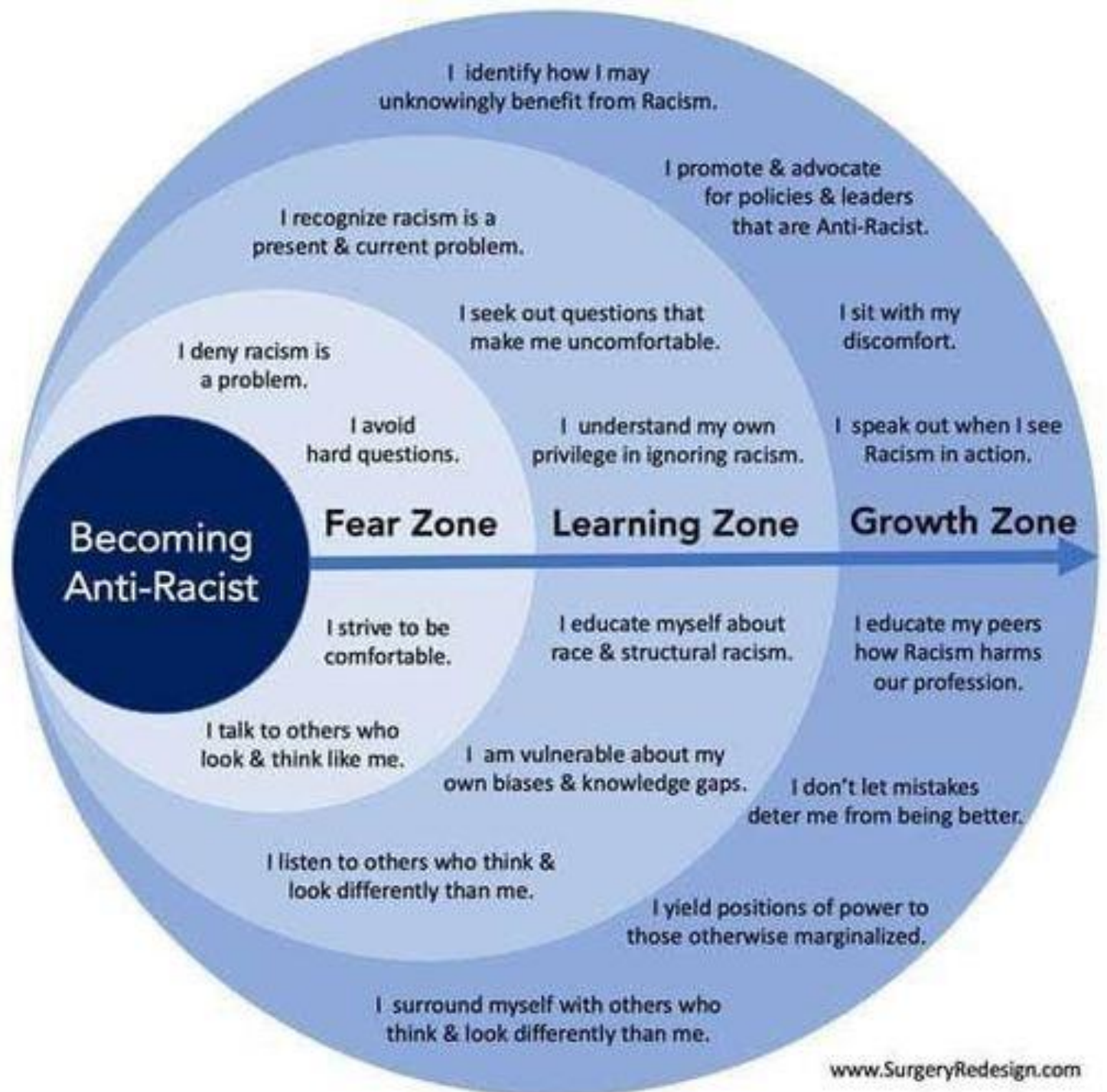


Taking a Stand Against Racism!

The Anti-Racist



How Do I Join the Fight Against Racism?



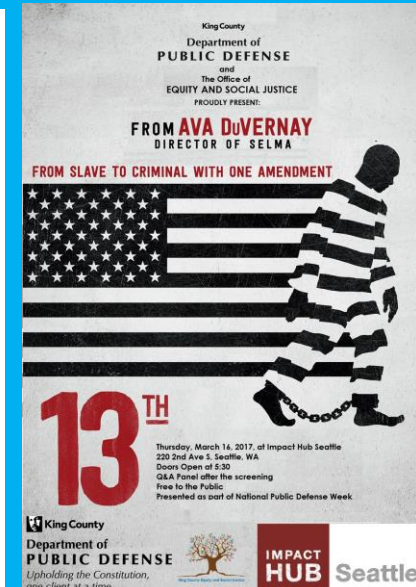
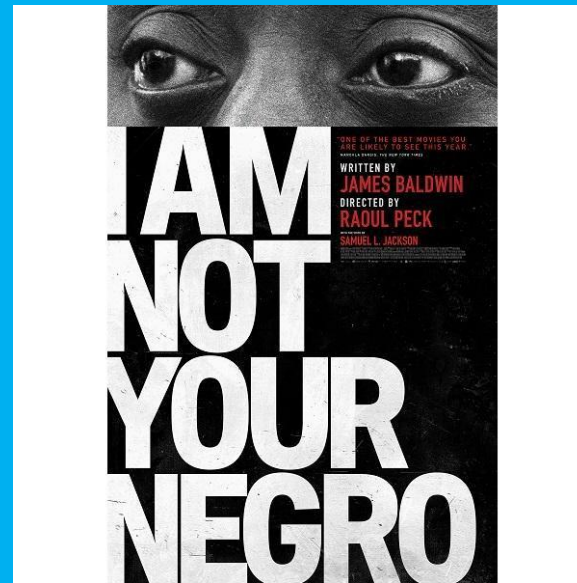
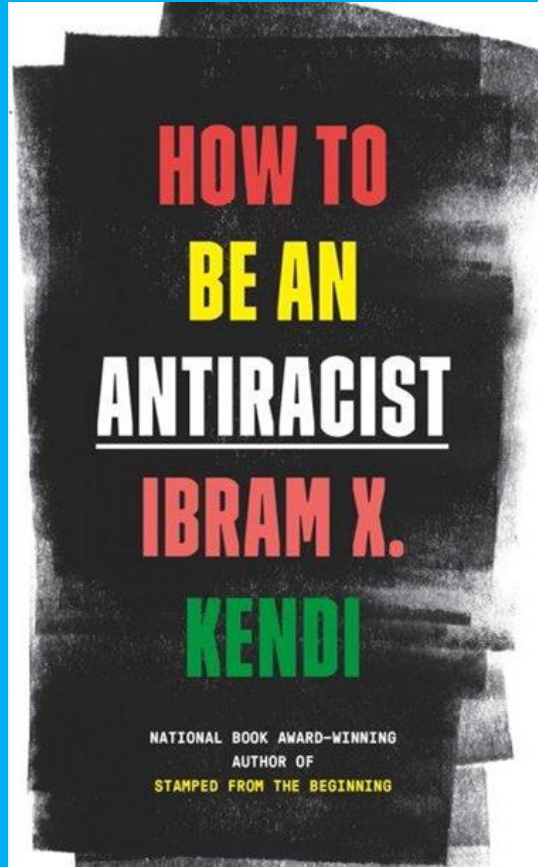
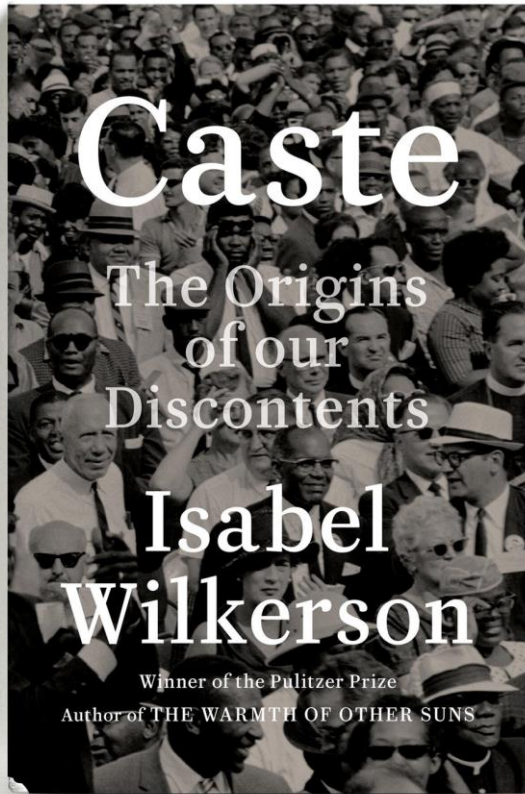
If we all work
together...we will be
stronger on the other
side of all of this!



Community

MANY VOICES. ONE MISSION.

Suggested Readings and Documentaries



Thank You

- Delane Casiano, MD
- Karriem Salaam, MD
- www.ghpsychiatry.org
- Facebook/Instagram/LinkedIn/Twitter: @ghpsychiatry

Don't forget to complete:

1. Post-survey
2. CEU Evaluation
3. Sign-out sheet