



Healing the Wounds of Racial Stress and Trauma in Racially and Ethnically Diverse Communities Facing Serious Mental Illnesses and Serious Emotional Disturbances

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National Alliance on Mental Illness: Health Equity and Mental Health Series

- **Courageous Conversations: Cultivating Cultural Humility and Managing Biases with Families Facing Serious Mental Illnesses and Serious Emotional Disturbances**
 - Friday, June 3, 2022, 2 pm – 4 pm EST
- **Cultivating Effective Cross-Cultural Communication in Behavioral Health Organizations and with Families Facing Serious Mental Illnesses and Serious Emotional Disturbances**
 - Friday, June 10, 2022, 2 pm – 4 pm EST
- **Healing the Wounds of Racial Stress and Trauma in Racially and Ethnically Diverse Communities Facing Serious Illnesses and Serious Emotional Disturbances**
 - Friday, June 24, 2022, 2 pm – 4 pm EST

Learning Objectives

Participants will:

- Define and discuss the impacts of racial stress and trauma;
- Describe the four types of racism; and
- Identify healing centered strategies to mitigate racial stress and trauma and promote anti-racism.

Gracious Space

Practice
controversy with
civility

Demonstrate
respect

Recognize that we
are all learners,
and we are all
teachers

Embrace
discomfort

Let learning leave
the space

Look for Aha
Moments

Keedron Bryant – “I Just Wanna Live”



Word Cloud: Use a word to describe your reaction to Keedron's vocal rendition.

Powered by  **Poll Everywhere**

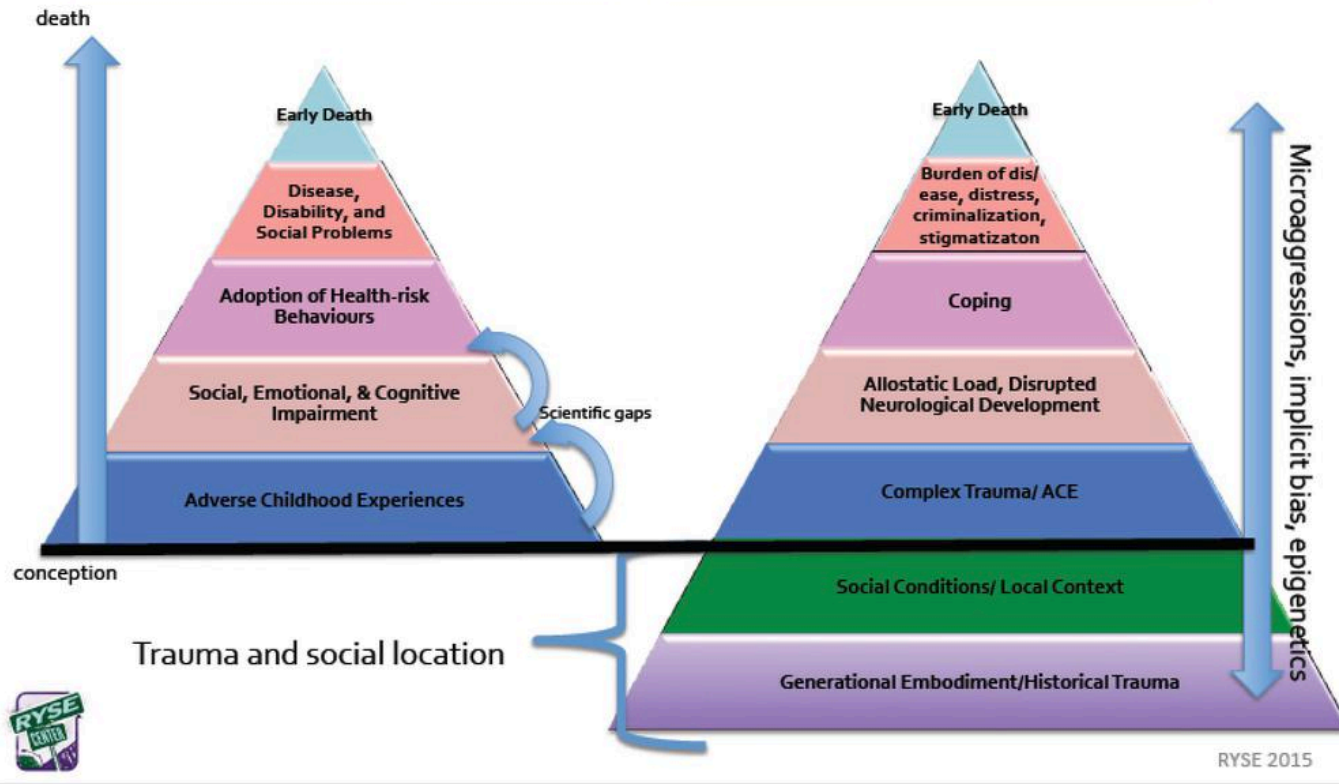
Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

Adverse Childhood Experiences

Trauma and Social Location

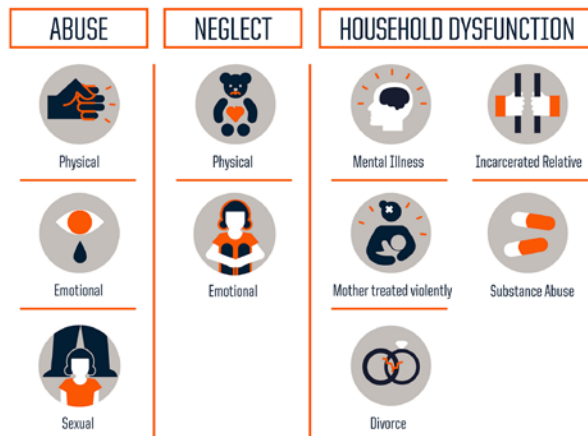
Adverse Childhood Experiences

Historical Trauma/Embodiment



Adverse Childhood Experiences (ACES)

- ACES Study
 - Abuse
 - Household Challenges
 - Neglect



Felitti, V, Anda, R, Nordenberg, D, Williamson, D, Spitz, A, Edwards, V, Koss, M and Marks, J. Relationship of childhood abuse and household dysfunction to many of the leading causes of death in adults. The adverse childhood experiences (ACE) study. Am J Prev Med. 1998; 14(4):245-258

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

Institute for Safe Families. *Findings from the Philadelphia Urban ACE Survey*. Available at: [http://www.instituteforsafefamilies.org/sites/default/files/isfFiles/Philadelphia Urban ACE Report 2013.pdf](http://www.instituteforsafefamilies.org/sites/default/files/isfFiles/Philadelphia%20Urban%20ACE%20Report%202013.pdf). Accessed July 19, 2017.

Wade, R., Shea, J. A., Rubin, D., & Wood, J. (2014). Adverse child-hood experiences of low-income urban youth. *Pediatrics*,134(1), e13–e20.

Racial Stress and Trauma

- Racial Trauma

- Racial trauma is characterized by dangerous or frightening race-based events, stressors, or discrimination that may overwhelm one's coping capacity and impacts quality of life and/or causes fear, helplessness, and horror.

(Carter, 2007)

- Racial trauma has similar criteria as Post-traumatic stress disorder (PTSD) and can lead to a PTSD diagnosis but is distinct:

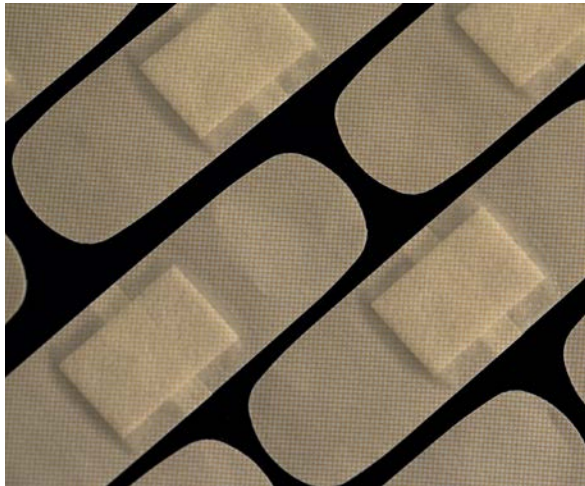
- Can be due to an individual experience or ongoing collective experiences that can be traumatic (Comas-Díaz et al, 2019).



Carter, R. T. (2007). Racism and psychological and emotional injury: Recognizing and assessing race-based traumatic stress. *The Counseling Psychologist*, 35(1), 13–105.

Comas-Díaz, L., Hall, G. N., & Neville, H. A. (2019). Racial trauma: Theory, research, and healing: Introduction to the special issue. *American Psychologist*, 74(1), 1–5.

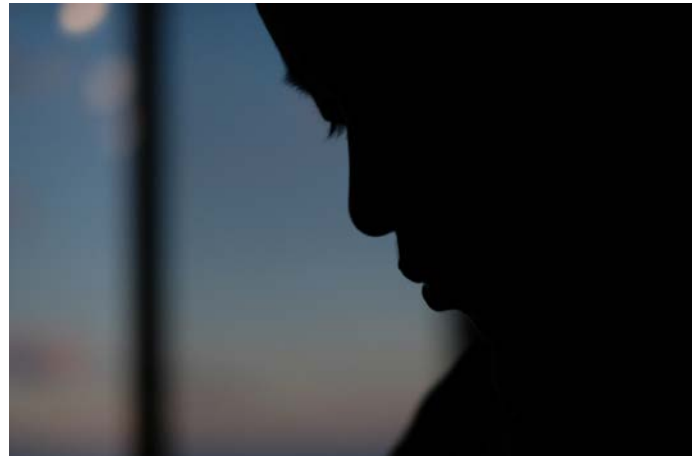
Vicarious Trauma



- Indirect traumatic impacts of living with systemic racism and individual racist actions.
- Equally detrimental impact on Black Indigenous and People of Color (BIPOC)
- Examples
 - On-line Racial Stressors
 - Police Brutality Videos

Symptoms of Racial Trauma

- Ruminatation
- Avoidance
- Negative mood and cognitions
- Increased vigilance and suspicion
- Increased sensitivity to threat
- Increased narrowing sense of time
- Increased aggression
- Increased substance use
- Can lead to depression, suicidal ideation

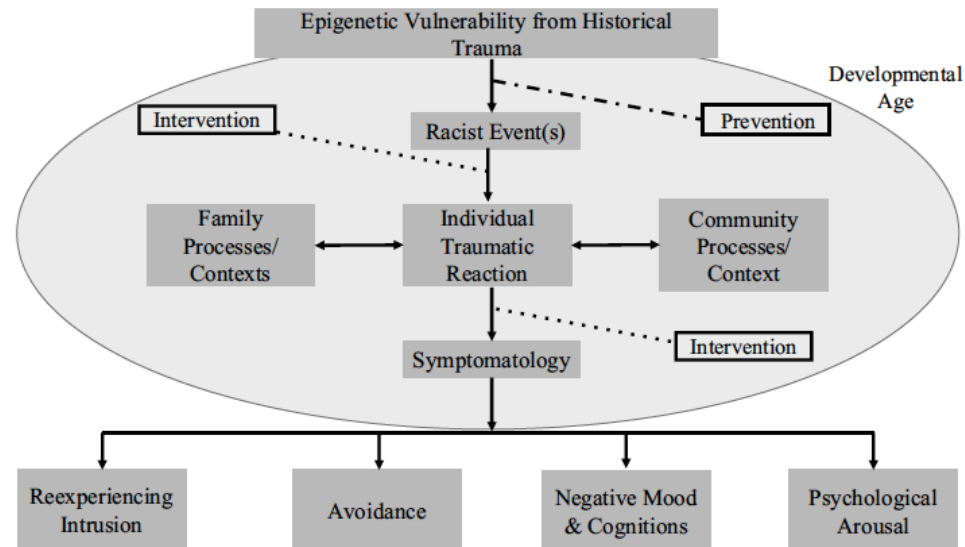


(Comas-Diaz et al, 2019)

Healing Centered Model

Developmental and Ecological Model of Youth Racial Trauma (DEMYth-RT)

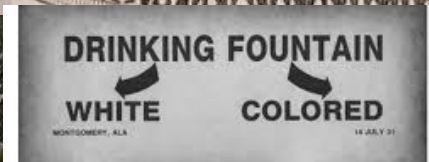
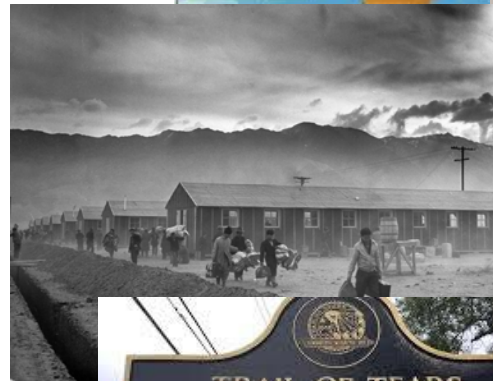
A conceptual model of how racial stressors manifest to influence the trauma symptomatology of children and adolescents of color.



Addressing the “Myth” of Racial Trauma: Developmental and Ecological Considerations for Youth of Color. *Clin Child Fam Psychol Rev* 23, 1–14 (2020). <https://doi.org/10.1007/s10567-019-00304-1>

Historical Trauma

Historical trauma refers to a complex and collective trauma experienced over time and across generations by a group of people who share an identity, affiliation, or circumstance.



Mohatt, N. V., Thompson, A. B., Thai, N. D., & Tebes, J. K. (2014). Historical trauma as public narrative: A conceptual review of how history impacts present day health. *Social Science Medicine*, 106, 128-136.

Discrimination

- Racial Discrimination
 - Racial discrimination, or differential treatment towards individuals of a given race, may be debilitating for members of stigmatized racial groups (Salter et al, 2018).
 - Direct and vicarious
 - Objective and subjective
 - Interpersonal and institutional



Salter, P. S., Adams, G., & Perez, M. J. (2018). Racism in the structure of everyday worlds: A cultural-psychological perspective. *Current Directions in Psychological Science*, 27, 150–155.

Discrimination

Young adults who have experienced discrimination are at higher risk for both short and long-term behavioral and mental health problems, a UCLA study has found. Researchers examined a decade's worth of health data on 1,834 Americans who were between 18 and 28 years old when the study began. They found that the effects of discrimination may be cumulative — that the greater number of incidents of discrimination someone experiences, the more their risk for mental and behavioral problems increases.

Discrimination and Mental Health in Young Adults, *Pediatrics*, November 8, 2021

The Look



Race and Racism

Race

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

Racism

- A system that categorizes people based on race, color, ethnicity and culture to differentially allocate societal goods and resources in a way that unfairly disadvantages some, while without merit, rewards others. (Jones, 2000)

Smedley, A., & Smedley, B. D. (2005). Race as biology is fiction, racism as a social problem is real: Anthropological and historical perspectives on the social construction of race. *American Psychologist*, 60(1), 16–26. <https://doi.org/10.1037/0003-066X.60.1.16>



Helms, J. E., Jernigan, M., & Mascher, J. (2005). The meaning of race in psychology and how to change it: A methodological perspective. *American Psychologist*, 60(1), 27–36

Jones, C. P. (2000) Levels of Racism and a Gardener's Tale. *American Journal of Public Health*. Vol. 90, No. 8

Types of Racism

- **Interpersonal Racism**

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

- **Internalized Racism**

Internalized racial superiority - Acceptance of and acting out as superior to another group, rooted in the historical designation of one's race

Internalized racial inferiority - Acceptance by members of the targeted race of negative messages about their own abilities and intrinsic worth

- **Institutional Racism**

Unfair and discriminatory practices that occur within particular institutions

- **Systemic Racism**

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



Jones, C. P. (2000) Levels of Racism and a Gardener's Tale. American Journal of Public Health. Vol. 90, No. 8

Hate Crimes

- The compilation of hate crime data, published by the **Center for the Study of Hate and Extremism**, revealed that **anti-Asian hate crime increased by 339 percent last year compared to the year before**, with New York, San Francisco, Los Angeles and other cities surpassing their record numbers in 2020.
- The report also found that **Black Americans remained the most targeted group** across most cities. In New York, the **Jewish community reported the most hate crimes** last year. In Chicago, **gay men were the most targeted**.



Center for the Study of Hate and Extremism, Report to the Nation: Anti-Asian Prejudice and Hate 2020/2021
<https://www.csusb.edu/sites/default/files/Report%20to%20the%20Nation%20-%20Anti-Asian%20Hate%202020%20Final%20Draft%20-%20As%20of%20Apr%2030%202021%206%20PM%20corrected.pdf>

Systemic Racism

- Black people make up 12 percent of the country's population but make up around 33 percent of the total prison population.
- Redlining: Previous and current policies of racial displacement, exclusion, and segregation have left all BIPOC less likely than whites to own their homes regardless of level of education, income, location, marital status, and age.

2019, September 22. Table 43. Retrieved June 25, 2020, from <https://ucr.fbi.gov/crime-in-the-u.s/2018/crime-in-the-u.s.-2018/tables/table-43>

Integrated Public Use Microdata Series, U.S. Census Data for Social, Economic, and Health Research, 2013-2017 American Community Survey: 5-year estimates (Minneapolis Minnesota Population Center, 2017) available at <https://usa.ipums.org/usa>

Racism and White Supremacy



“The Talk”



<https://www.youtube.com/watch?v=ovY6yjTe1LE>

Healing the Wounds

- Affirmation and acknowledgement
- Making space for race
- Racial storytelling
- Validation
- Process of naming
- Externalize devaluation
- Counteract devaluation
- Rechannel the rage

Hardy, K. V. (2013). *Healing the Hidden Wounds of Racial Trauma*. /



Clinical Interventions

- **EMBRace** (Engaging, Managing, and Bonding through Race): Intervention developed to assist in the coping processes for parents, children, and the family units.
- **Healing and Ethno-Racial Trauma (HEART)**- Integrates intersectionality theory, trauma-informed care, and liberation psychology into the treatment of Latinx immigrant individuals suffering from racial trauma.
- **Compassionate Meditation**- Therapeutic tool to address racial stress with Asian populations. Evidenced decreases in general distress, as well as depression, anxiety, and PTSD symptoms.

Anderson, R. E., McKenny, M., & Stevenson, H. C. (in press). EMBRace: Developing a Racial Socialization Intervention to Reduce Racial Stress and Enhance Racial Coping with Black Parents and Adolescents. *Family Process*.

Chavez-Dueñas, N. Y., Adames, H. Y., Perez-Chavez, J. G., & Salas, S. P. (2019). Healing ethno-racial trauma in Latinx immigrant communities: Cultivating hope, resistance, and action. *American Psychologist*, 74, 49–62. <http://dx.doi.org/10.1037/amp0000289>

Hwang, W.-C., & Chan, C. P. (2019). Compassionate meditation to heal from race-related stress: A pilot study with Asian Americans. *American Journal of Orthopsychiatry*, 89(4), 482–492. <https://doi.org/10.1037/ort0000372>

Community-Based Interventions

Sawubona Healing Circles: Culturally affirming, rapid response emotional support to help people recover and heal from the steady stream of racial aggression.

Mbongis-derived from the Kikongo language which means “learning place” which is a gathering place for the village (community).

Cultural needs assessments and surveys-created around events to allow individuals to share anonymously and provide directions on how to meet the needs of the community.



Hope and Healing Circles



Self-Care: Embodied Self Awareness

Embodied Self Awareness is an empowering **self**-healing process involving **self**-inquiry, **self**-observation & **self**-knowledge. A primary emphasis of **Embodied Self Awareness** is how we pay attention to our full body-mind subjective experience moment by moment.



Excerpt from Free Mantle Counseling

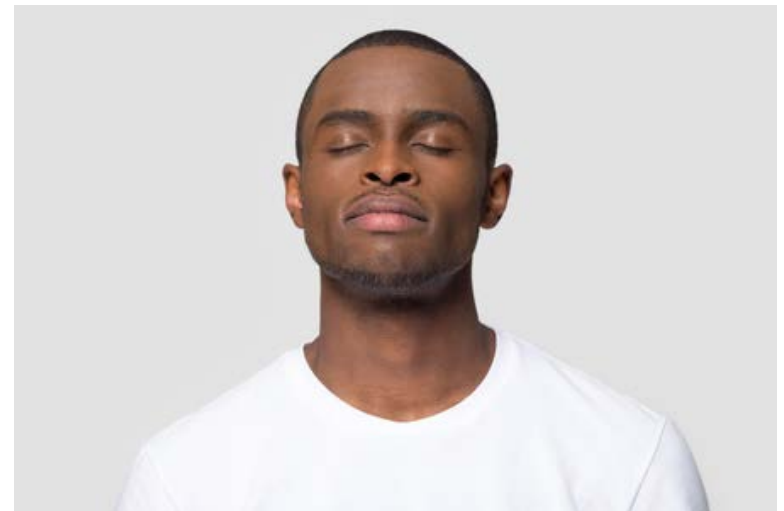
Take “Time In” for Healing

- Create alone time
- Tap into your spirituality through prayer, meditation and mindfulness to avoid internalizing “otherness”



Mindfulness & Meditation

- A mental state achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts, and bodily sensations, used as a therapeutic technique

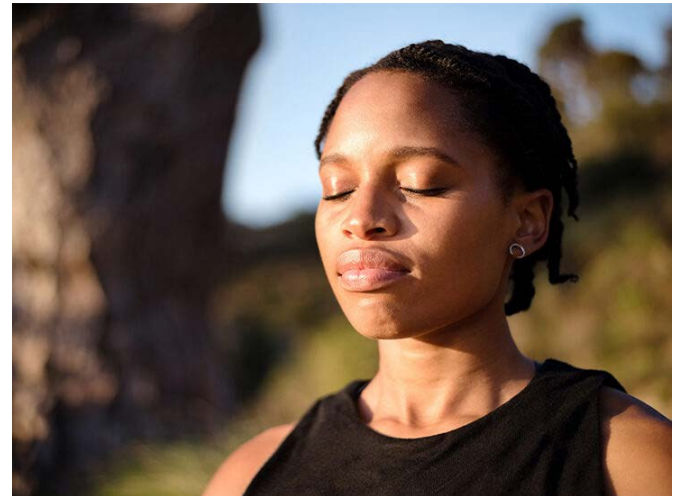


Mindful Moment



The Science of Breathwork

- **Breathing** exercises can help activate the **parasympathetic**, which controls our rest state, and deactivate the sympathetic nervous system which regulates our fight-or-flight response, with stimulation of the vagus nerve.



Embodied Social Justice



Embodied Social Justice™ introduces a body-centered approach to working with oppression.

- “There is no justice without the body.”

Recognize that your body, brain, and spirit are all interconnected.

Transgenerational Teaching

- Listen and connect with family, the elders and children
- Cultivate circles of unconditional love and support with families and initiate active solutions and problem solving
- Support local, state, national and international movements for social change and the dismantling inequitable systems



Steps of Meditative Liberation

3

Liberate Community

Am I bringing consciousness to my community about the state of their mental health and the impact compounding trauma has on it?

2

Liberate Family

Am I taking steps to ensure my partner and family are checking on their mental health?

1

Liberate Self

Am I taking time to make sure my mental health is priority?



Culturally Responsive Mental Health Supports

Anti-Racism

What is anti-racism?

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

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

Allyship

- Recognize your privilege and use it for good
- Ask educated questions—and do your own research.
- Get comfortable with being uncomfortable.
- Take your online activism into real-life scenarios.
- Speak up for the underrepresented.

Organizational Anti-Racism Action Steps

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

REALM: Action Steps towards Anti-Racism



Webster-Bass, 2020

Racial Healing

Acknowledge

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

Affirm

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

Atone

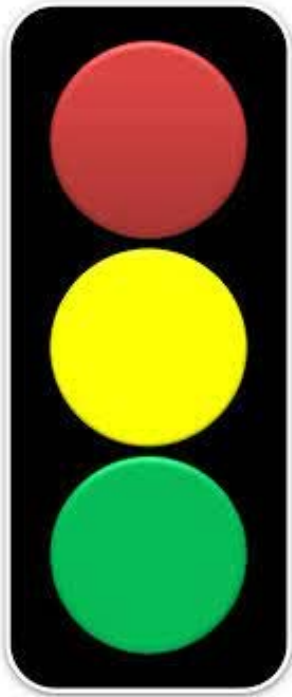
Atonement requires that amends be made. Harmony, oneness, and racial healing will only occur after there is justice. In the words of Dr. Martin Luther King, Jr., “injustice anywhere is a threat to justice everywhere.” Justice must be pursued relentlessly. This means that we must speak up in our homes,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

Racial Healing Affirmations

- I continually inspire my heart and mind towards racial healing through my choices and actions.
- I continually expand my cultural self-awareness and compassionately open my heart.
- My introspective work on racism makes a difference in how I show-up.
- Through courageous conversations, I expand my understanding of racism.
- I am grateful that people are awakening to injustice are coming together from all walks of life.
- I reach for the Highest and Greatest Good for all humankind.

”THE FIRST STEP
TOWARDS GETTING
SOMEWHERE IS TO
DECIDE THAT YOU ARE
NOT GOING TO STAY
WHERE YOU ARE.”

UNKNOWN



Next Steps

- Red: Something you will **stop** doing
- Yellow: Something you will **continue** to do
- Green: Something you will **start** doing

Thank you!



Resources

Healing the Wounds of Racial Trauma

<https://static1.squarespace.com/static/545cdfcce4b0a64725b9f65a/t/54da3451e4b0ac9bd1d1cd30/1423586385564/Healing.pdf>

Understanding Race and Privilege

<https://www.nasponline.org/resources-and-publications/resources-and-podcasts/diversity-and-social-justice/social-justice/understanding-race-and-privilege>

The Body Keeps Score, Bessel Van Der Kolk, MD

Why are all the Black Kids Sitting Together in the Cafeteria? Beverly Daniel Tatum

How To Be an Anti-Racist, Ibram Kendi

Stamped From the Beginning, Ibram Kendi

White Fragility, Robin Diangelo

My Grandmother's Hands, Resmaa Menakem

Cultural Competence Resources

National Library of Medicine Cultural Resources:

<https://www.ncbi.nlm.nih.gov/books/NBK248414/>

The Georgetown University National Center for Cultural Competence:

<https://nccc.georgetown.edu/>

U.S. Department of Health and Human Services Office of Minority Health:

<https://minorityhealth.hhs.gov/>

Health Resources and Human Administration (Culture, Language and Health Literacy):

<https://www.hrsa.gov/about/organization/bureaus/ohe/health-literacy/culture-language-and-health-literacy>

Ethnic Minority Psychological Associations

American Arab, Middle Eastern, and North African Psychological Association

<https://www.amenapsy.org/>

Asian American Psychological Association

<https://aapaonline.org/>

Association of Black Psychologists

<https://abpsi.org/>

National Latina/o Psychological Association

<https://www.nlpa.ws/>

Society of Indian Psychologists

<https://www.nativepsychs.org/>

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