

# SCREENING AND DIAGNOSIS OF PSYCHOSIS SPECTRUM SYMPTOMS: PRACTICAL APPLICATIONS AND CHALLENGES





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**Discuss some of the** challenges and special considerations for psychosis screening and assessment

# EARLY IDENTIFICATION **SINTERVENTION**



# **PSYCHOSIS: OUTCOMES**

Negative outcomes can be associated with psychosis

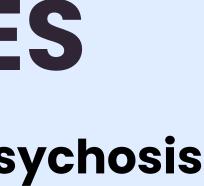


# **PSYCHOSIS: OUTCOMES**

Negative outcomes can be associated with psychosis

Despite this, even among those with chronic illness:

- Full and successful lives
- Positive changes from psychosis
  - **Personal strength** Ο
  - Spiritual growth



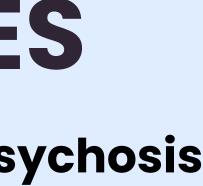
# **PSYCHOSIS: OUTCOMES**

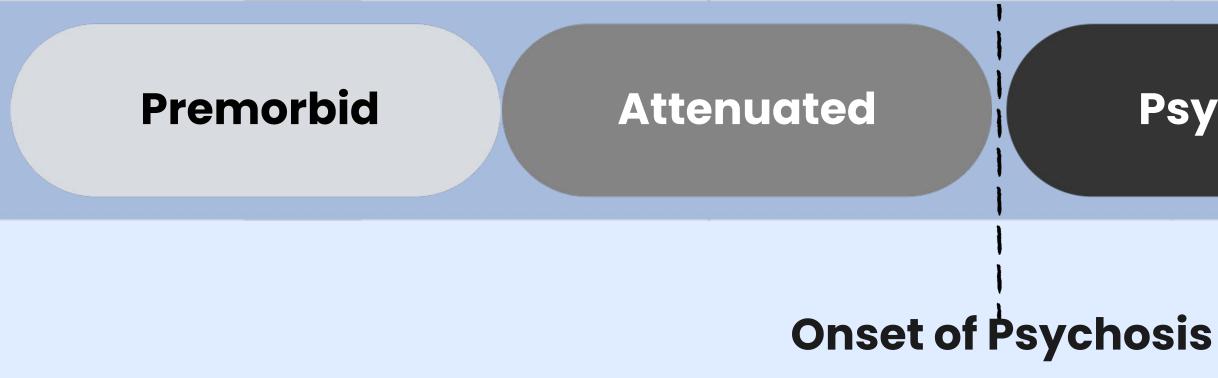
Negative outcomes can be associated with psychosis

Despite this, even among those with chronic illness:

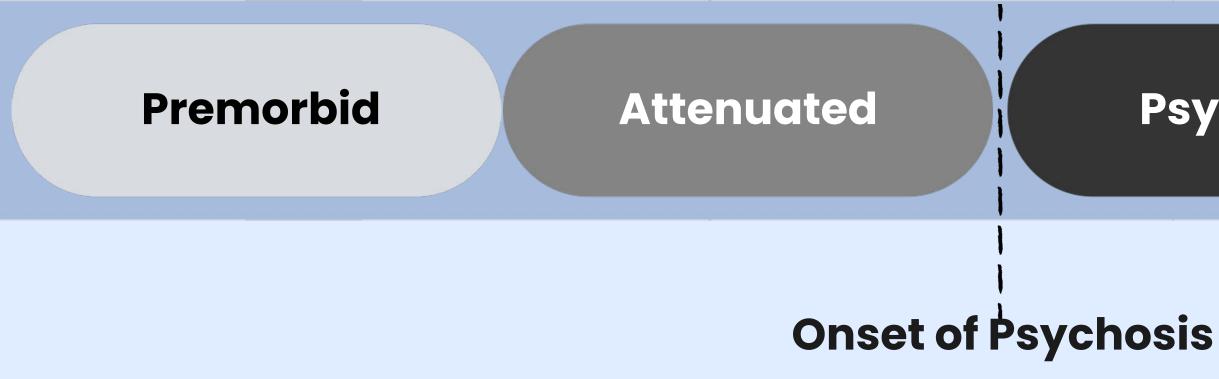
- Full and successful lives
- Positive changes from psychosis
  - **Personal strength**
  - Spiritual growth

Early intervention = maximize quality of life & reduce impairment



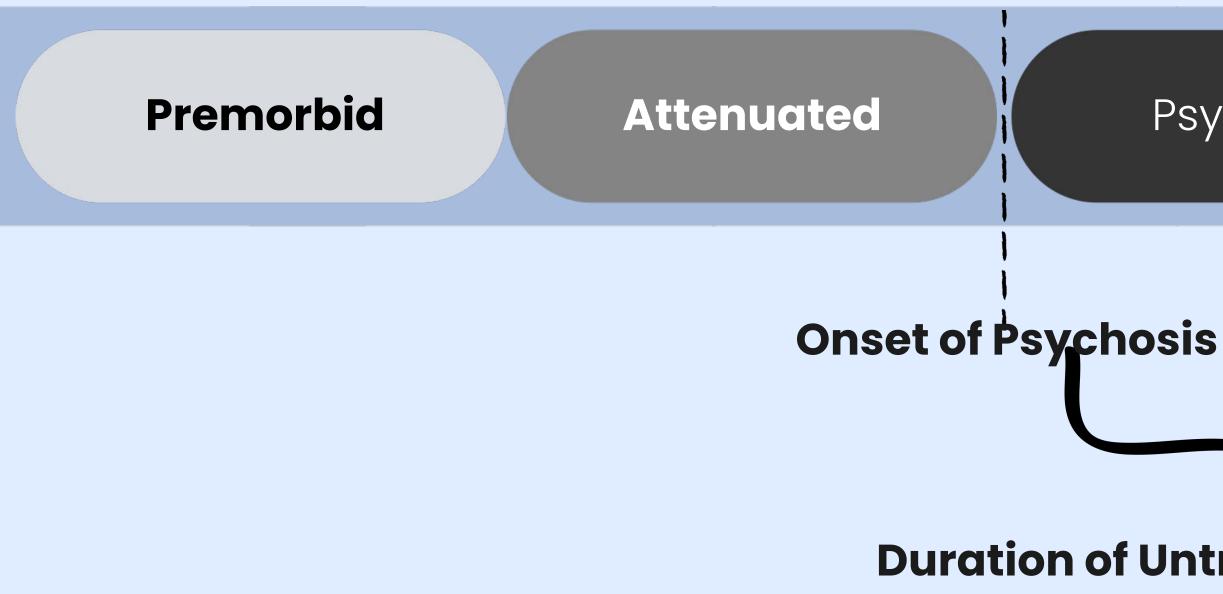


### Psychosis



### Psychosis

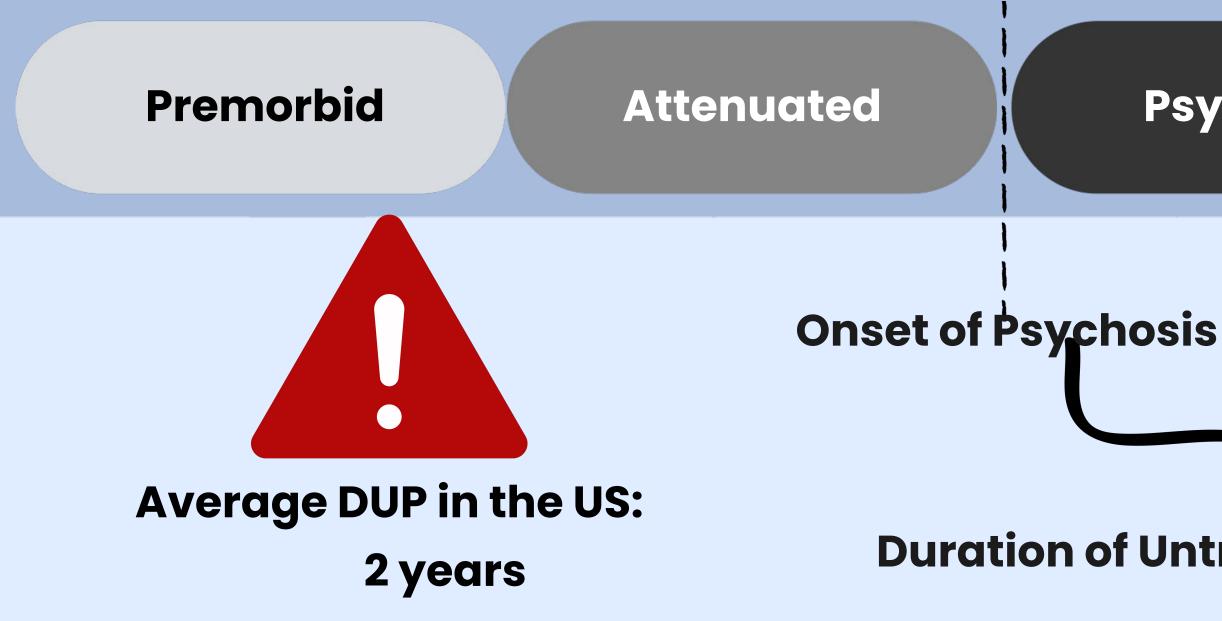
#### Treatment



### Psychosis

# Duration of Untreated Psychosis (DUP)

Treatment



### Psychosis

Treatment

Duration of Untreated Psychosis (DUP)

# WHO EXPERIENCES PSYCHOSIS?



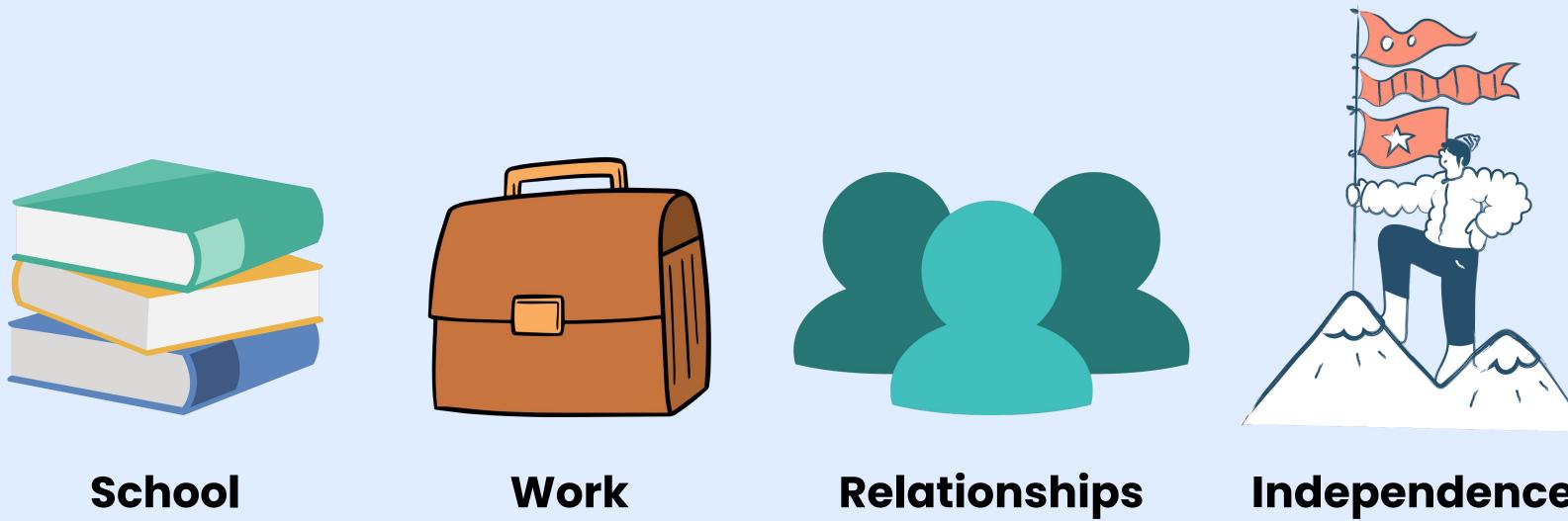
# **Adolescents & Young Adults Onset:**

- Generally occurs between the ages of 15-25
- May begin in adolescence & continue into young adulthood

~2,000 young people in MO each year with first episode of psychosis

# **ADOLESCENCE & YOUNG ADULTHOOD**

#### **Critical Period for Key Developmental Tasks**



#### Independence

#### **Shorter DUP**



### Less occupational impairment

### Better long term outcomes



Less emergency/ intensive service use



Less negative symptoms



Less cognitive deficits



### Less social impairment



#### Less psychological distress

#### Without Early Intervention



#### Bad first experience with treatment



Obstacles to enter system



Discontinuity between care teams

# Miscommunication or no communication

# PSYCHOSIS SPECTRUM & CHR

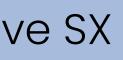


# **Psychosis** Syndrome, not diagnosis

Positive SX



Negative SX



# **POSITIVE SYMPTOMS**



# Delusions False and fixed beliefs

- "I think people are talking about me"
- "Someone is following me"
- "People are talking about me to plot against me"
- "Aliens are sending me messages through the TV"

# **POSITIVE SYMPTOMS**



# Hallucinations perception/sensory abnormalities Auditory, visual, olfactory, gustatory, or tactile Auditory or "hearing voices" is most common

# **NEGATIVE SYMPTOMS**



Decrease/loss of normal function Social withdrawal Decreased motivation Difficulty feeling pleasure

### \*often most difficult to treat & most interfering

# **DISORGANIZED SYMPTOMS**



**Disorganized Speech** Difficult to follow

Slipping off-topic Going off on a tangent Not making sense to others Speech seeming unrelated to conversation

# **DISORGANIZED SYMPTOMS**



Behaviors that don't fit; decline in goal-directed behavior; catatonic Dressing in unusual manner

Incongruous emotional response

Difficulty with daily living activities

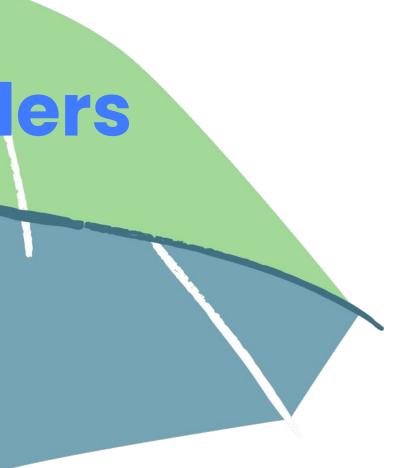
Not responding or reacting to enviornment

# **Disorganized Behavior**

## **Psychotic Disorders**

#### Schizophrenia

**Major Depressive Disorder with Psychotic Features** 



### **Bipolar Disorder with Psychotic Features**

### **Substance Induced Psychosis**

# **Primary Psychotic Disorders**

#### Schizophrenia

**Schizotypal Personality** Disorder

**Brief Psychotic Disorder** 

**Schizoaffective Disorder** 

## **DSM-5 Disorders with Psychosis**

**Bipolar Disorder with Psychotic Features** 

> **Major Depressive Disorder with Psychotic Features**

- **Delusional Disorder**
- Schizophreniform

**Substance Induced Psychosis** 



# Schizophrenia

#### Schizophrenia

#### **Diagnostic Criteria**

- A. Two (or more) of the following, each present for a significant portion of time during a 1-month period (or less if successfully treated). At least one of these must be (1), (2), or (3):
  - 1. Delusions.
  - 2. Hallucinations.
  - 3. Disorganized derailment speech (e.g., frequent incoherence).
  - 4. Grossly disorganized or catatonic behavior.
  - 5. Negative symptoms (i.e., diminished emotional expression or avolition).

#### F20.9

or



# Schizophrenia

- B. For a significant portion of the time since the onset of the disturbance, level of functioning in one or more major areas, such as work, interpersonal relations, or self-care, is markedly below the level achieved prior to the onset (or when the onset is in childhood or adolescence, there is failure to achieve expected level of interpersonal, academic, or occupational functioning).
- C. Continuous signs of the disturbance persist for at least 6 months. This 6-month period must include at least 1 month of symptoms (or less if successfully treated) that meet Criterion A (i.e., activephase symptoms) and may include periods of prodromal or residual symptoms. During these prodromal or residual periods, the signs of the disturbance may be manifested by only negative symptoms or by two or more symptoms listed in Criterion A present in an attenuated form (e.g., odd beliefs, unusual perceptual experiences).

# Schizophrenia

D. Schizoaffective disorder and depressive or bipolar disorder with psychotic features have been ruled out because either 1) no major depressive or manic episodes have occurred concurrently with the active-phase symptoms, or 2) if mood episodes have occurred during active-phase symptoms, they have been present for a minority of the total duration of the active and residual periods of the illness.

ooptaal onpoliolioooj

- E. The disturbance is not attributable to the physiological effects of a substance (e.g., a drug of abuse, a medication) or another medical condition.
- F. If there is a history of autism spectrum disorder or a communication disorder of childhood onset, the additional diagnosis of schizophrenia is made only if prominent delusions or hallucinations, in addition to the other required symptoms of schizophrenia, are also present for at least 1 month (or less if successfully treated).



## Schizoaffective

#### **Diagnostic Criteria**

A. An uninterrupted period of illness during which there is a major mood episode (major depressive or manic) concurrent with Criterion A of schizophrenia.

**Note:** The major depressive episode must include Criterion A1: Depressed mood.

B. Delusions or hallucinations for 2 or more weeks in the absence of a major mood episode (depressive or manic) during the lifetime duration of the illness.



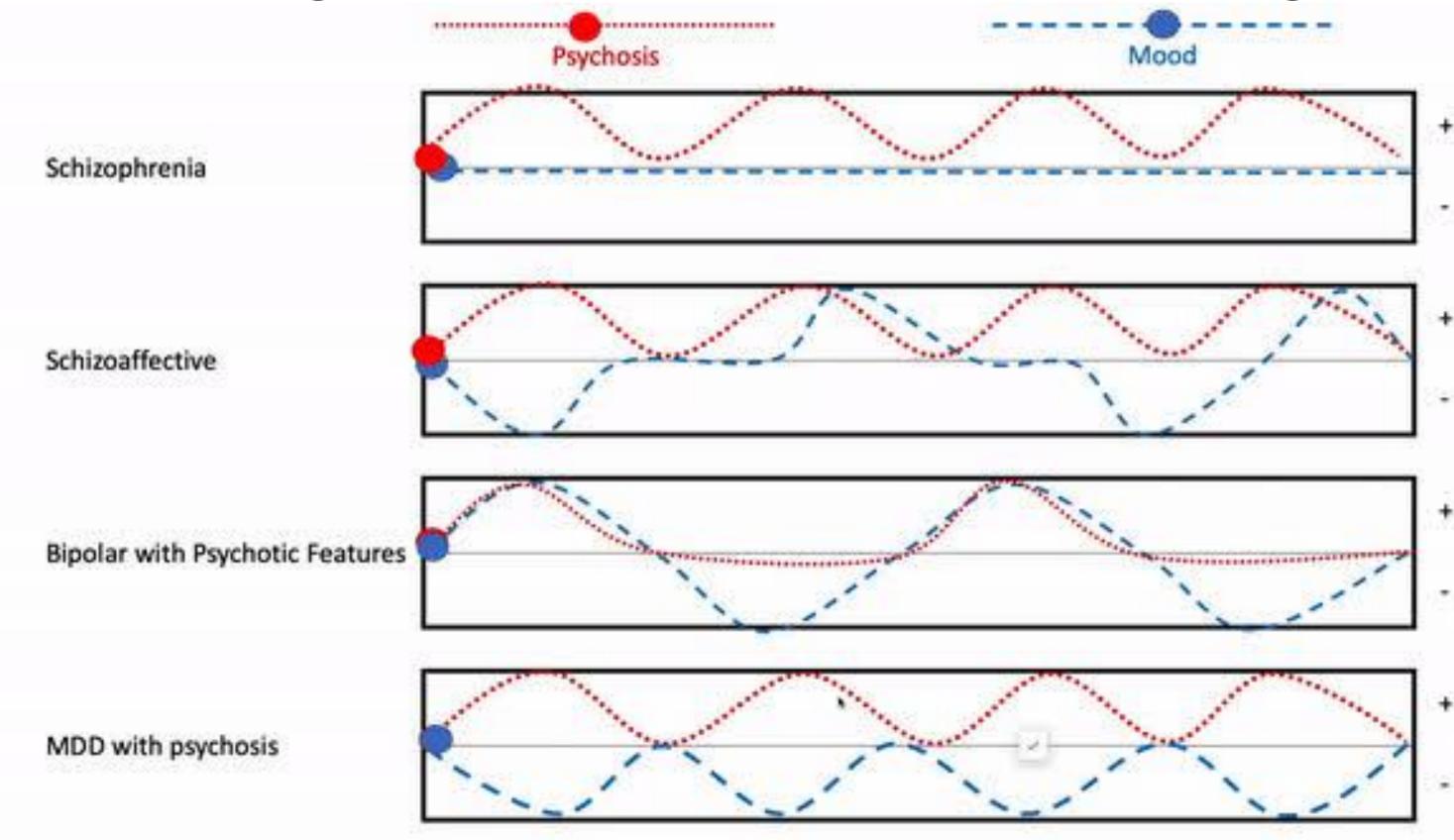
## Schizoaffective

- C. Symptoms that meet criteria for a major mood episode are present for the majority of the total duration of the active and residual portions of the illness.
- D. The disturbance is not attributable to the effects of a substance (e.g., a drug of abuse, a medication) or another medical condition. Specify whether:

F25.0 Bipolar type: This subtype applies if a manic episode is part of the presentation. Major depressive episodes may also occur.

F25.1 Depressive type: This subtype applies if only major depressive episodes are part of the presentation.

# Infographic for Differential Diagnosis





#### Social, Motor & Cognitive

Childhood

Adolescence

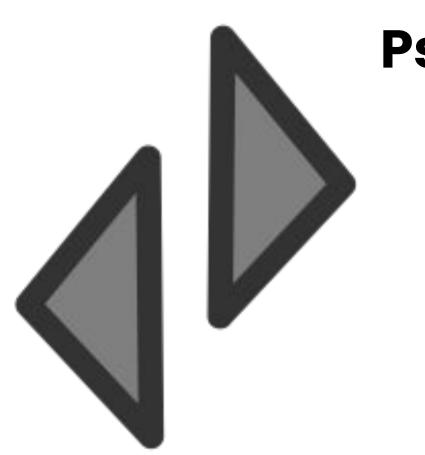
### Diagnosable **Psychosis**

# **Clinically Significant**,





# **Classical Diagnostic** Thinking



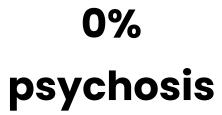
### **No Psychosis**

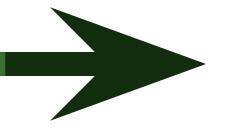


### **Psychotic Disorder**



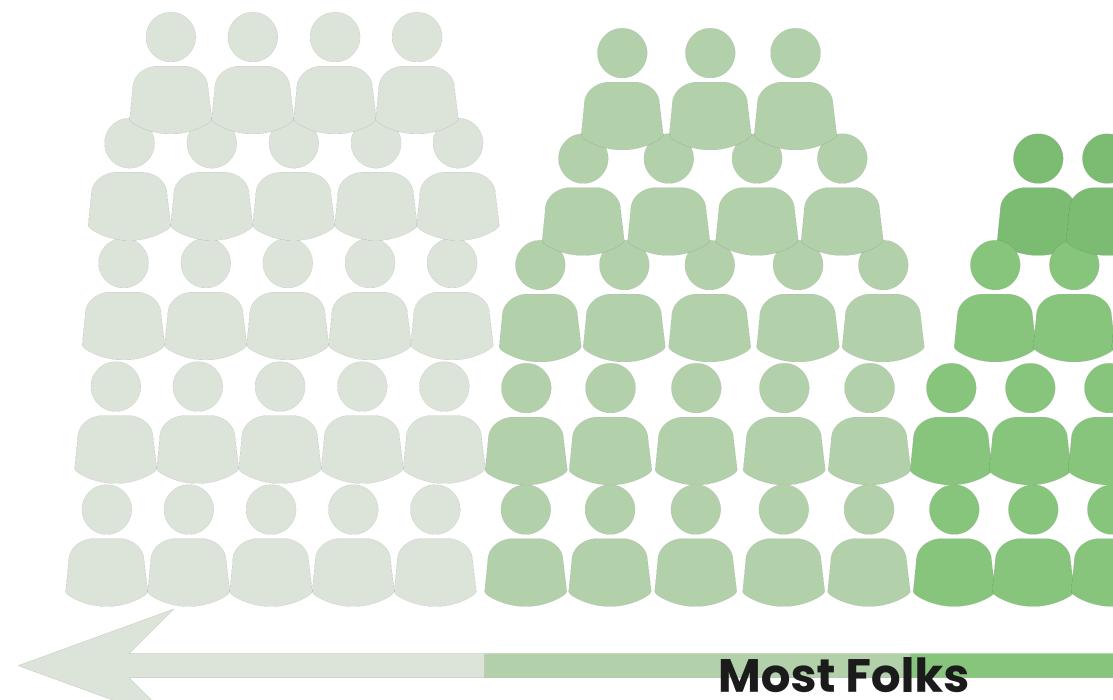






#### 100% psychosis

### The Psychosis Spectrum



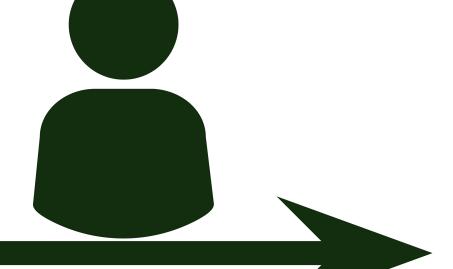


#### **The Psychosis Spectrum**

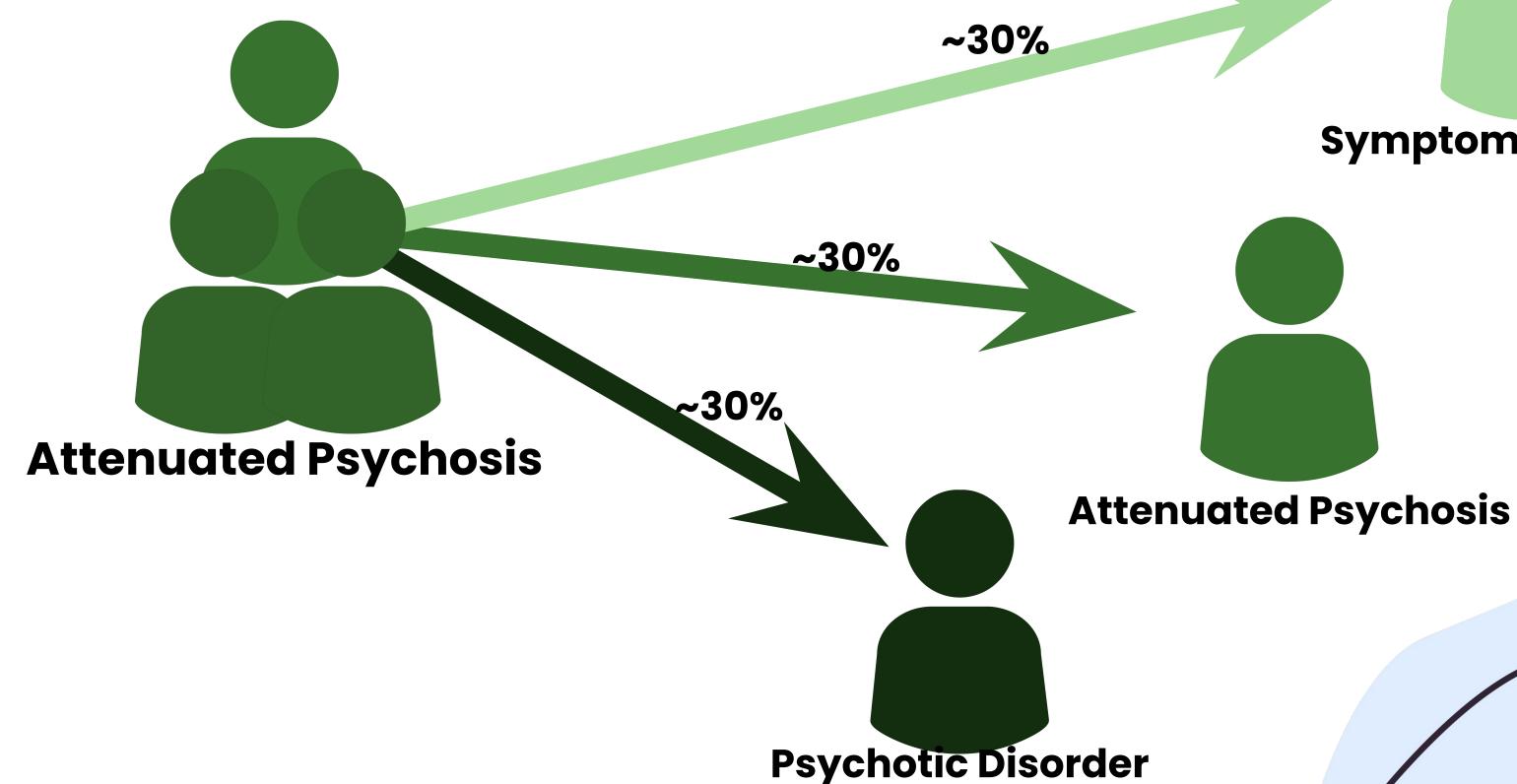


#### **Psychotic Disorder Attenuated Psychosis** ~1-3% ~4%



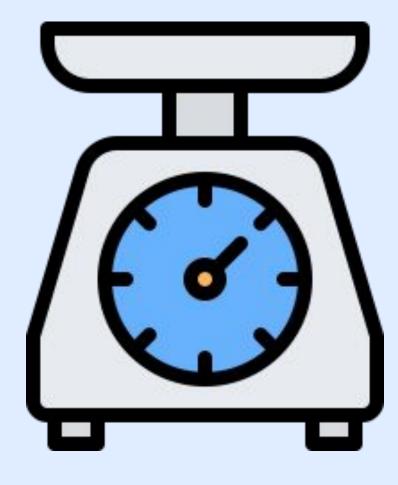


### **Attenuated Psychosis**





#### **Symptom Remission**



### **Conditions are differentiated**

Intensity and severity of symptoms

- Degree of conviction
- Doubt, question and insight

#### Delusions

## Extreme end of normal



#### Full Threshold

### Delusions

Going to the park and feeling like people are staring Refusing to go outside because you are convinced your neighbor is plotting to kill you

### Delusions

Going to the park and wondering if people are staring Wondering if there's a plot against you and people are watching you

### Delusions

Privately thinking you will become rich in the next year

#### Convinced that you are rich and famous, even though no one else agrees

### Delusions

Privately thinking you will become rich in the next year Belief of spe to changes i Convinced that you are rich and famous, even though no one else agrees

Belief of special talent leading to changes in plans, responsive to other's concerns

#### Delusions

"Mind tricks" or feeling something is "off" Convinced that you are the only real person, everyone else is a figment of your imagination

### Delusions

"Mind tricks" or feeling something is "off"

only real person, everyone else is a figment of your imagination

Convinced that you are the Belief you are the only real person, willing to entertain possibility that's not true

### Hallucinations

Seeing indistinct shadows or flashing lights, not bothered



Seeing a person hovering outside the 2nd floor window.

### Hallucinations

Seeing indistinct shadows or flashing lights, not bothered Seeing a person who is not there, knowing it is not real, unsettled



### Seeing a person hovering outside the 2nd floor window

Disorganization

Slightly vague or over-elaborated speech

#### Thought blocking or word salad

### Disorganization

Slightly vague or over-elaborated speech

#### Circumstantial speech, can be redirected

#### Thought blocking or word salad

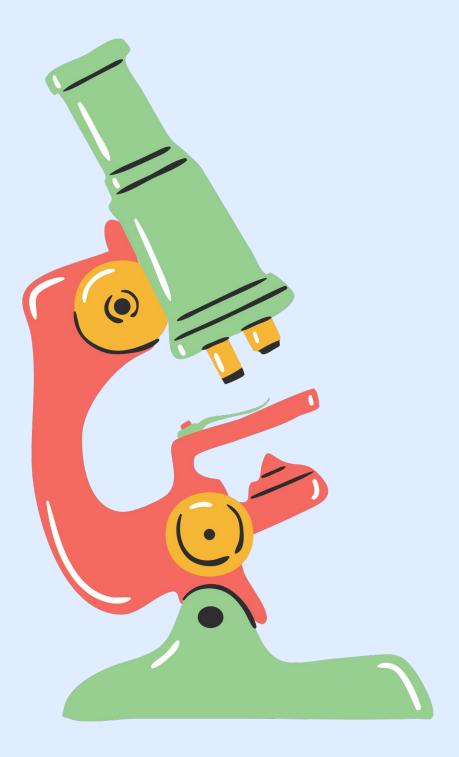
DIAGNOSTIC AND STATISTICAL MANUAL OF MENTAL DISORDERS

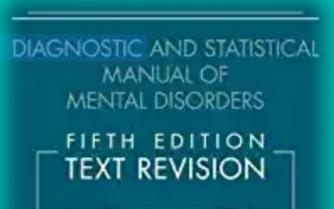
TEXT REVISION

DSM-5-TR™

VS

AMERICAN PSYCHIATRIC ASSOCIATION



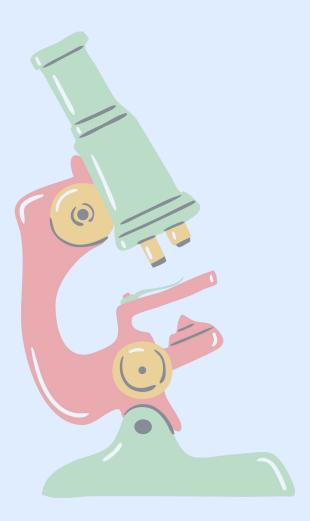


DSM-5-TR<sup>™</sup>

VS

AMERICAN PSYCHIATRIC ASSOCIATION

Other Specified Schizophrenia Spectrum and Other Psychotic Disorder: Attenuated psychosis syndrome



### **DIAGNOSES:** DSM-5

At least one of **delusions**, hallucinations, or disorganized speech is present in attenuated form and is of <u>sufficient severity or</u> frequency to warrant clinical attention



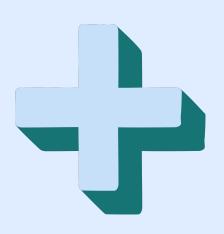
#### Minimum 1x/week in last month

**Begun or** worsened in the

past year Distressing and disabling

Symptom(s) is not better explained by another mental disorder

**Criteria for psychotic** disorder(s) never met



DIAGNOSTIC AND STATISTICAL MANUAL OF MENTAL DISORDERS

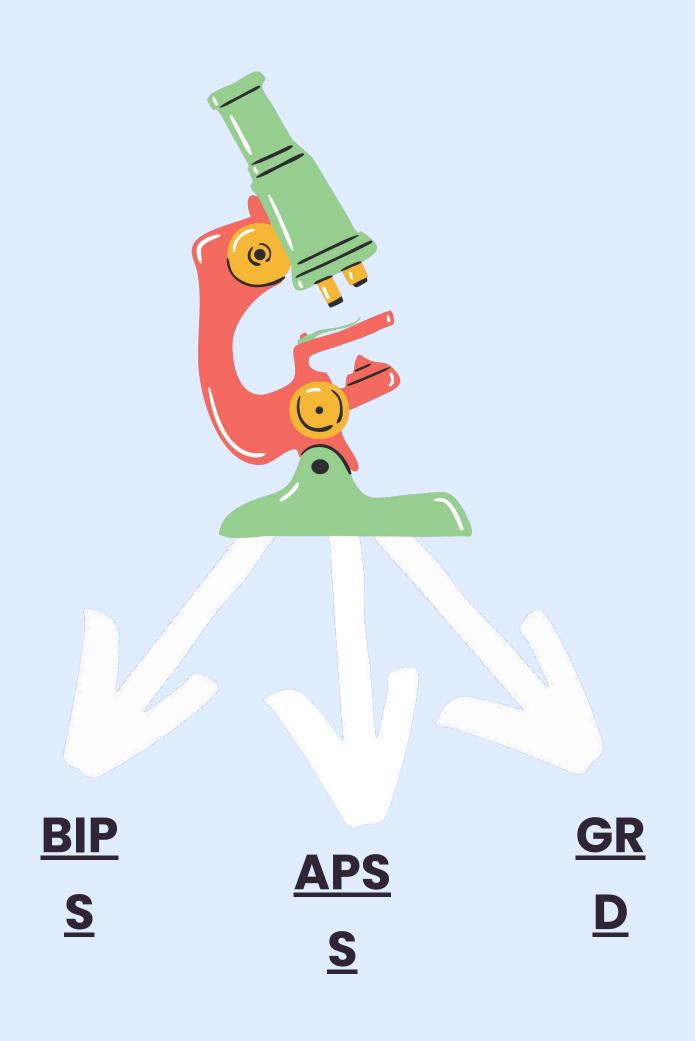
TEXT REVISION

DSM-5-TR<sup>™</sup>

VS

AMERICAN PSYCHIATRIC ASSOCIATION

Other Specified Schizophrenia Spectrum and Other Psychotic Disorder: Attenuated psychosis syndrome



### DIAGNOSES: CHR CRITERIA

#### **Brief Intermittent Psychotic**

 Syndrome
 Non-psi

 Psychotic symptoms that occur
 u

 too briefly to meet official criteria
 u

 for a diagnosis of psychosis (e.g.
 pre-ha

 several minutes, a few times a
 abnorm

 month).
 disordere

#### **State(GRD)**

Genetic risk for psychosis plus a recent loss of social and/or work capacity equivalent to a 30 % drop in GAF score over the past year that is sustained for at least one month.

#### **Attenuated Positive Symptom**

Non-psych**State**e-delusional unusual thoughts, pre-hallucinatory perceptual abnormalities, or pre-thought disordered speech organization.

### **DIAGNOSES: CHR CRITERIA**

#### **Brief Intermittent Psychotic**

Syndrome Psychotic symptoms that occur too briefly to meet official criteria for a diagnosis of psychosis (e.g. several minutes, a few times a month). **Genetic Risk and Deterioration** 

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Genetic risk for psychosis plus a recent loss of social and/or work capacity equivalent to a 30 % drop in GAF score over the past year that is sustained for at least one month.

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### **DIAGNOSES: CHR CRITERIA**

#### **Brief Intermittent Psychotic**

Non-psych**State**e-delusional Syndrome Psychotic symptoms that occur unusual thoughts, too briefly to meet official criteria pre-hallucinatory perceptual for a diagnosis of psychosis (e.g. abnormalities, or pre-thought several minutes, a few times a disordered speech organization. month). **Genetic Risk and Deterioration** 

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#### **Attenuated Positive Symptom**

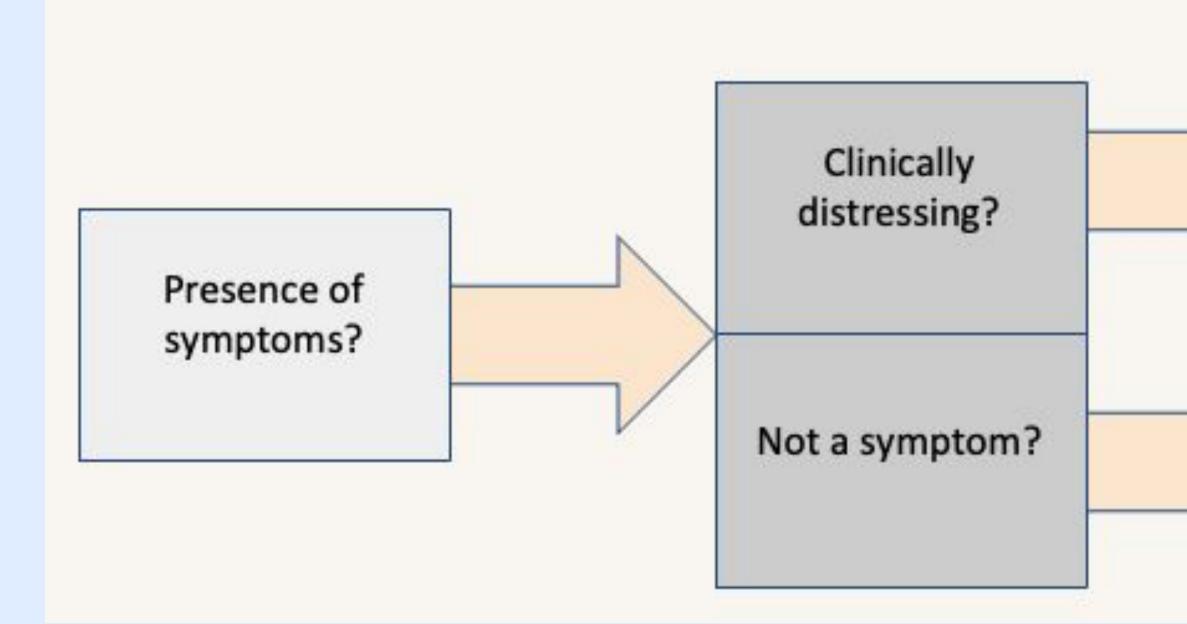
# BEST PRACTICES IN SCREENING & ASSESSMENT

### MULTICULTURAL COMPETENCE

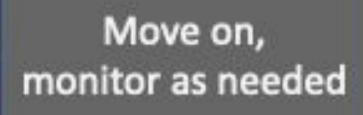




### STEPPED CARE APPROACH TO ASSESSMENT







### SCREENING TOOLS

#### Prime Screen- Revised with Distress

The following screen asks about your personal experiences. It asks about your sensory, psychological, emotional, and social experiences. Some of these questions may seem to relate directly to your experiences and others may not. Please read each question carefully and answer all questions.

	(			
Based on your experiences within the past year, please indicate how much you agree or disagree with each statement by circling the answer that best describes your experience.				

Definitely disagree	Somewhat disagree	Slightly disagree	Not sure	Slightly agree	Somewhat agree	Definitely agree	
0	1	2	3	4	5	6	

Then, using the same scale as above, rate how much you agree or disagree that the experience has frightened or concerned you, or caused problems for you. If you have not had the experience described, circle N/A (not applicable).

Within the past year:	Definitely disagree		Slightly disagree	Not sure	Slightly agree	Somewhat agree	Definitely agree
1. I think that I have felt that there are odd or unusual things going on that I can't explain.	0	1	2	3	4	5	6
When this happens, I feel frightened or concerned, or it causes problems for me. N/A	0	1	2	3	4	5	6
2. I think that I might be able to predict the future.	0	1	2	3	4	5	6
When this happens, I feel frightened or concerned, or it causes problems for me. N/A	0	1	2	3	4	5	6
3. I may have felt that there could possibly be something interrupting or controlling my thoughts, feelings, or actions.	0	1	2	3	4	5	6
When this happens, I feel frightened or concerned, or it causes problems for me. N/A	0	1	2	3	4	5	6
<ol> <li>I have had the experience of doing something differently because of my superstitions.</li> </ol>	0	1	2	3	4	5	6
When this happens, I feel frightened or concerned, or it causes problems for me. N/A	0	1	2	3	4	5	6

#### Prime Screen Revised

#### Appendix A. PQ-B

Please indicate whether you have had the following thoughts, feelings and experiences in the past month by checking "yes" or "no" for each item. Do not include experiences that occur only while under the influence of alcohol, drugs or medications that were not prescribed to you. If you answer "YES" to an item, also indicate how distressing that experience has been for you.

- □ YES □ NO
- □ YES □ NO
- changed in some other way)? □ YES □ NO
- □ YES □ NO



Rachel Loewy, PhD and Tyrone D. Cannon, PhD ©University of California 2010

#### 1. Do familiar surroundings sometimes seem strange, confusing, threatening or unreal to you?

If YES: When this happens, I feel frightened, concerned, or it causes problems for me:

□ Strongly disagree □ disagree □ neutral □ agree □ strongly agree

#### 2. Have you heard unusual sounds like banging, clicking, hissing, clapping or ringing in your ears?

If YES: When this happens, I feel frightened, concerned, or it causes problems for me:

□ Strongly disagree □ disagree □ neutral □ agree □ strongly agree

#### 3. Do things that you see appear different from the way they usually do (brighter or duller, larger or smaller, or

If YES: When this happens, I feel frightened, concerned, or it causes problems for me:

□ Strongly disagree □ disagree □ neutral □ agree □ strongly agree

#### 4. Have you had experiences with telepathy, psychic forces, or fortune telling?

If YES: When this happens, I feel frightened, concerned, or it causes problems for me: □ Strongly disagree □ disagree □ neutral □ agree □ strongly agree

#### 5. Have you felt that you are not in control of your own ideas or thoughts?

If YES: When this happens, I feel frightened, concerned, or it causes problems for me: □ Strongly disagree □ disagree □ neutral □ agree □ strongly agree

#### 6. Do you have difficulty getting your point across, because you ramble or go off the track a lot when you talk?

If YES: When this happens, I feel frightened, concerned, or it causes problems for me:

□ Strongly disagree □ disagree □ neutral □ agree □ strongly agree

#### 7. Do you have strong feelings or beliefs about being unusually gifted or talented in some way?

If YES: When this happens, I feel frightened, concerned, or it causes problems for me: □ Strongly disagree □ disagree □ neutral □ agree □ strongly agree

#### Prodromal Questionnaire-Brief

### **INTERVIEW TOOLS**

#### STRUCTURED INTERVIEW FOR **PSYCHOSIS-RISK SYNDROMES ENGLISH LANGUAGE**

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#### CONTRIBUTORS

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#### Structured Interview for Psychosis-Risk Syndromes (SIPS)

#### Patient ID

DSM-5 Attenuated Psychosis Syndrome (APS) is conceptualized as a symptomatic syndrome that also connotes risk for future fully psychotic illness. An APS diagnosis is only relevant if the individual has never previously been fully psychotic. Attenuated psychotic symptoms are psychotic-like but below the threshold of a full psychotic disorder (i.e., symptoms are less severe and more transient, and insight is relatively maintained). To qualify for an APS diagnosis, at least one attenuated psychotic symptom must be present, occurring on average at least once per week, with an onset or worsening in the past year. Further, the symptom must be sufficiently distressing and disabling to warrant clinical attention and must not be better accounted for by another psychiatric diagnosis.

#### Step-by-Step Directions:

- based on the information that is missing from the intake.
- Pregnancy/delivery history
- Developmental milestones
- Medical Illness History
- History of hospitalizations both psychiatric and medical
- History of operations
- · History of head injuries

After you obtain this general information proceed with the specific queries (page 2). These queries should be done with the patient only. Write the answers after the questions and also, when the patient endorses the query, record responses to the follow-up questions.

Range	202	Normal Range	APS Range	Psychotic Range	1
	Distress	May be puzzling but are not distressing.	Concerning, unwilled, distracting,	May cause severe distress.	L
1		Noticed but ignorable	distressing not easily ignored May		L

MINI-SIPS

#### Mini-SIPS

#### Abbreviated Clinical Structured Interview for DSM-5 Attenuated Psychosis Syndrome

Interviewer ID Date

1. Please introduce the Mini-SIPS, explaining that you must ask everyone the same questions and that they will be able to relate to some questions more than others. Be clear that there are no right or wrong answers as we all have different experiences.

2. Begin the interview with a general overview of the individual's background and history. If a parent or other informant is available, obtain their permission and that of the patient to do the general overview together. Fill in the following information as needed

· History of seizures or other neurolo	gical disorders
--	-----------------

- History of psychiatric treatment and diagnosis
- History of medications prescribed, OTC, and supplements
- · History of substance experimentation/use/abuse
- History of trauma
- · Educational/Occupational history including social

3. Determine presence/absence in the past month of three classes of symptom (Queries, page 2). Ask the patient each query question. Be sure to ask about each type of symptom from each class (e.g., for delusions, ask about unusual thoughts, suspiciousness, and grandiosity). If multiple types of symptoms in this class are present, use the most severe one for steps 4-5. For each symptom on page 2 that is endorsed, follow-up by obtaining specifiers and qualifiers on the nature, quality, frequency and time course of the symptom and the degree to which the patient is convinced that the symptom is imaginary or real, whether the symptom bothers the patient in any way, and whether it affects their thinking and feeling about themselves, their social relations, or their behavior.

4. Determine whether each symptom is currently (over the last month) or previously has been in the psychotic severity range by comparing the information developed above to the symptom anchors (Ratings, page 3). Severity ratings are based primarily on the symptom-specific content of the anchors on page 3 but also take into account distress and interference with functioning associated with the symptom. The general range of distress and interference for all symptoms is shown immediately below.

### TOOLS & RESOURCES

#### Cultural Formulation Interview (CFI)

Supplementary modules used to expand each CFI subtopic are noted in parentheses.

GUIDE TO INTERVIEWER	INSTRUCTIONS TO THE INTER
The following questions aim to clarify key aspects of the presenting clinical problem from the point of view of the individual and other members of the individual's social network (i.e., family, friends, or others involved in current problem). This includes the problem's meaning, potential sources of help, and expectations for services.	INTRODUCTION FOR THE INDIVID I would like to understand the proble help you more effectively. I want to ideas. I will ask some questions at are dealing with it. Please rememb swors.

#### CULTURAL DEFINITION OF THE PROBLEM

CULTURAL DEFINITION OF THE PROBLEM (Explanatory Model, Level of Functioning)				
Elicit the individual's view of core problems and key concerns. Focus on the individual's cern way of understanding the problem. Use the term, expression, or brief description elicited in question 1 to identify the problem in subsequent questions (e.g., "your conflict with your son").	<ol> <li>What brings you here today? IF INDIVIDUAL GIVES FEW DE SYMPTOMS OR A MEDICAL DI People often understand their pro- be similar to or different from how would you describe your problem</li> </ol>			

#### RVIEWER ARE ITALICIZED.

#### DUAL:

lents that bring you here so that I can to know about your experience and about what is going on and how you ther there are no right or wrong an-

ETAILS OR ONLY MENTIONS DIAGNOSIS, PROBE:

problems in their own way, which may ow doctors describe the problem. How pm?

### AWARENESS & KNOWLEDGE



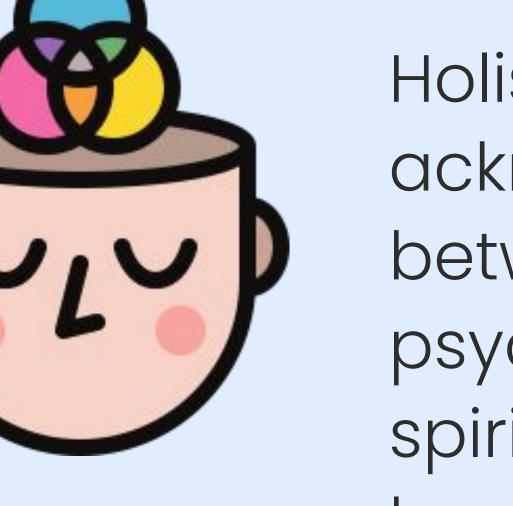
development, training & supervision, consultation, learning

What you're doing now!



# Self-awareness, professional

### **BIOPSYCHOSOCIAL-SPIRI** TUAL MODEL

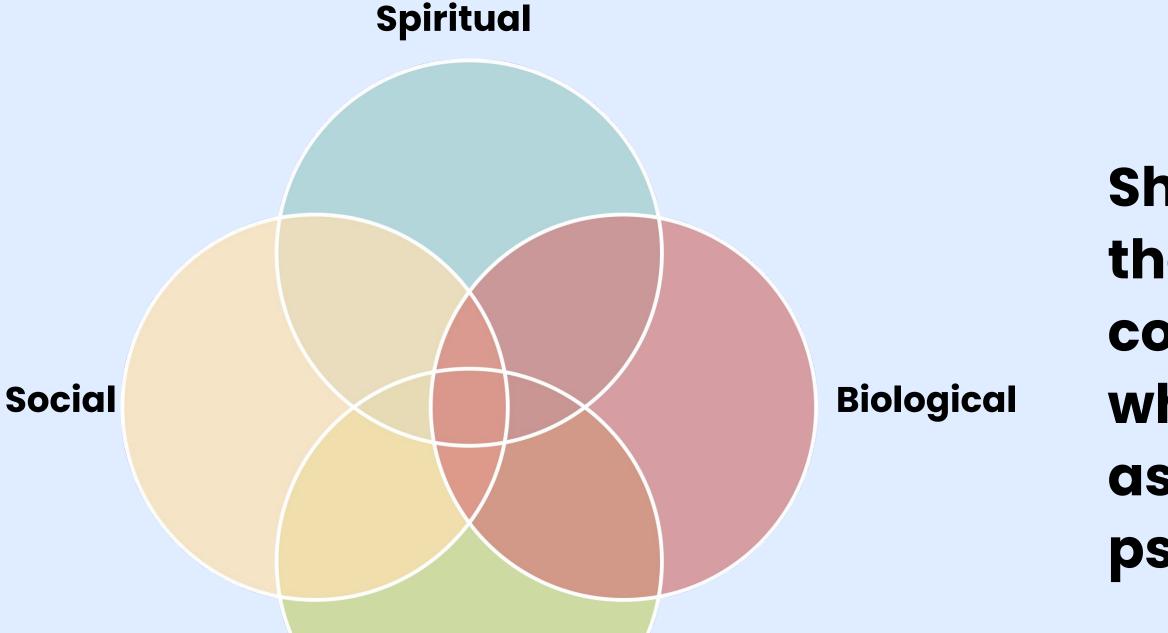


Holistic approach that between physical, psychological, social, and spiritual aspects to mental health/well-being

- acknowledges the interaction

  - MOHR ET AL., 2006; SAAD, DE MEDEIROS & MOSINI, 2017

### BIOPSYCHOSOCIAL-SPIRITUAL MODEL



MOHR ET AL., 2006; <u>SAAD</u>, <u>DE MEDEIROS</u> & <u>MOSINI</u>, 2017

Psychological

Shout out some factors that may be important to consider/ask about when providing assessment of psychosis?

### **TOOLS & RESOURCES**



- Clients/families
- Providers (self-assessment)

# Measures can be used with:

Organization/Institution

### **TOOLS & RESOURCES**

### Important factors in culturally sensitive assessment

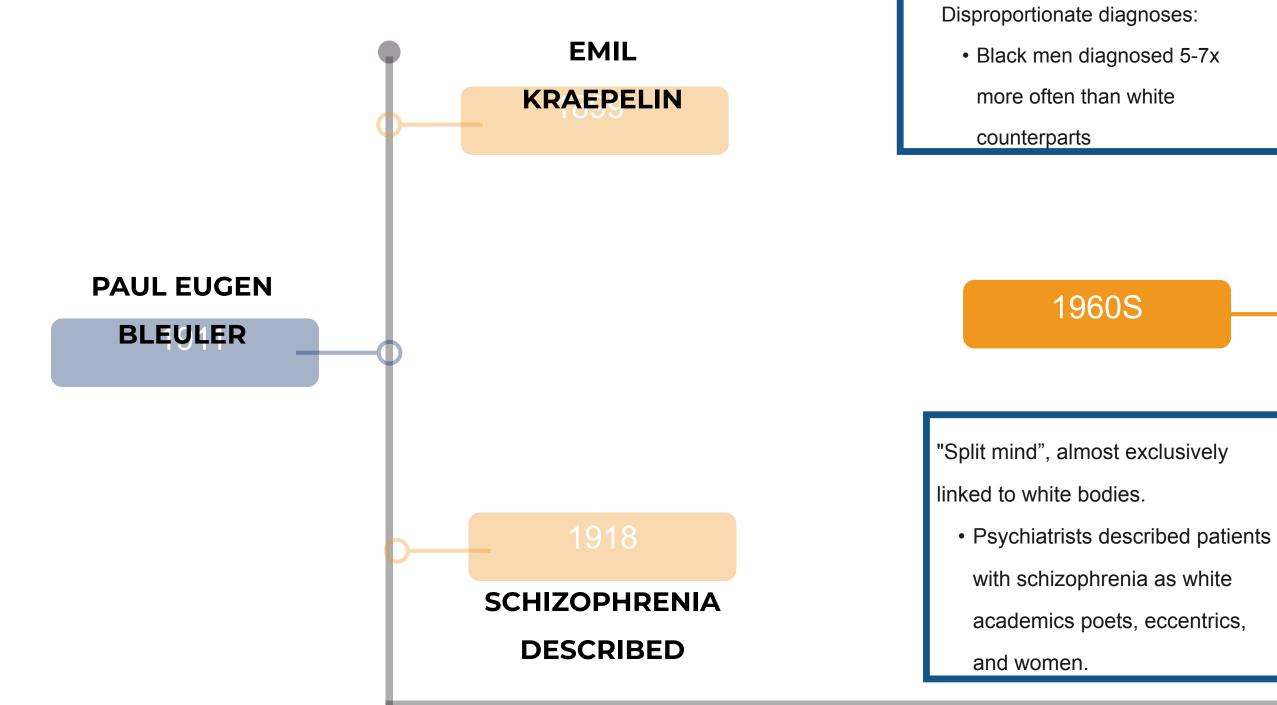
- Learning about self-definition of identity, culture, context
  - Client/family, provider, interaction
- Client self-definition & understanding of "problem" • Causes of "problem"-- both internal/external factors
- Inequity assessment
- Holistic perspective -- strengths & resilience focus



# **BIASES & ISSUES IN ASSESSMENT AND** DIAGNOSIS



### **PSYCHOSIS IN CONTEXT**





#### **PARANOID SUBTYPE**

A19808S

Shift in diagnostic rates of schizophrenia to increasing number of Black individuals, with differential presentation across Black and White people. Concurrent with US civil rights movement.

#### 1920S-1950S

WHITEWASHING OF PSYCHOSIS

#### CLEAN, COOPERATIVE, AND COMMUNICATIVE"

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### Serpasil managine little a bigh durage for inchisting patients

1950s



#### Actspromptly to aontrol appressive, relatively alert assaultive behavior and responsive

many obstrar is that service Constantiations. Warrings on and Arrente Bracking, place warrings.



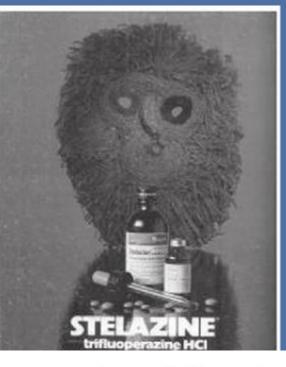
Cooperation often begins with HALDOL (haloperidol)

a first choice for starting therapy

#### Usually: leaves patients relatively alert

All rosponsore Strange off a strange method and the second rest of a strange

#### Reduces risk of serious adverse reactions



Assaultive and belligerent?



#### 1970s

## MISATTRIBUTION





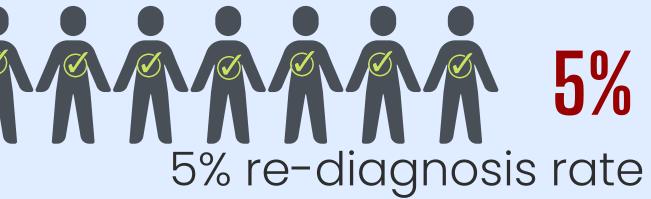
#### **PRN, REDIAGNOSIS**

#### CULTURALLY SENSITIVE ASSESSMENT TOOL



#### Non-Psychosis-Spectrum Disorders

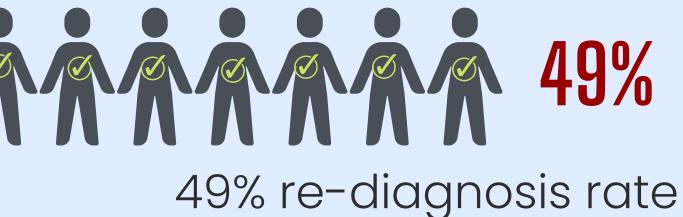
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**ADEPONLE ET AL., 2012** 

#### Psychosis-Spectrum Disorders

# 

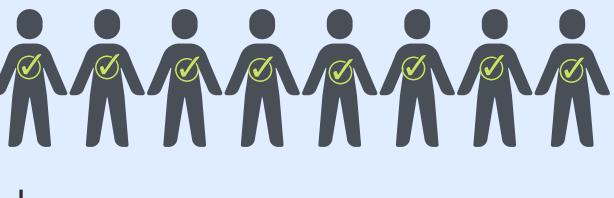


**ADEPONLE ET AL., 2012** 

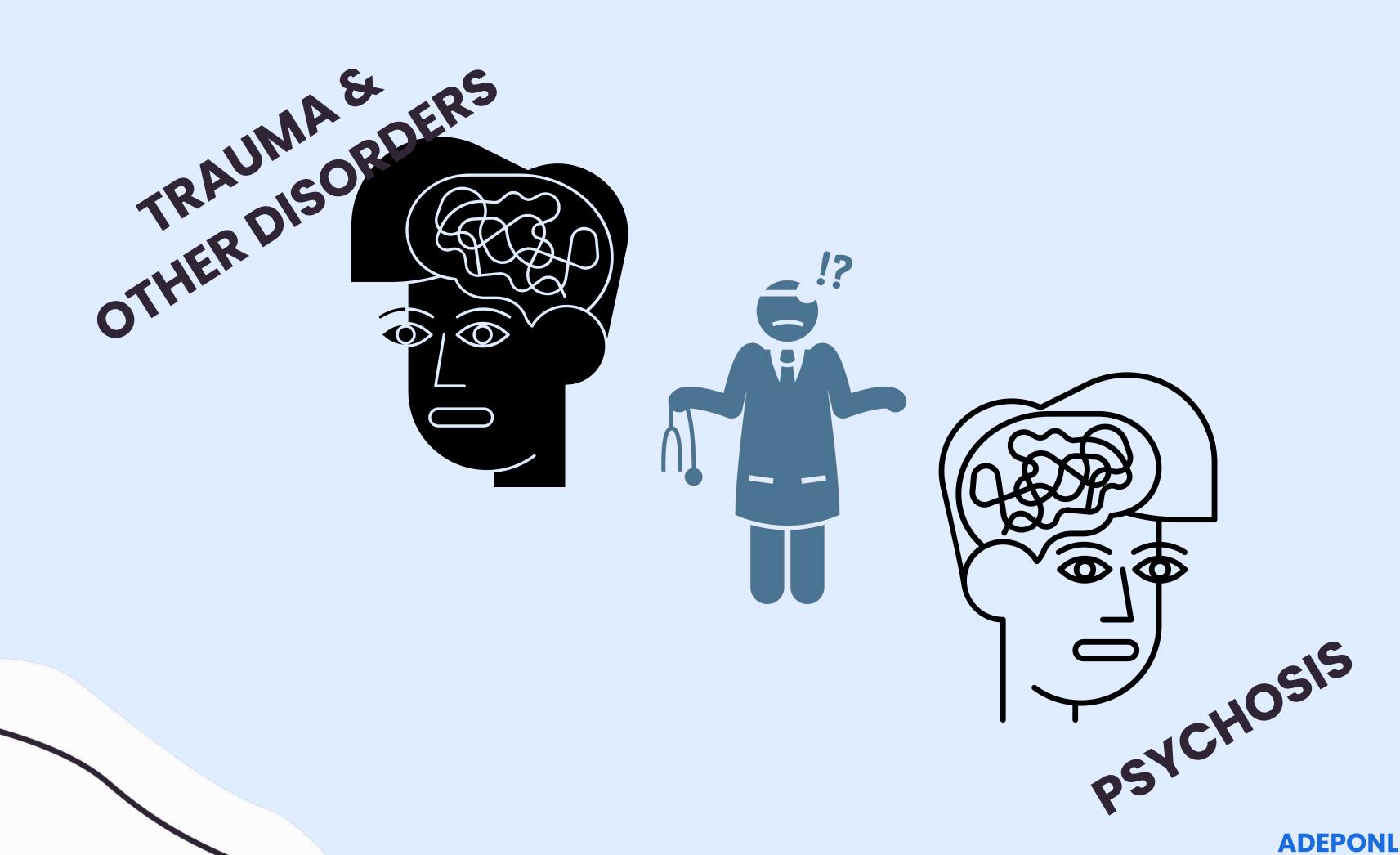


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Psychosis-Spectrum Disorders Re-diagnosed



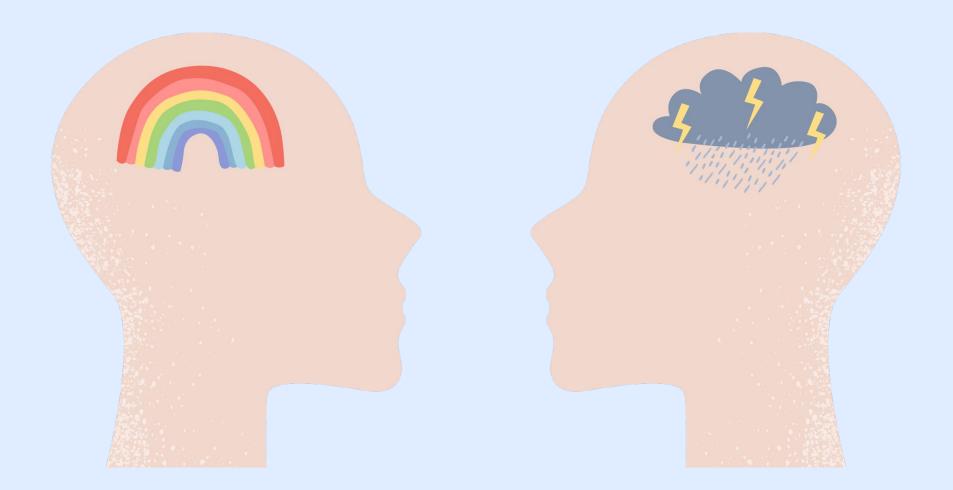
**ADEPONLE ET AL., 2012** 





## OVERPATHOLOGIZING CULTURE

#### Perceptual abnormality can be culturally bound



#### Perceptual abnormality can be culturally bound

#### A/V Hallucinations



#### **Diagnosis of SSD**

#### A/V Hallucinations



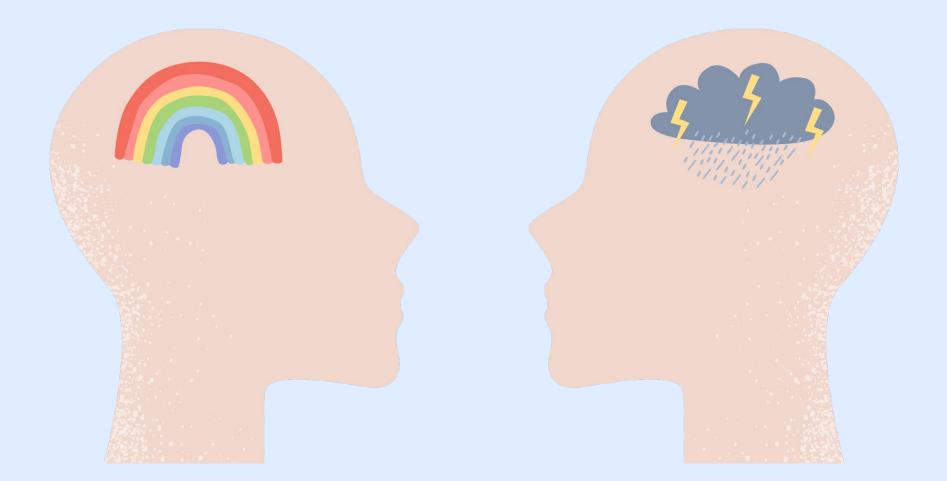
#### Spiritual A/V Hallucinations Alone

#### SSD Diagnosis



#### SSD Diagnosis

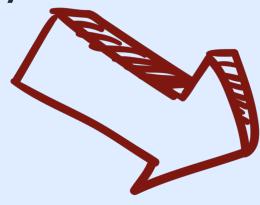
### A/V Hallucinations of a spiritual nature can be culturally normative



# **OVERPATHOLOGIZING** CONTEXTUAL RESPONSE

#### ETHNIC OWN-GROUP DENSITY & RISK FOR PSYCHOSIS

#### 10% decrease Ethnic Own-Group Density

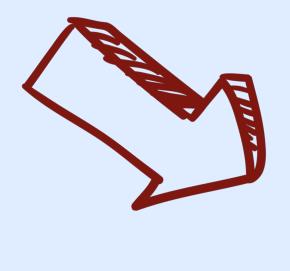


#### 20% increase Risk for Psychosis

**BAKER ET AL., 2021** 

#### **NEIGHBORHOOD CRIME & ATTENUATED PSYCHOSIS**

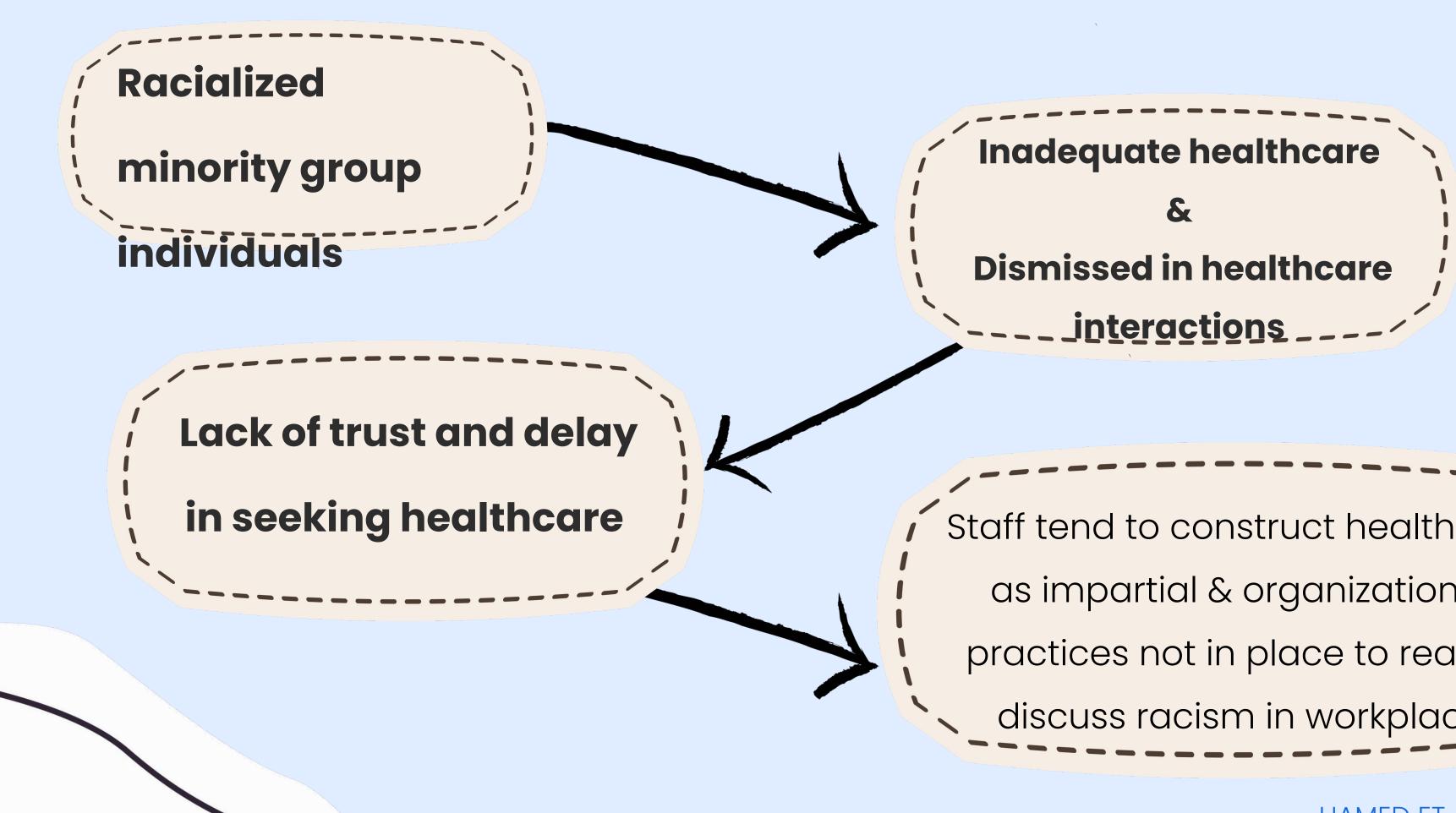
#### Neighborhood Crime



#### Symptoms of Suspiciousness

\*controlling for other attenuated psychosis symptoms

#### **WILSON ET AL., 2016**



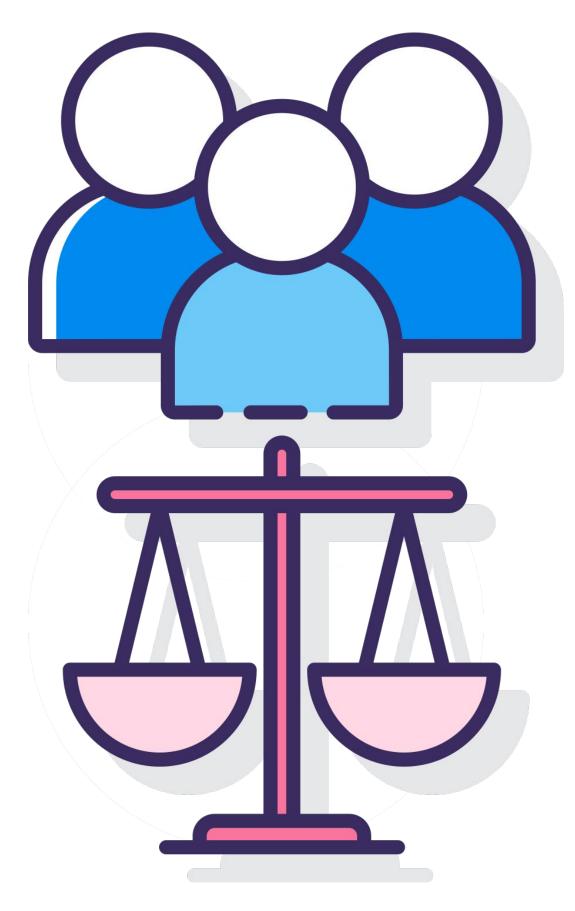
Staff tend to construct healthcare as impartial & organizational practices not in place to readily discuss racism in workplace

#### HAMED ET AL., 2022

#### Disparities in Care Among Minoritized & Underserved Youth & Families



#### **EARLY IDENTIFICATION & INTERVENTION**



## **SYSTEMIC & STRUCTURAL FACTORS**



Structural/systemic problems -> Structural/systemic solutions If focus is only on help-seeking clients & "in the room" practices, perpetuating disparities

SALE & Blajeski, 2015; SATCHER & SHIM, 2015

## SYSTEMIC & STRUCTURAL FACTORS Mindset Shift

Evaluate organizational practices, determine what policies may exacerbate/contribute to inequities

 e.g. transportation, late policy, appointment hours



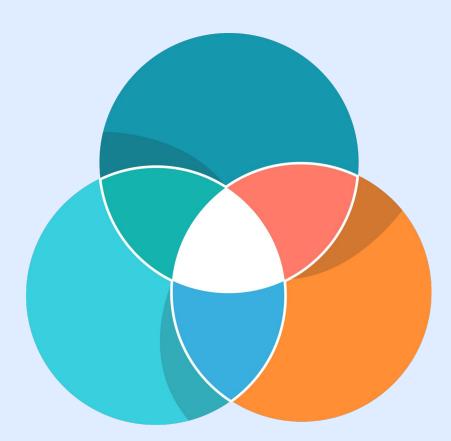
SALE & Blajeski, 2015; SATCHER & SHIM, 2015

## INTERSECTIONALITY

Consider interaction of: Identity Context Systems Stigma

e.g. implications of different as is 2022 to the ALL 2019; WILLIAMS ET al., 2016





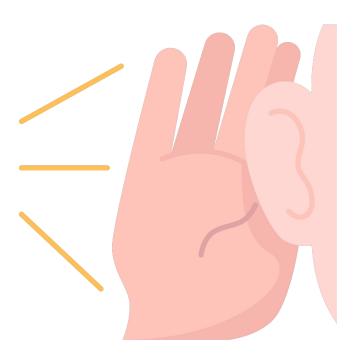
## **ORGANIZATIONAL TRAININGS**

#### **Disrupt Discriminatory Organizational** Practices ian Communication Training

Client activation and

empowerment interventions

ALEGRÍA ET al., 2008; MCFARLANE & JAYNES, 2017; SATCHER & SHIM, 2015





## QUESTIONS?



## REQUEST Please take this very brief 3 question survey to help our team keep track of and improve our trainings on psychosis!



## REQUEST https://redcap.umbc.edu/surveys/ enter code: XCPKMM74P

OR





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