

Race Matters: Racial Equity Implementation in the Workplace

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Objectives For Today

- Attendees will be able to define Diversity, Inclusion, Equity and Equality.
- Attendees will describe approaches to introducing equity discussions in their workplace.
- Attendees will describe the value of courageous conversations when talking about race and why it still matters.

The Why



Foundations For Today

Common language is key for implementing racial equity work in your workplace.

Terms we will use today are:

- Diversity
- Inclusion
- Equity
- Equality
- Levels of Racism
- Racial Equity Framework

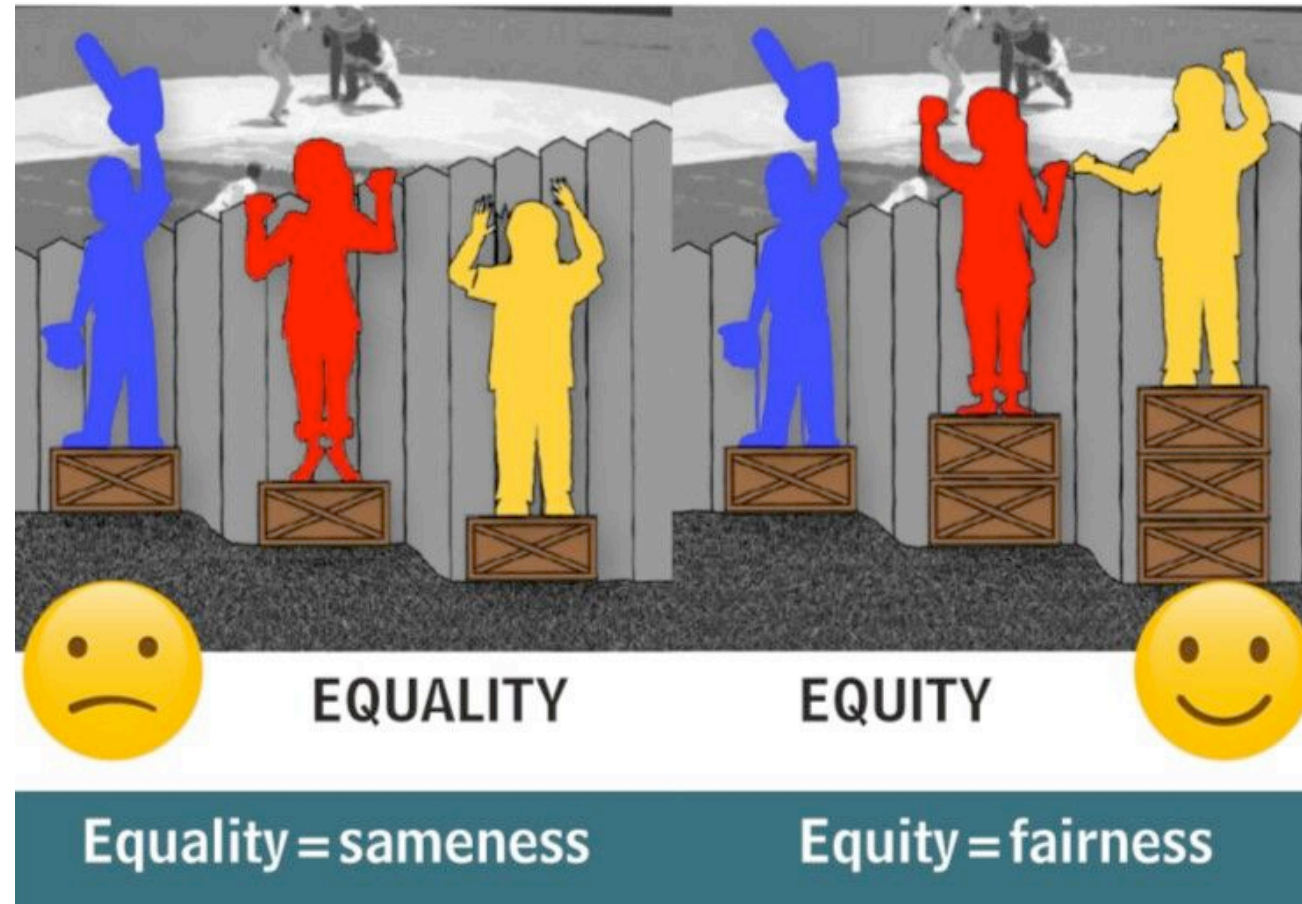


Foundations: Diversity and Inclusion

- **Diversity** – differences that make us unique, e.g., differences in race, gender identity, religion, primary language, age, educational background.
- **Inclusion** – Integration of diverse groups such that people feel a sense of belonging.



Foundations: Equality and Equity



Foundations: Racial Equity Framework

Racial Equity Framework includes:

- Raising awareness
- Creating space for racial equity discussions and planning
- Implementing action plans
- Improving outcomes for all

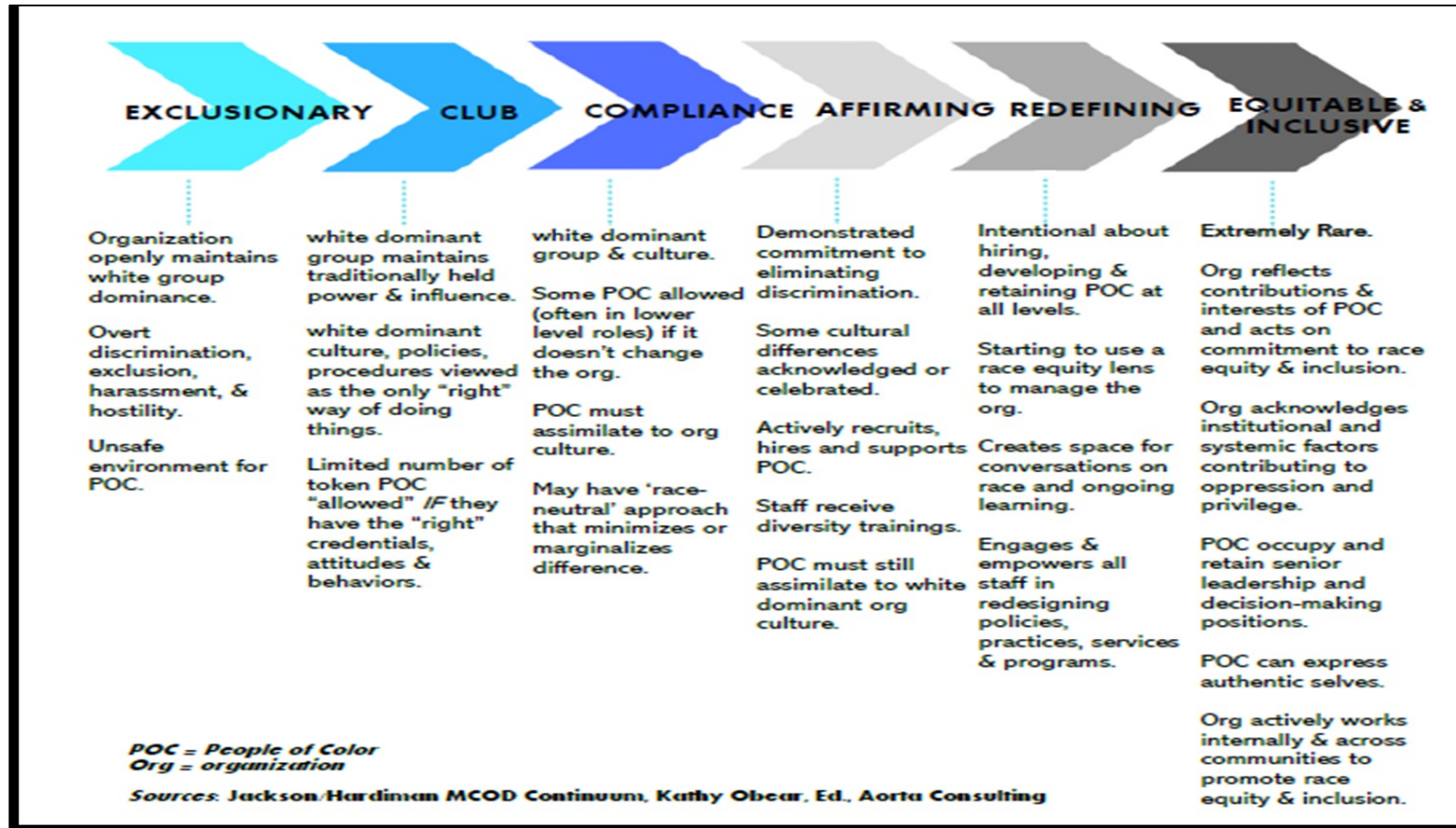
Foundations: Racial Equity Framework

A Process and an Outcome:

- Providing resources according to need
- Racial Equity is achieved when race no longer predicts life outcomes



Foundations: Racial Equity Framework



Implementation at FTC

- Establishment of Cultural Competence Council (CCC)
- Racial Equity Learning Exchange sessions with Khatib Waheed following Mike Brown shooting
- Group of trainers emerged from sessions with Khatib
- 2019/2020 roll out of sessions at FTC, rebranding of CCC to CCaRE (Cultural Competence and Racial Equity council)
- Today – creation of own curriculum, roll out with leadership first, then to workforce

Implementation at FTC



Khatib A.F. Waheed, LLC[©]

Racial Equity Learning Exchange (RELE) SessionSM

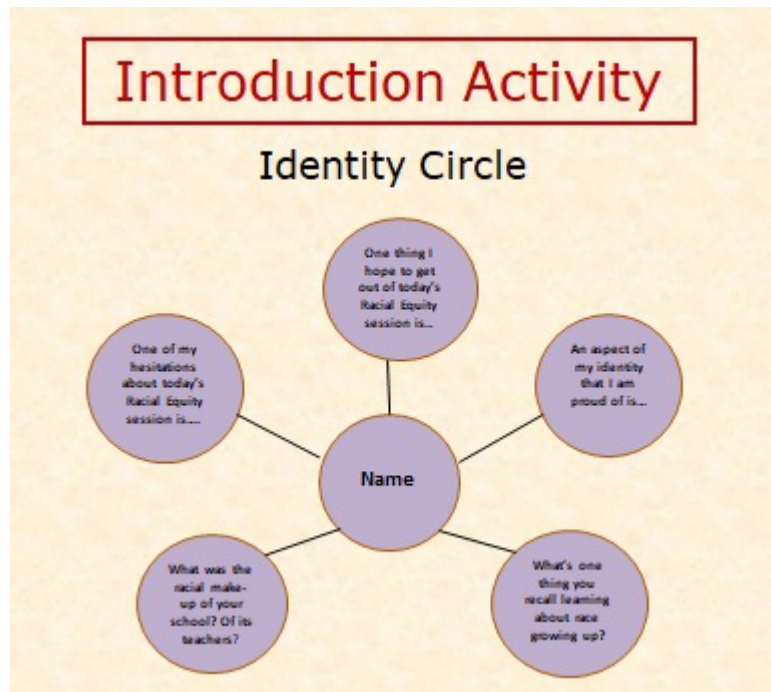


The How

- Started with leadership
- Attentive to size of groups
- Ground Rules
- Group exercises and use of media
- Reflection prompts and courageous conversations

The How

Group Activities



Ground Rules

- Expect to experience discomfort
- Be present
- Be responsible for your own education about race and equity
- Honor the courage it takes to talk about race
- Embrace imperfection
- Speak your truth – let others speak theirs
- Share air time
- Honor confidentiality
- Expect and accept non-closure



The How

Reflection Prompts for Courageous Conversations



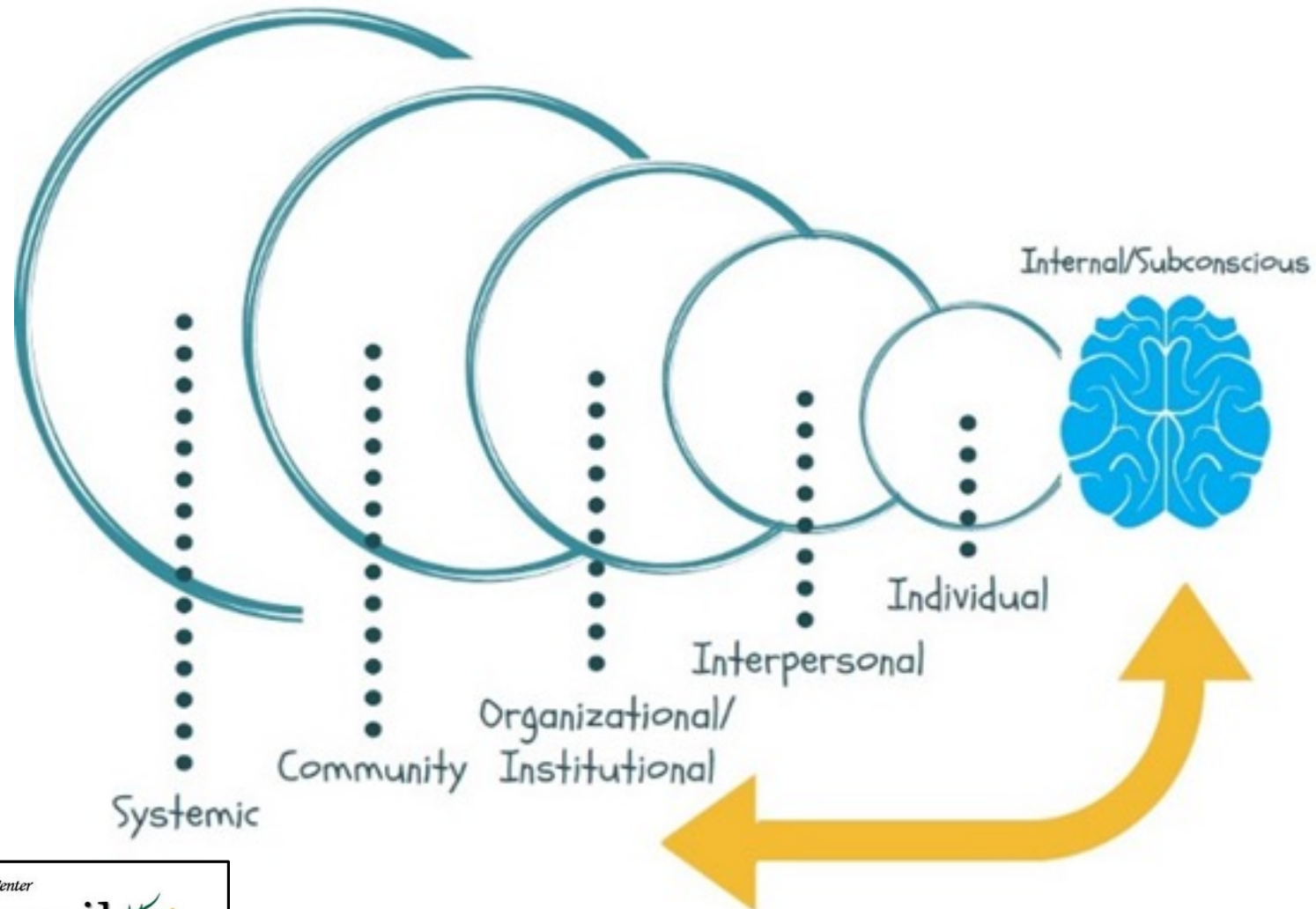
Reflection

What's something from today's session that resonated with you? or you found particularly distressing, interesting or surprising?
Any other thoughts or comments about today's session?

The What - Definitions

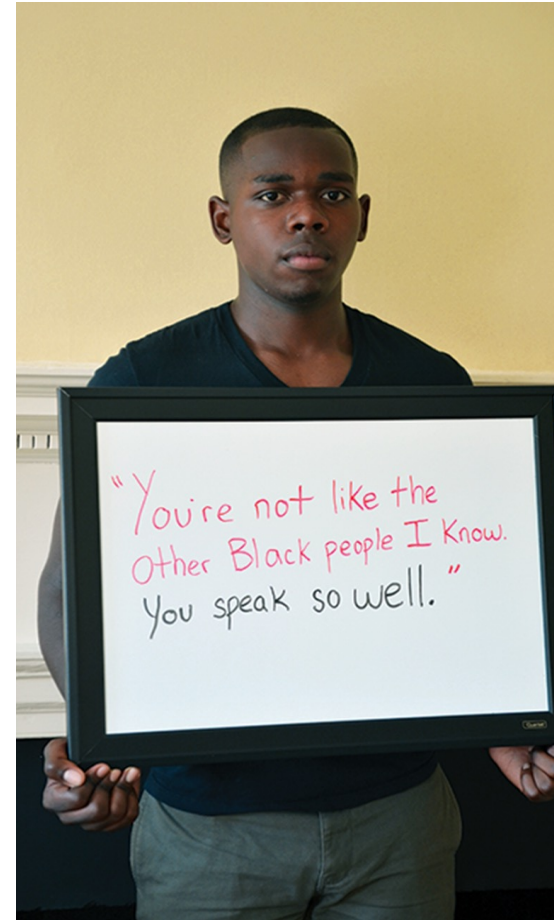
- Start with key definitions for session
- Important to set the tone for the day, giving participants the language to use for reflection and facilitated group or partner discussions throughout the day

The What - Definitions



The What - Microaggressions

- Microaggressions
 - Paradoxically, sometimes the easiest and hardest concept for our participants.
 - Address impact vs intent, types, and how to intervene if a target, observer, or perpetrator.



Sample Slides for Microaggression Discussion

Racial Microaggressions: Types

- ❖ Types of Microaggressions:
 - Microinsults
 - Microassault
 - Microinvalidation
 - Microexclusion

- ❖ Microaggression Themes/Stereotypes

Microaggression Activity

<u>MICROAGGRESSION</u>	<u>THEME?</u>	<u>MESSAGE/IMPACT?</u>
In response to person pointing out a microaggression: "You're just being too sensitive."	Ascription of Intelligence	
Store owner following Black customer around the store. "You're so articulate."	Color Blindness	
Being ignored at a store counter and white customer is given attention. "When I look at you, I don't see color."	Criminality	
In a meeting eye contact is given to White team members. "I don't think of you as Black."	Second Class Citizen	
Crossing the street when a Black person approaches. "There is only one race, the human race."	Denial of Racism	
White woman clutching purse as a Black person approaches.		

Reflection

Recall an example of a time when you were the target, observer or perpetrator of a microaggression. What were your thoughts and feelings at that time?

The What

Use of Data

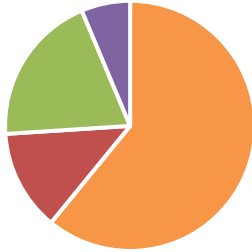
- Appeals to different style of learning
- Make it relevant to our workforce/community in STL



Sample Slides for Data Discussion

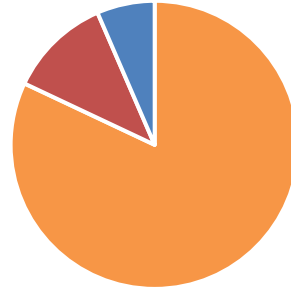
Racial Demographics

United States



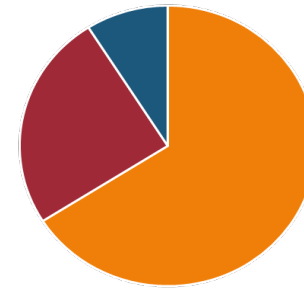
57.8% White
12.4% Black
18.7% Hispanic
6% Asian

Missouri



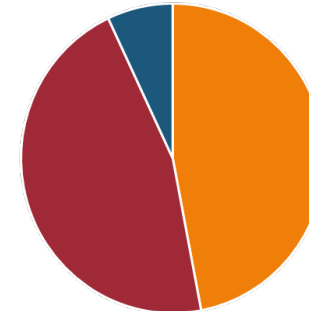
82.0% White
11.5% Black
6.5% Other

St. Louis County



66% White
25% Black

St. Louis City



47% White
46% Black

 **White**  **Black**  **Other**

Racial Disproportionalities FTC-S Client Demographics

Clients:

58% Clients Black

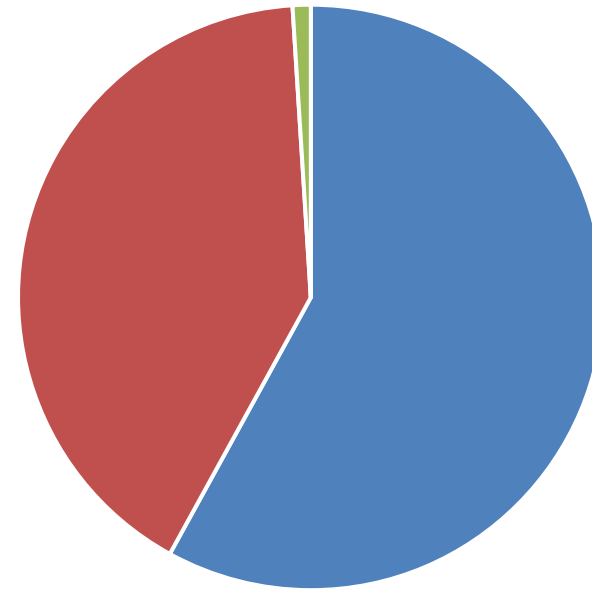
41% Clients White

Population:

46% STL City Black

25% STL County Black

11.5% MO Black



■ Black ■ White

Local Data



Health Disparities in St. Louis

- ❖ Black babies born in St. Louis are 3 times more likely to die than White babies.
- ❖ There is a 20-year difference in life expectancy for Black St. Louisans compared to White St. Louisans.

Our Institution: Department of Mental Health

DMH 2021

Organizational Assessment

Workforce survey (N=2499)

Perception of promotions

Experience of diversity-related disrespect

Categories assessed

DMH 2021 Workforce Survey
Employees of Color
Can be Promoted as Easily as White
Employees at DMH.

Overall: 60% Strongly Agree/Agree
16% Strongly Disagree/Disagree

<u>Race</u>	<u>Strongly/Agree%</u>	<u>Strongly/Disagree%</u>
White	68%	9%
People of Color	38%	34%
Black	29%	43%

Racial Disparities St. Louis Forensic Treatment Center Workforce Data

- ❖ Promotions
- ❖ Positions of Power & Leadership
- ❖ Discipline
- ❖ Dismissals

The What - Trauma

- We cannot address Racial Equity work without acknowledging trauma.
- We are a Trauma Informed Organization and endeavor to present these materials in a way that both acknowledges the historical trauma our clients and staff have experienced and explores how we provide treatment to our clients and interact with each other in ways that are informed by that history.

The What - History

- History and Trauma are intertwined during our sessions.
- We present on History with a focus on Progress and Retrenchment to illustrate the journey our country has been on for well over 150 years.



Sample Slides: Trauma and History

Race, Trauma & African American Mental Health



Rachel Jones, LPC
DMH Director of Trauma Services

Racial Trauma

Racial trauma is sometimes referred to as “Race-based traumatic stress (RBTS)”

Refers to the mental and emotional injury caused by encounters of racial bias, ethnic discrimination, racism and hate crimes

Race-based discrimination experiences can have detrimental psychological impacts on individuals and communities.

Symptoms may include:	Chest Pain
Depression	Insomnia
Anger	Hypervigilance
Recurring thoughts of the event(s)	Low Self-Esteem
Headaches	Mentally distancing from the traumatic event(s)

Missouri Department of
MENTAL HEALTH

Mental Health America– www.mhanational.org

Reflection

What are your thoughts about the over-diagnosing of psychotic and intellectual disorders as it may impact the people we serve?

Mental Health & Misdiagnosis

Critical misdiagnosis is the most commonly documented type of harm to Black/African American people

Resulting from lack of adequate cultural competence in the mental health care and treatment of People of Color

And this has led to overdiagnosis of psychotic disorders and intellectual disabilities among certain groups, including Black people

Historical Perspective: Terminology

Progress and Retrenchment:

Structural racism's inherent capacity to restore racial hierarchies and inequities whenever significant progress begins to occur toward achieving racial equity.

From The Aspen Institute

JOINT RESOLUTION OF THE
OF THE UNITED STATES

THIRTY-SECOND CONGRESS
SERVED OF AMERICA,

PROPOSING AN AMENDMENT TO THE CONSTITUTION OF THE UNITED STATES.

ABOLISHING SLAVERY.

*Resolved by the
SENATE AND HOUSE OF REPRESENTATIVES
of the UNITED STATES of AMERICA in Congress assembled,
(two thirds of both houses concurring,) that the following Article be proposed to the Legislatures
of the several States as an AMENDMENT to the CONSTITUTION of the UNITED STATES; which, when ratified
by three fourths of said Legislatures, shall be valid to all intents and purposes as a part of the said Constitution,
namely:* ARTICLE XIII.

Section 1. NEITHER SLAVERY NOR INVOLUNTARY SERVITUDE
except as a punishment for crime whereof the party shall have
been duly convicted SHALL EXIST WITHIN THE UNITED STATES
or any place subject to their jurisdiction.

Section 2. Congress shall have power to enforce this
Article by appropriate Legislation.

Passed in the House of Representatives January 31st 1865
C. McHENRY, Clerk of the House

John A. B. Co. Clerk

Speaker of the House of Representatives.



Passed in the Senate April 8th 1865.
Wm. H. Hunt, Secretary of the Senate.

H. C. ...

Vice President of the United States & President of the Senate

Approved Feb 3rd 1865. A. Lincoln

THOSE WHO VOTED AYE UPON THE PASSAGE OF THE ABOVE JOINT RESOLUTION WERE THE FOLLOWING SENATORS AND REPRESENTATIVES.

Attest
H. S. Lane
J. M. Ashley
A. Myers, Pa.
Mc Ashley
Quaker, D. M. ...

The 13th Amendment



Sharecropping: Without access to land, choices about making a living were few for freedmen. (PBS)



LADIES

TO ENTER
PLEASE
PUSH DOWN
THE DOOR
AND GO IN

MEN

TO ENTER
PLEASE
PUSH DOWN
THE DOOR
AND GO IN

COLORED

Separate but Equal

**Civil Rights Legislation:
Civil Rights Act of 1964; Voting Rights Act of 1965,
Civil Rights Act of 1968; Fair Housing Act of 1968**







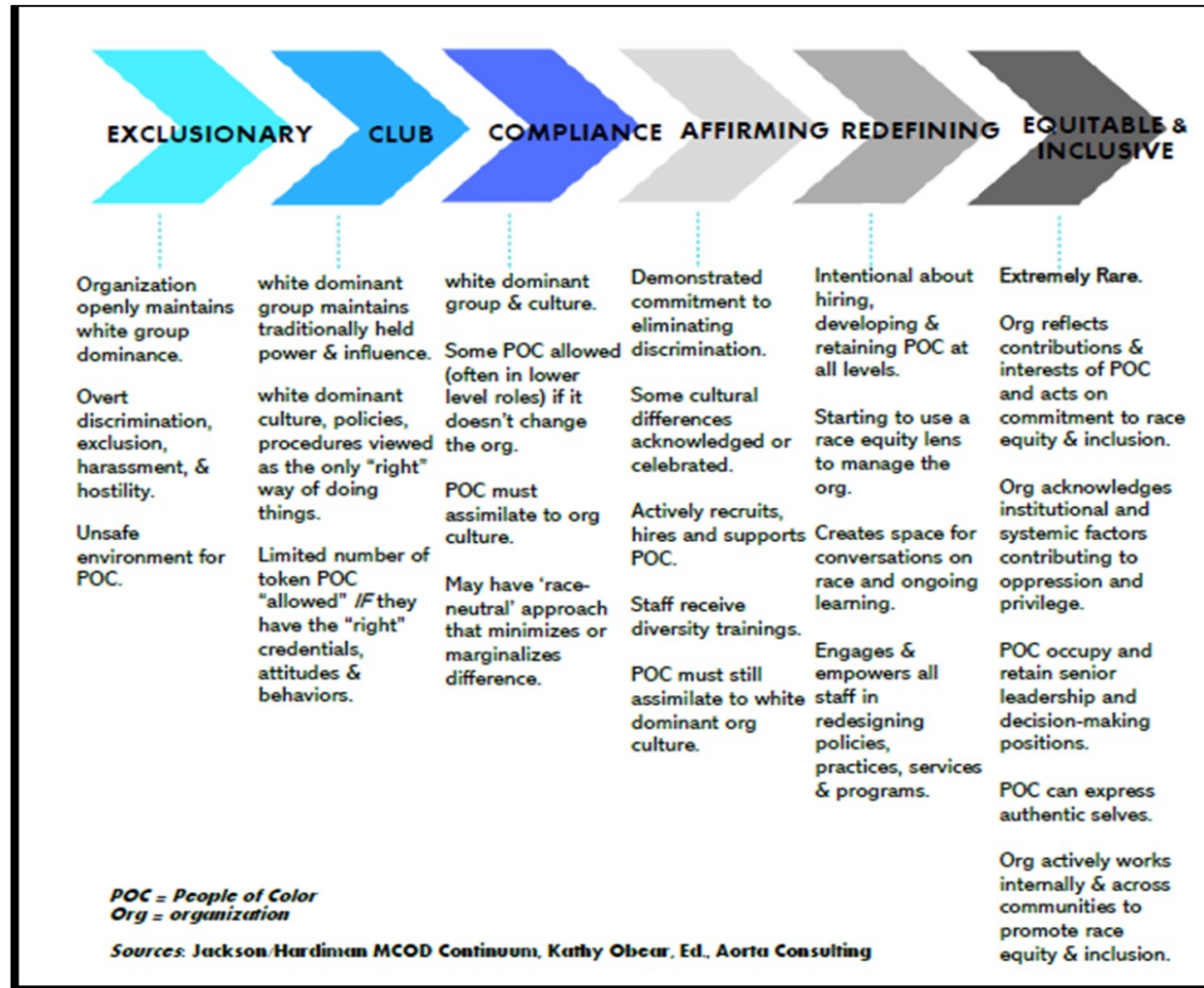
**White Nationalist Leads Torch-Bearing Protesters
Against Removal of Confederate Statue (Aug 2017)**

Revisiting Racial Equity Framework

- Once common language established, sessions end with revisiting the framework
- As a group, we facilitate brainstorming of actionable steps at each level of the continuum – interpersonal all the way up to structural.

Sample Slides: “What’s Next?”

Equity Tool: Race Equity & Inclusion Continuum?



Equity & Inclusion Continuum

Where do you think we are on this Organizational Continuum? What makes you think that?
What can we do to move forward?

A large red arrow pointing downwards, with the text 'What Next? Personal, Interpersonal & Organizational Levels' written in white inside its upper portion.

What Next? Personal, Interpersonal & Organizational Levels

Collaborate Board

Barriers We've Encountered

- Growing pains!
- Participation issues
- Lack of attendees, planning for front line staff to attend during staff shortages
- Microaggressions in sessions
- Merger of 2 campuses

How We Persevere – Our “Wins”

- Leadership support
- Cohesive facilitation group
- Always learning and sharing information
- Funding support from endowment board
- MHEIA support
- CCaRE Library

Next Steps – Our Goals

- Lean in to mandatory attendance
- Develop curriculum for clients

Questions?

Thank you!

