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UPCOMING TRAININGS

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01/10 | Overview of the Protective Factors



01/11 | Social Poverty: The Impact of Connection



01/18 | The Intersection of System of Care & Family First Prevention Services



01/19 | Mental Health Matters in Early Childhood




02/09 | Foundations of Coaching



02/08 | Creating Accountability



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Invisible Individuals and Systemic Racism: What can you do to be anti-racist?

Presenter: Michael Gomez, PhD

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Speaker SPOTLIGHT



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Psychologist, Bradley Hospital, Lifespan Institute
Warren Alpert School of Medicine at Brown University

- Clinical Instructor at Bradley Hospital
- Previously Director of the Adversity and Resilience Community Center in Texas, adjunct faculty at Texas Tech University and faculty at the Center on Child Abuse and Neglect/Child Study Center Dept. of Developmental-Behavioral Peds at the Oklahoma University Health and Sciences Center
- Co-Chair of the National Child Traumatic Stress Network's Trauma and Intellectual and Developmental Disabilities (IDD) Workgroup
- Specializes in Trauma-Focused CBT, treatment of adolescents with problematic sexual behaviors (PSB), PCIT, TARGET, and assessment of autism spectrum disorders

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Invisible Individuals and Systemic Racism: What can you do to be anti-racist?

Michael Gomez, Ph.D.
Psychologist, Bradley Hospital, Lifespan Institute
Warren Alpert School of Medicine at Brown University
Nationally Certified TF-CBT Trainer
Nationally Certified CE-CERT Trainer
Nationally Certified PCIT therapist

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Objectives

At the end of the presentation, the learner will:

1. Discuss the more recent terms used for this conversation and why this is important
2. Learn micro level strategies for working with families in the room
3. Learn community level strategies that go beyond the room

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I am an invisible man. I am a man of substance, of flesh and bone, fiber and liquids - and I might even be said to possess a mind. I am invisible, understand, simply because people refuse to see me.

— Ralph Ellison —

AZ QUOTES

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Terminology

Come on, what's the worst that can happen?

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We're about to talk about racism.
What's the worst that can happen?



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Systemic Racism

Pop Quiz!!!

Let's define the terms!!!

Historical Trauma

Anti-Racism


Microaggression

Critical Race Theory

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Terminology

- Systemic Racism
 - James Baldwin may have the best one sentence description of this
 - https://www.youtube.com/watch?v=YrHIQIO_bdQ
 - This was the video in the pre-work
- Anti-Racism
 - “I’m not racist” is missing the point
 - Silence and inaction is literally lethal
 - Anti-Racism can be seen as a call to understand the history that James Baldwin references
 - And to do something proactive about it
 - To ACT not react



“White people are trapped in a history they don’t understand”
- James Baldwin

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Terminology

- Critical Race Theory is, oddly, a HYPER technical legal theory (similar to String Theory in Physics)
 - It’s seriously an ultra nuanced legal theory that only a few academics in law schools knew about prior to a few years ago
- Intersectionality is a BIG part of this (e.g., intersection of race and legal issues)
- Internalization is another BIG part
 - This SCARY mimics the literature in traumatic stress on how victims internalize trauma being their fault (e.g., DV)

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Resource Check!!!

- Ibram X. Kendi
 - How to be an Anti-Racist
 - Stamped from the Beginning
- The 1619 Project
- Crystal Marie Fleming
 - How to be Less Stupid About Race
- Rodolfo Acuna
 - Occupied America
- James Wilson
 - The Earth Shall Weep
- Charles W. Mills
 - The Racial Contract

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So what do I do???

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Micro Strategies

i.e, what do I do with the person across from me in the room

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What was YOUR “culture” training like???

- Here’s mine
 - It was Awful
 - And my thesis and diss were ON culture
 - They were still in the “There are only 4 cultures” textbook phase
 - So I had to unlearn a LOT of stuff
 - If you feel like you don’t have a lot of training, you’re ok!
 - Cause you don’t have a lot to unlearn ☺
- And if you had my experience you’ll be ok too
- So let’s start with the first contact

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"Kleinman Questions"

- BIPOC youth have sooooo many stressors → So ASSESS!!!
- Arthur Kleinman's **mini-ethnographic exam** for more culturally responsive Primary Care Consults (8 Questions)
 1. What do you call the problem?
 2. What do you think has caused the problem?
 3. Why do you think it started when it did?
 4. What do you think the sickness does? How does it work?
 5. How severe is the sickness? Will it have a long or short course?
 6. What kind of treatment do you think the patient should receive? What are the most important results you hope s/he receives from this treatment?
 7. What are the chief problems the sickness has caused?
 8. What do you fear most about the sickness? The treatment?
- These are good IN GENERAL but REALLY helpful when trying to take into account cultural concerns in a short amount of time

DO NOT PRINT THIS SLIDE OUT AND USE IT LIKE A CHECKLIST!!!!!!

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Pandemic Red Flag: John Henryism

- Name comes from the old American fable of John Henry
 - "Rest is an act of Rebellion"
- One of the leading hypotheses why COVID-19 is so SUPER fatal in African American populations
 - And more recent research shows Latinx too
- Allostatic load is VERY important to this
- This is one of the most biologically centered streams of literature for how systemic racism impacts people
- <https://www.youtube.com/watch?v=FTOGwn6DSs4>
- <https://www.propublica.org/article/how-covid-19-hollowed-out-a-generation-of-young-black-men>
 - Article in the pre-work

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Dr. Isha Metzger

- A wicked smart person
- Who applied theories of Racial Socialization to TF-CBT
 - What is "racial socialization?"
- If we don't talk about race and racism isn't that avoidance???
 - And isn't avoidance part of PTSD???
 - Being heard, being recognized, is the opposite of being traumatized
- Let's look at Table 1
 - Ex: Corporal Punishment in its historical context in the Parenting Component

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Dr. Metzger TF-CBT

- **Rain Metaphor**
- **BELIEF** – before we label anything, do this
 - Behavior – Understand WHAT EXACTLY HAPPENED from the client’s perspective
 - Do NOT automatically look for alternative explanations (e.g., “they must have not meant it”)
 - Explanation – Ask “WHY do **YOU** think it happened?”
 - How is the client making sense of it
 - Label – Provide psychoed on racial stressors
 - NORMALIZE and VALIDATE clients experience (e.g., you did this not because you are black but because you have an amygdala)
 - Impact – What is the impact on your life?
 - Empathy – Reflect that the experience must be difficult
 - Feelings – Ask the client to directly label their feelings
- You CAN go out of order but remember to not jump to action too fast

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Coping Skills Example

- Some definitions of culture include “thoughts, behaviors and feelings,” which is a cognitive triangle
- Dr. Metzger’s BLAC technique
 - Breathe
 - Locate (stress in your body, e.g., do PMR and regulate)
 - Ask/Communicate
 - Who are you referring to when you say that? What do you mean?
 - Ask self “what are you feeling”
 - What self talk is going on in your head?
 - How might this slight be interpreted by others?
 - What strategies have you tried to overcome racial stressor? (*So that you don’t tell them to do the thing that they already tried*)
 - Anyone else you feel comfortable discussing these issues with?
- 15 year old Latinx Female Example from Dr. Hughes

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RESOURCE CHECK!!!

- <https://www.amazon.com/Mental-Health-Practice-Immigrant-Refugee/dp/143383149X>
 - TF-CBT comes out as a pretty fluid model
 - Very helpful basics and tips if Refugee populations are new to you

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Macro Strategies

"All world changing events . . ."

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Out of the room

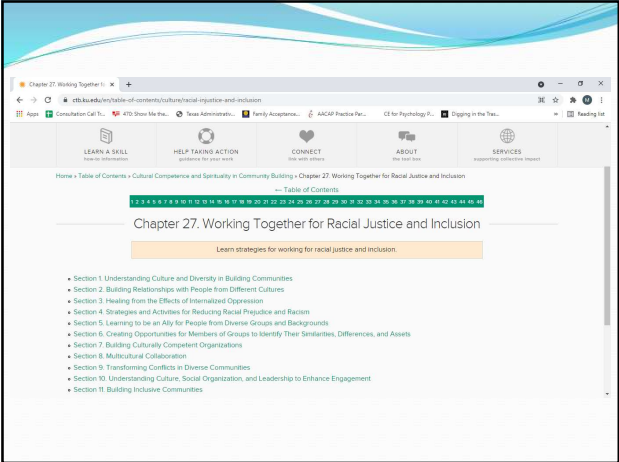
- Let's start at the National Child Traumatic Stress Network (NCTSN)
 - <https://www.nctsn.org/trauma-informed-care/culture-and-trauma/nctsn-resources>
 - <https://www.nctsn.org/resources/principles-of-an-anti-racist-trauma-informed-organization>
- BIG focuses on
 - Refugee and immigrant youth
 - Disparities in mental health care
 - Racial injustice and trauma
 - Cultural and linguistic competency in child trauma services
 - Historical trauma
 - Trauma and suicide among Native American youth
 - Trauma in LGBTQ youth
- NCTSN Think Tank – "If you are not addressing systemic racism and injustice you are not doing secondary trauma work."

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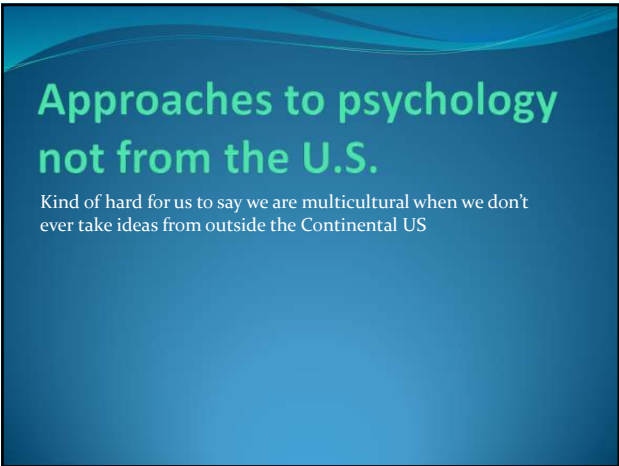
The Community Toolbox

- <https://ctb.ku.edu/en>
- A resource developed by the University of Kansas Community Psychology Program for THIS exact kind of work
- Teaches CONCRETE skills
- Let's take a look at it
 - <https://ctb.ku.edu/en/cultural-competence-and-building-inclusive-communities>

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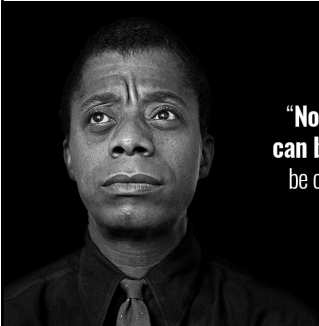


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Liberation Psychology

- Ignacio Martin Baron – “Towards a Psychology of Liberation”
 - Roots in Liberation Theology, which has roots in the ideas of a 16th Century monk
 - The ONLY psychologist to die in the line of duty
 - Be driven by the problem, not the discipline
 - He saw Psychology/Mental Health as a SOCIAL JUSTICE activity and discipline
 - Ergo, you can NOT just stay in your office
- Specific ex: University of Oklahoma
- Specific ex: State of Michigan

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**“Not everything that is faced
can be changed, but nothing can
be changed until it is faced.”**

- James Baldwin

Goalcast

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WHAT'S YOUR SUPERHERO NAME?

USE THE FIRST INITIAL OF YOUR FIRST AND LAST NAME

FIRST NAME	LAST NAME
A - DOCTOR	A - MASK
B - FLYING	B - COMET
C - SHINY	C - DEVIL
D - PROFESSOR	D - PUMA
E - BIG	E - DRAGON FIRE
F - MEGA	F - SOLDIER
G - DIAMOND	G - MAGICIAN
H - SPARKLY	H - GRIFFIN
I - PYRO	I - GHOST
J - UNDEAD	J - WISP
K - HUNGRY	K - SONGBIRD
L - PLATINUM	L - DEATH
M - ULTRA	M - SERPENT
N - GOLDEN	N - SHARK
O - MECHA	O - TSUNAMI
P - SWIFT	P - DANCER
Q - ROYAL	Q - SHADOW
R - SULTRY	R - PENGUIN
S - MR/MS	S - DREAM SEEKER
T - CAPTAIN	T - STAR
U - HOT	U - SPHINX
V - SHRINKING	V - BRAIN
W - INVISIBLE	W - FELINE
X - PSYCHIC	X - ANGEL
Y - STARDUST	Y - LION
Z - INCREDIBLE	Z - OWL

THANK YOU!

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