

PROMOTING MENTAL HEALTH EQUITY AT THE INTERSECTIONS

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WHAT'S AHEAD

- 1 ROLL CALL & GOAL ID**
- 2 KEY CONCEPTS**
- 3 MENTAL HEALTH INEQUITIES**
- 4 YOU AND YOUR WORK**

**DEFINITIONS
BELONG TO THE
DEFINERS, NOT
THE DEFINED.**

- TONI MORRISON

**WHAT MATTERS?
TO WHOM?
AND WHY?**

KEY CONCEPTS

THE
AMERICAN
DREAM



**HEALTHCARE “IS
A
FUNDAMENTAL
SOCIAL
FUNCTION THAT
REFLECTS,
INCORPORATES,
AND ACTS OUT
MORE GENERAL
ASPECTS OF
SOCIAL
HIERARCHY,
STATUS, AND
POWER”**

- Charles Rosenberg

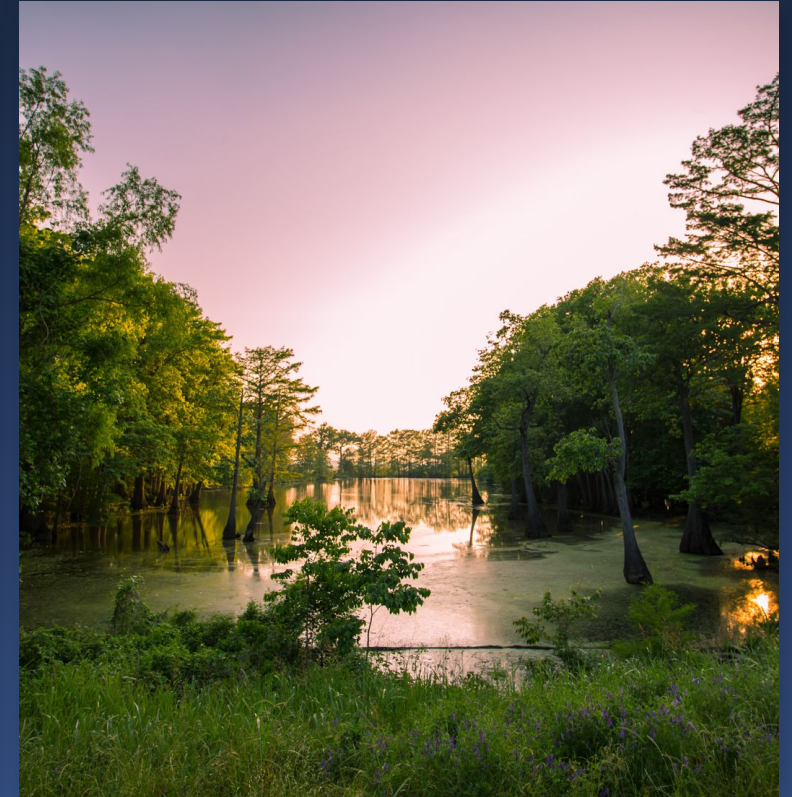
HEALTH & HEALTHCARE ARE LOCAL



CHICAGO'S INNER CITY



**MARYLAND'S PRINCE
GEORGE'S COUNTY**



THE MISSISSIPPI DELTA



AND SHAPED BY NARRATIVES OF WORTH AND DANGEROUSNESS

“PSYCHOTIC”

“A
BLACK
MAN,”



AND PERSONAL

**“A
BIOLOGY
TEACHER,”**

**“SON,
BROTHER,
FRIEND,”**




“ THE MARCUS-DAVID PETERS ACT IS A COMPREHENSIVE AND COMPLEX PIECE OF LEGISLATION THAT PURSUES INTERROGATION OF EXISTING STRUCTURES, RESPONSIBILITIES, AND AUTHORITIES AS THEY RELATE TO THE GOVERNMENTAL ROLE IN RESPONDING TO BEHAVIORAL HEALTH CRISES. THEN, THE BILL REQUIRES THE RE-DESIGNING OF CONTINGENCIES TO SUPPORT BEHAVIORS FROM ALL SYSTEM PLAYERS AND AGENTS THAT ALIGN WITH THE BILL’S ARTICULATED VALUE OF A BEHAVIORAL HEALTH RESPONSE TO A BEHAVIORAL HEALTH CRISIS THAT IS APPLIED EQUITABLY TO VIRGINIANS REGARDLESS OF JURISDICTION, RACE, OR DISABILITY. ”

VA DBHDS

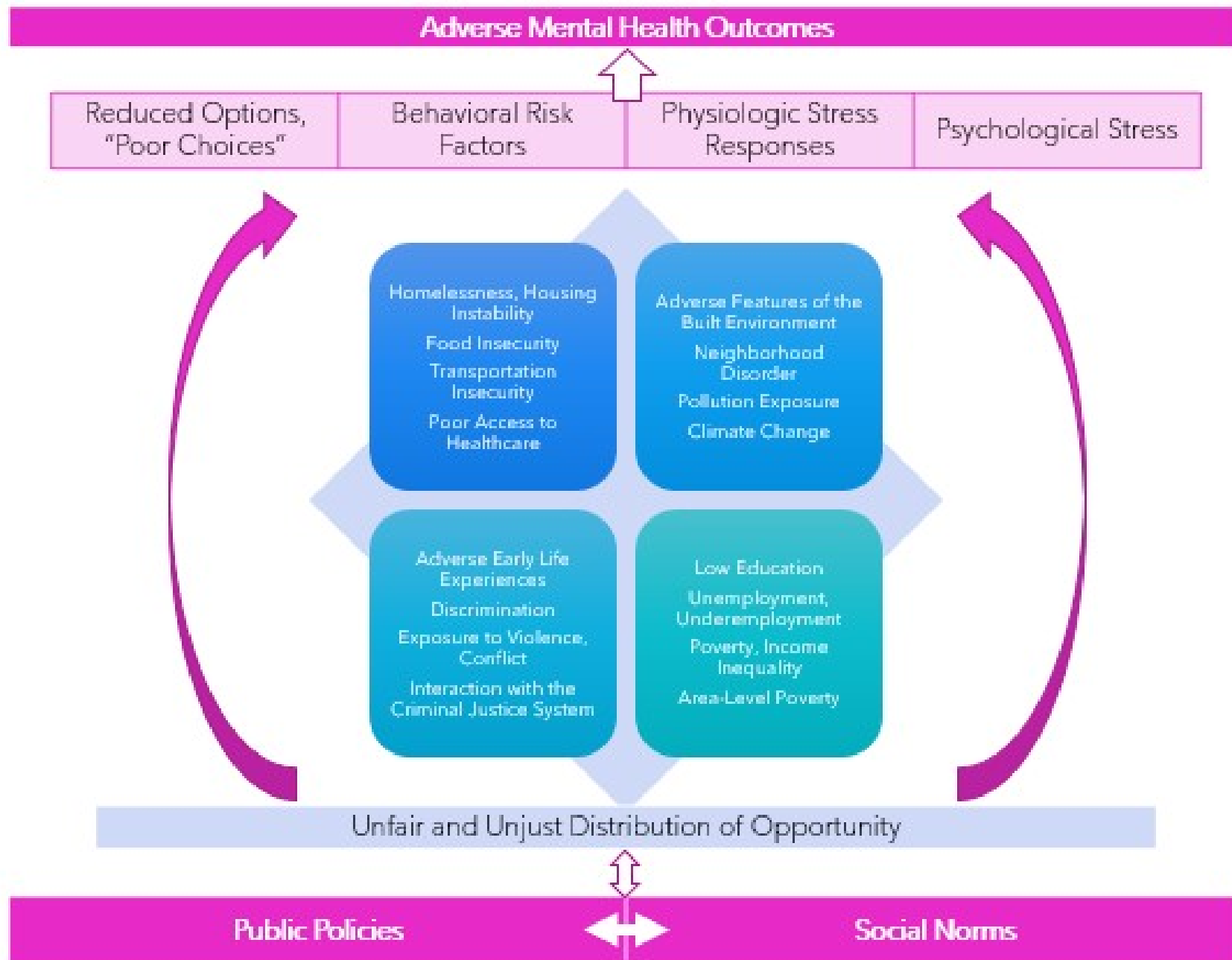


**HOW DO YOU DEFINE MENTAL
HEALTH?**



“A STATE OF WELL-BEING IN WHICH EVERY INDIVIDUAL REALIZES HIS OR HER OWN POTENTIAL, CAN COPE WITH THE NORMAL STRESSES OF LIFE, CAN WORK PRODUCTIVELY AND FRUITFULLY, AND IS ABLE TO MAKE A CONTRIBUTION TO HER OR HIS COMMUNITY”

- W.H.O.



STRUCTURAL TRAUMA

**WHEN SOCIETY'S SYSTEMS AND
STRUCTURES (E.G.- GOVERNMENTS,
ECONOMIES, SAFETY NET SERVICES) AS
THEY ARE CONFIGURED AND
ROUTINELY OPERATE ARE
INSTRUMENTS OF HARM**

SOCIAL JUSTICE

**“ASSURING THE PROTECTION OF EQUAL
ACCESS TO LIBERTIES, RIGHTS, AND
OPPORTUNITIES, AS WELL AS TAKING
CARE OF THE LEAST ADVANTAGED
MEMBERS OF SOCIETY.”**

-JOHN RAWLS-

PRINCIPLES OF SOCIAL INJUSTICE



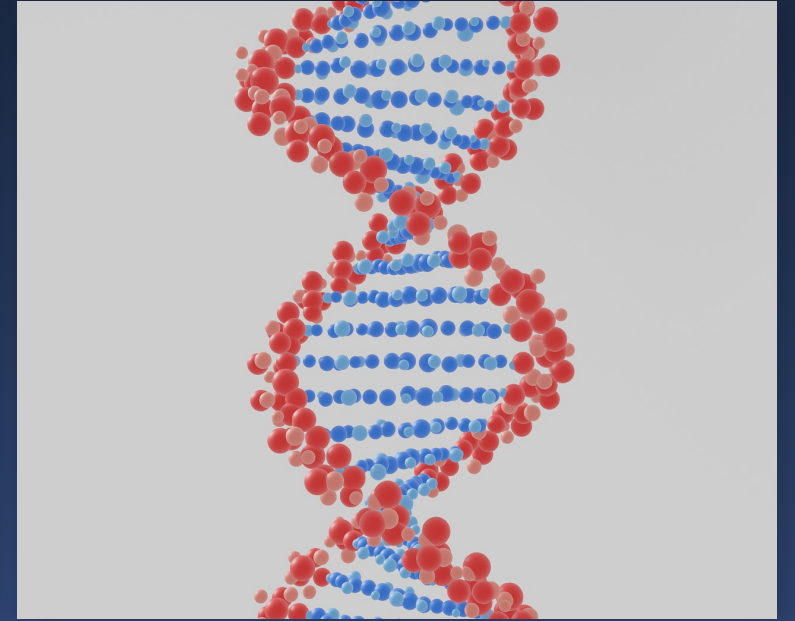
ESSENTIALISM

The belief that there are distinct, unchanging, and natural characteristics that define social groups and facilitate their categorization



ERASURE OF CONTEXT

Failure to consider sociohistorical context when seeking to understand the etiology of inequities



BIOLOGICAL DETERMINISM

The false belief that racial groups are biologically and genetically different

Shadravan S, Barcelo N: Social Injustice and Mental Health Inequities. In Social (In)Justice and Mental Health, Washington DC, APA Publishing. In Press.



**IF YOU'RE TREATED
A CERTAIN KIND OF
WAY, YOU BECOME
A CERTAIN KIND OF
PERSON. IF THINGS
ARE DESCRIBED TO
YOU AS BEING
REAL, THEY'RE
REAL FOR YOU
WHETHER THEY'RE
REAL OR NOT.**

- James Baldwin

RACISM

**A MARRIAGE OF RACIST POLICIES AND
RACIST IDEAS THAT PRODUCES AND
NORMALIZES RACIAL INEQUITIES
- IBRAM X KENDI -**

TYPES OF OPPRESSION

EXPLOITATION

The unequal exchange of one group's labor and energies for another group's advantage and advancement

CULTURAL IMPERIALISM

Establishing the ruling class culture as the norm; othering of groups that are not part of the dominant culture

POWERLESSNESS

Oppressed groups lack power and are blocked from routes to gaining power

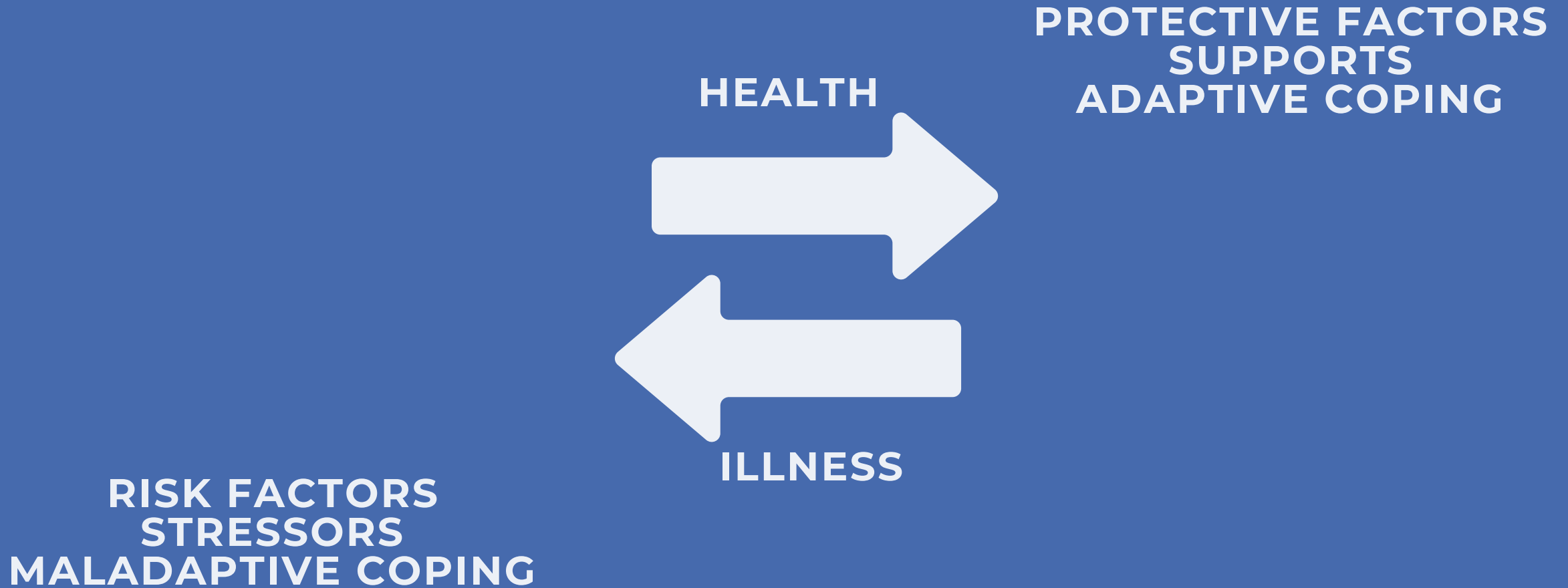
MARGINALIZATION

Expelling specific groups from meaningful participation in society

VIOLENCE

Threats and experiences of physical and structural violence

Young IM: Five Faces of Oppression. In Justice and the Politics of Difference. Princeton, Princeton University Press, 1990, pp 39-65



The Mental Illness to Mental Health Continuum

PSYCHOLOGICAL CONSIDERATIONS



SELF-CONCEPT

Strengths

Deficits

Capabilities



STRESS RESPONSES

Problem-Solving

Coping Strategies

Defense Mechanisms

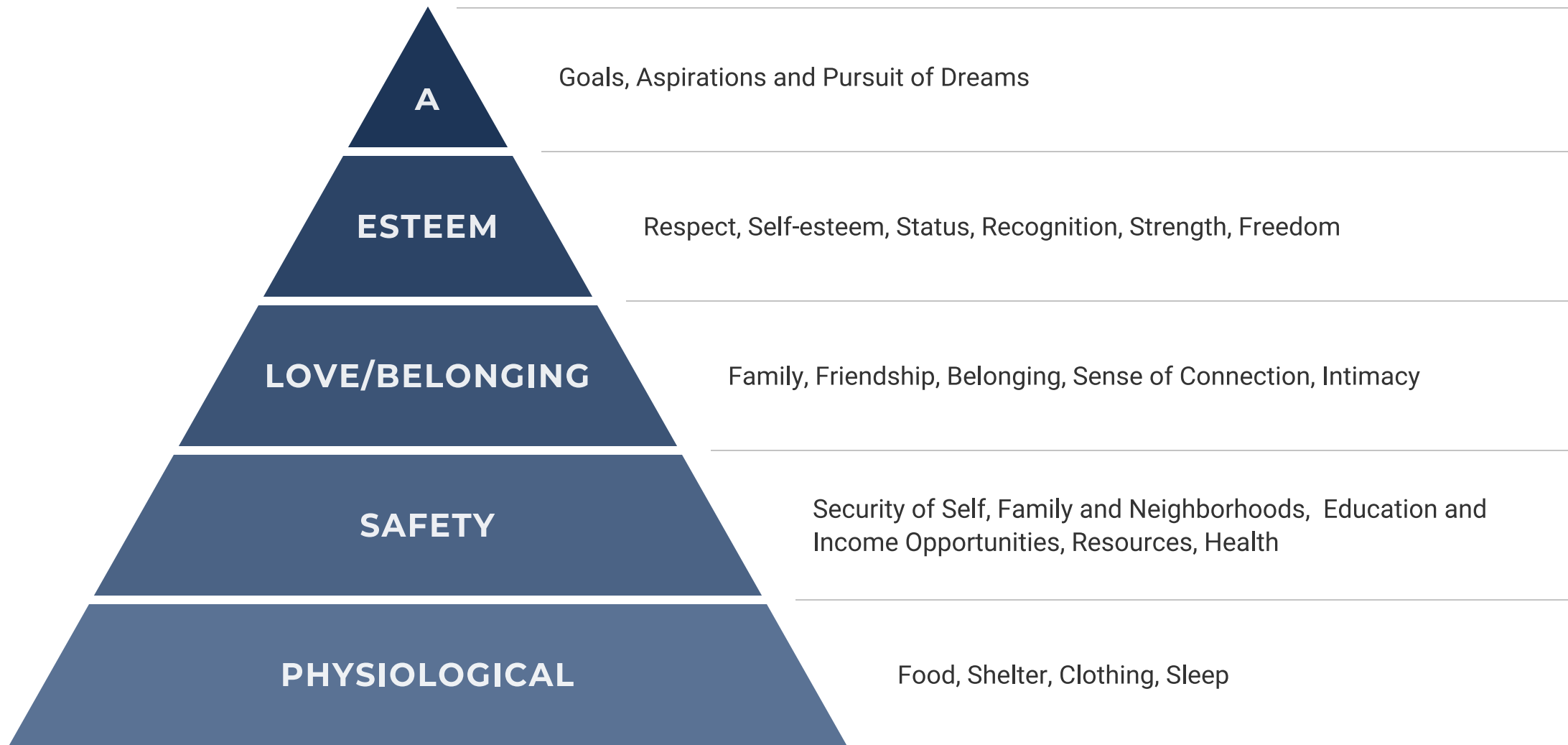


PERCEPTIONS OF LARGER SOCIETY

Its Rules

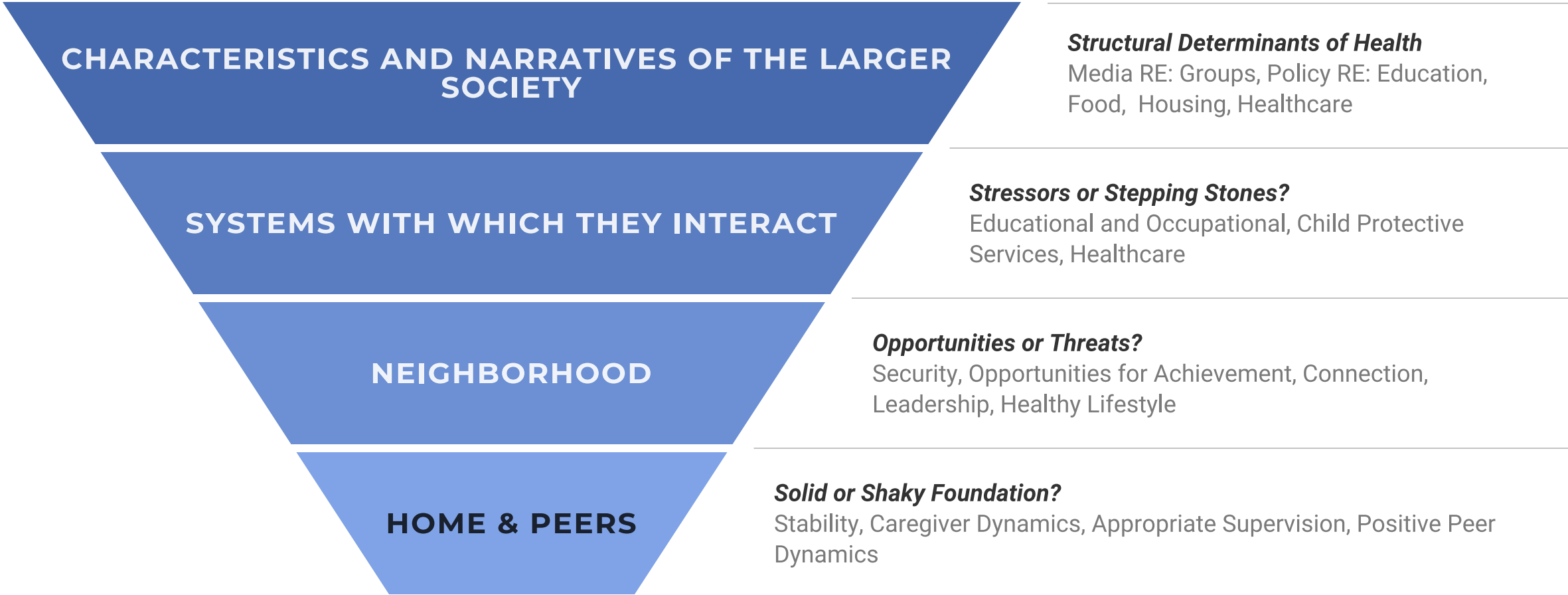
Their Place In It

Safety and Agency



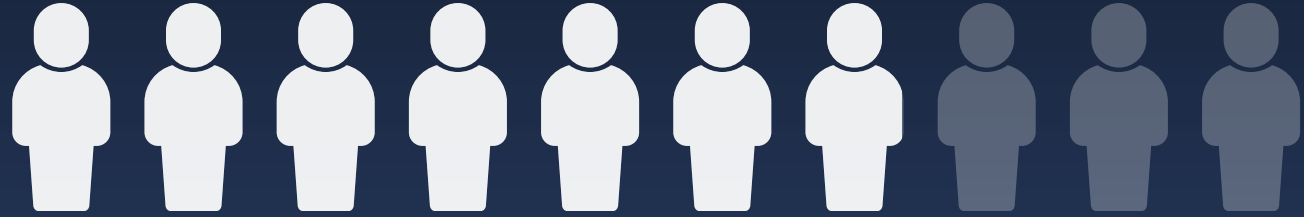
HIERARCHY OF NEEDS - ?IMPLICATED SYSTEMS

SOCIAL CONSIDERATIONS



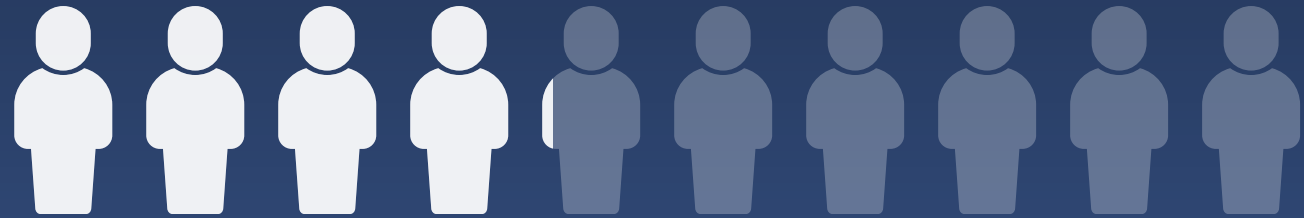
IN 2018,

69%



of Black adults with any mental illness received no treatment

42%



of Black adults with serious mental illness received no treatment

Crack Babies: The Worst Threat Is Mom Herself

By Douglas J. Besharov

LAST WEEK in this city, Greater Southeast Community Hospital released a 7-week-old baby to her homeless, drug-addicted mother even though the child was at severe risk of pulmonary arrest. The hospital's explanation: "Because [the mother], demanded that the baby be released."

The hospital provided the mother with an apnea monitor to warn her if the baby stopped breathing while asleep, and trained her in CPR. But on the very first night, the mother went out drinking and left the child at a friend's house—without the monitor. Within seven hours, the baby was dead. Like Dooney Waters, the 6-year-old living in his mother's drug den, whose shock

Children of the Opioid Epidemic

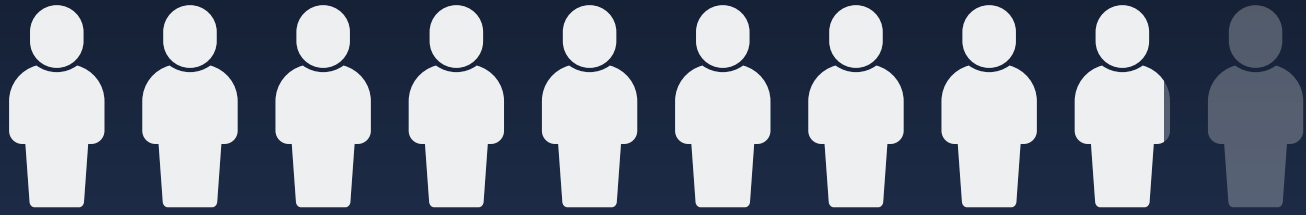
In the midst of a national opioid crisis, mothers addicted to drugs struggle to get off them — for their babies' sake, and their own.

By JENNIFER EGAN MAY 9, 2018



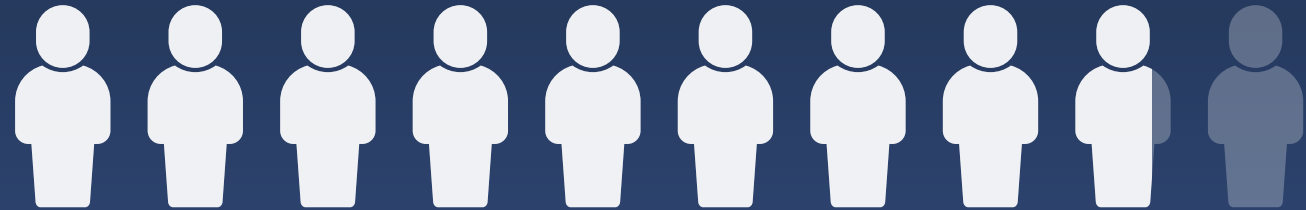
THE NEW DISPARITY - THE EMPATHY, COVERAGE, FUNDING & TRAINING GAPS

89%



of Latinx adults with substance use disorders reported receiving no treatment

88%



of Black adults with substance use disorders reported receiving no treatment



**WHEN BLACKS
WERE *ASKED*
WHY THEY DO
NOT GET
MENTAL HEALTH
SERVICES...**

***COST IS THE MOST
COMMONLY CITED REASON
FOR NOT SEEKING CARE***

**TWICE AS OFTEN AS
MINIMIZATION OF SYMPTOMS
AND NEARLY FIVE TIMES AS
OFTEN AS STIGMA**

“The developing child's positive sense of self depends on the caregiver's benign use of power.”*



*Dr. Judith Herman, Trauma and Recovery

EARLY IMPRESSIONS MATTER



**HARDEE'S,
PIGGLY WIGGLY,
A FLASHING
YELLOW LIGHT
AND
GEORGE
STEPHANOPOLOUS**



EARLY ASSAULTS MATTER

THE IMPACT OF
TRAUMA



WHAT ABOUT STRUCTURAL ADULTISM?

In Medicine and Mental
Healthcare?

In Medical and Mental Health
training?





POVERTY

The child poverty rate is **4.2x** higher than the national rate, with **1/6** U.S. children living in poverty



ABUSE

Girls 16-19 are **4x more likely** than gen. popn. to be victims of rape, attempted rape, or sexual assault



MEDICAID INEQUITIES

Medicaid FFS physician service payment rates nearly **30% below** Medicare payment



PUBLIC EDUCATION

2008-20018, students across the U.S. lost nearly **\$600 billion** in states public school funding



HOMELESSNESS

An estimated **1-in-41 school-age children**, with that number rising to **1-in-18 for children under age 6**



THE BURDEN OF RESILIENCE...

Who do we ask to be resilient and why?

Where is the emphasis on prevention and protection?

And why is that not part of the conversation?

POSITIVE CHILDHOOD EXPERIENCES COMMUNITY BASED

Enjoy participating in community traditions

Feel a sense of belonging in high school

Feel supported by friends

Have at least 2 non-parent adults who take genuine interest in them



POSITIVE CHILDHOOD EXPERIENCES

FAMILY BASED

Feel able to talk to their family about feelings

See their family as a source of support

Feel like their family looked out for each other and stood by each other during difficult times

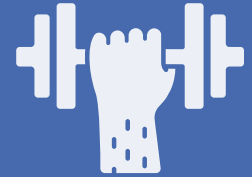
Feel safe and protected by an adult in their home

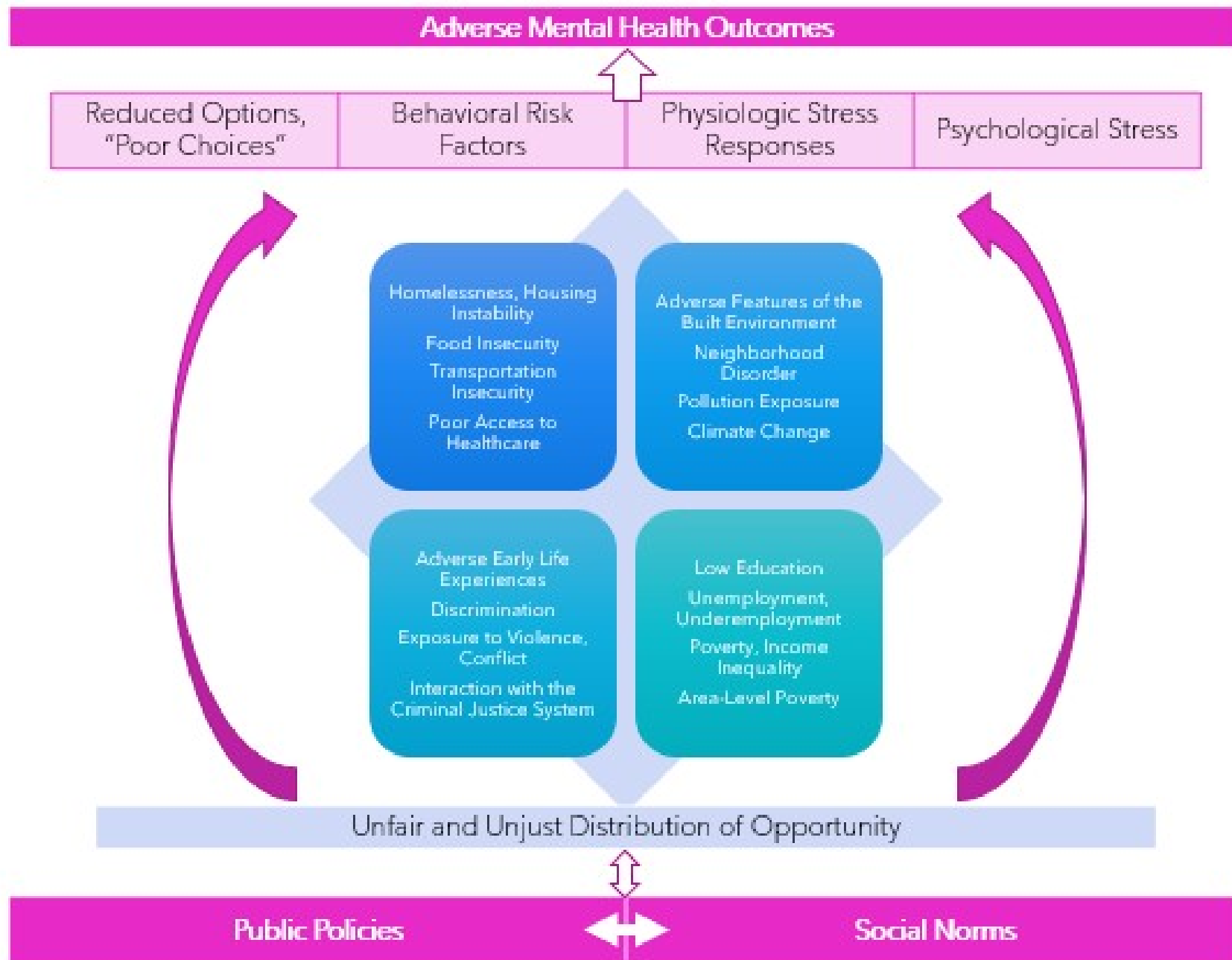
Have someone to take them to the doctor if needed



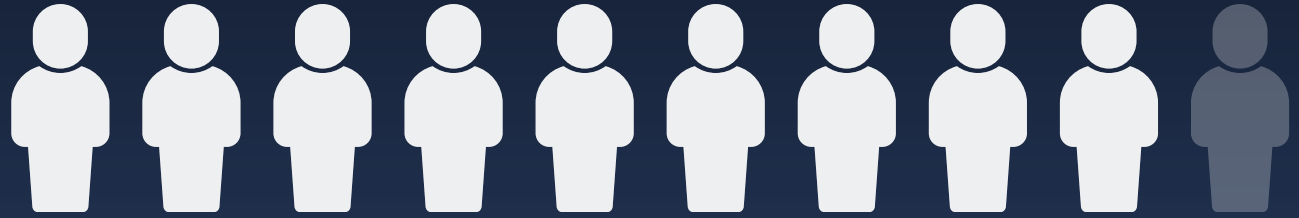
MENTAL HEALTH INTERVENTIONS: MUCH MORE THAN MED.S

**LIFESTYLE
& M.H.**



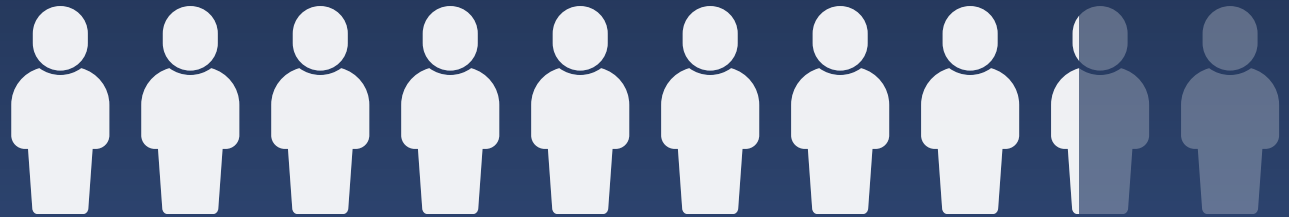


90%



Experienced at least one trauma

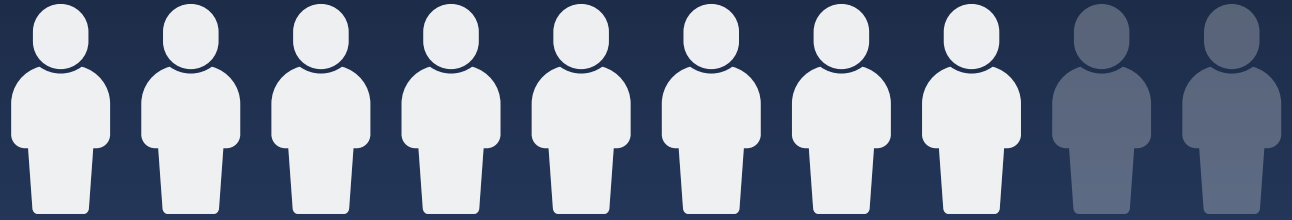
84%



More than 1 trauma

TRAUMA IN JUVENILE JUSTICE INVOLVED YOUTH

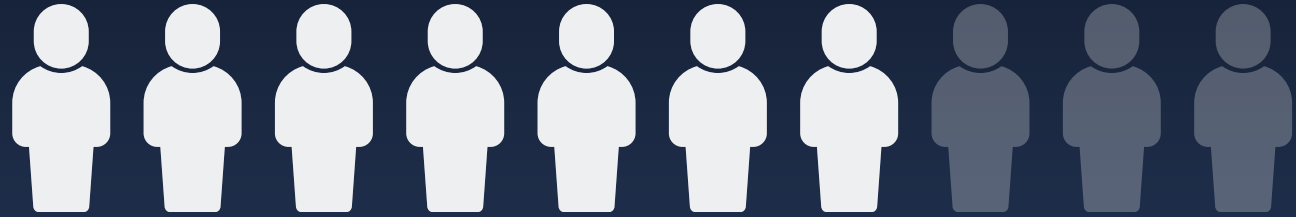
80%



DJJ Involved youth with family on public assistance or incomes under \$30,000 per year

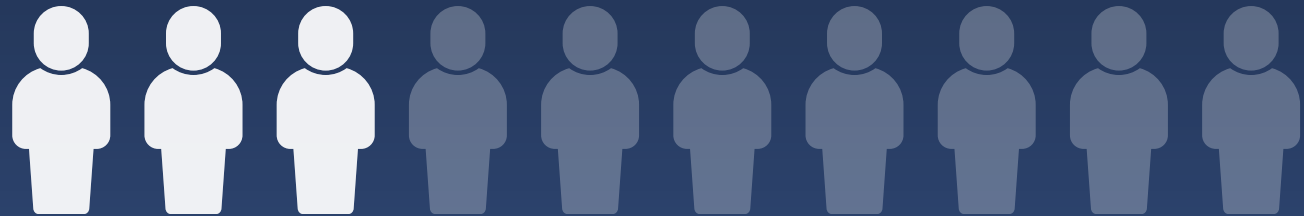
POVERTY

70%



Mental Illness

30%



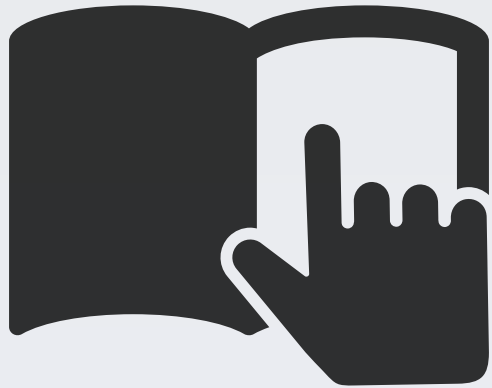
“Serious” Mental Illness

**AND SET THE STAGE FOR OVER-REPRESENTATION FOR
YOUTH WITH MENTAL ILLNESS IN THE JUSTICE SYSTEM**

WHEN THE TRAUMA'S NOT “POST”



AND NOT COUNTED



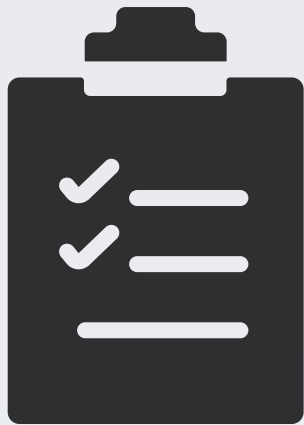
IN OUR DSM DIAGNOSES

No Complex PTSD

The limitations of Criteria A for PTSD

No recognition of racial and structural trauma

AND NOT COUNTED



IN OUR COMMON INSTRUMENTS

ACE Questionnaire Limitations
Actuarial Risk Assessments
Criminogenic Risk Factors

**...IN OUR
COURTS**



**THE
“CRIMINAL
JUSTICE”
SYSTEM**



RELIABLY RACIST OUTCOMES



- MOST JUDGES ACKNOWLEDGE THE SYSTEM IS RACIST
- 80% OF STATE JUDGES ARE WHITE
- BLACK AND BROWN PEOPLE MAKE UP THE MAJORITY OF PEOPLE IN JAIL
- SENTENCING OUTCOMES DIFFER NOT ONLY BY RACE BUT ALSO BY SHADE
- BLACKS ARE LESS LIKELY TO BE REFERRED FOR M.H. EVALS OR TO DIVERSION PROGRAMS

YOU & YOUR WORK



**“THE WAY YOU BEGIN
TO UNDERSTAND
THE PROBLEMS OF
THE WORLD IS BY
GETTING PROXIMATE.”**

- BRYAN STEVENSON

REFLECTION



**HOW MIGHT YOUR
EXPERIENCES COMPARE
WITH THAT OF THE
POPULATIONS
IMPACTED BY YOUR
WORK?**

REFLECTION



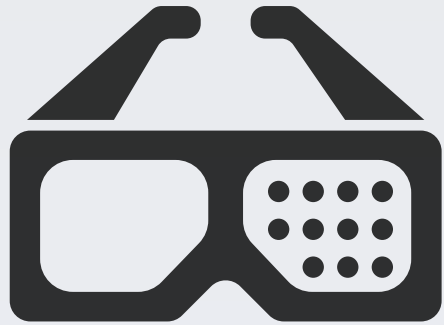
**HOW MIGHT YOUR
EXPERIENCES DIFFER
WITH THOSE ON YOUR
TEAM?**

REFLECTION



**HOW MIGHT THOSE
DIFFERENCES IMPACT
THE QUESTIONS YOU
ASK... OR NOT?**

REFLECTION



**WHAT ARE STRATEGIES
TO ADDRESS POTENTIAL
BLIND SPOTS?**

	Example	Yours & Associated Social Status
Professional Title	Psychiatric Administrator	
Race	Asian/White (Biracial) Pale skin, dark hair	
Ethnicity	Vietnamese American Father is third-generation born in US and grandparents immigrated shortly after the war	
Sexuality	Heterosexual Engaged to partner of 4 years who is financial stable	
Gender Identity	Cis-gender female (She/her/hers) Born biological female, appearance is androgynous with stereotypically masculine dress style	
Regional Upbringing	West Coaster Grew up in Los Angeles, CA and is living on the East Coast for the first time	
Political Views	Liberal Ideologically liberal and votes Democrat.	
Parent's Socio-economic status	Upper Middle Class Both parents attended college	
Experience w/ Mental Health Care	Positive, Private Practice highly trained outpatient providers with great continuity of care	
Experience w/ Criminal Justice System	Minimal personally, have never lived in heavily policed neighborhoods or had system involved family members	

Self Ethnography

BREAK INTO GROUPS OF 4-6 DISCUSS A RECENT FAILURE

Might a principle of injustice or a lack of proximity played a role?



**RACIST
SYSTEM**

**+ RACE
'NEUTRAL'
REFORM**

**= RACIST
SYSTEM 2.0**

COURSE CORRECTION

**UNDOING
INEQUITY**

**ADVOCACY FOR POLICIES
THAT INCREASE M.H.
TREATMENT ACCESSIBILITY**

**ADVOCACY FOR POLICIES
THAT ADDRESS THE SOCIAL
DETERMINANTS OF HEALTH
THAT ARE MEDIATED BY
SOCIAL STRUCTURES**

**REBUTTING NARRATIVES
THAT INCLUDE ERASURE OF
CONTEXT, ESSENTIALISM
AND THE DENIAL OF
STRUCTURAL RACISM**





HOW TO START

1 DEVELOP A KNOWLEDGE BASE

- From place of ownership, self-study, humility
- Systems, mental illness, criminal justice

2 UNDERSTAND INEQUITY AND YOUR ROLE IN ADDRESSING IT

- Identifying power, privilege and voice
- Counting, Listening, Collaboration

3 RESPOND TO INEQUITY

- Leveraging power, privilege and voice
- Intentional resource allocation, language
- Mitigate the lack of proximity

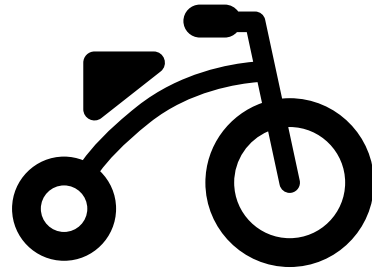
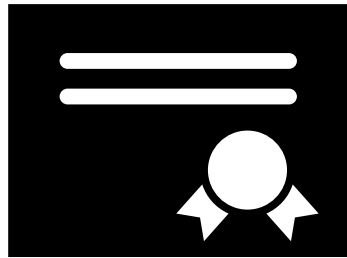
4 MEASURE & REVISE

- Evaluate and Recount
- Iteration and interdisciplinary collaboration
- Find the gaps, in data, in lived experience of leaders and voices

THE PROVISION OF CLINICAL CARE OR THE PROMOTION OF THE POPULATION'S MENTAL HEALTH?



THE ELEVATION OF EXPERTISE DEFINED BY ACADEMIC CREDENTIALS OR THE ELEVATION OF LIVED EXPERIENCE ?



A PROBLEM OWNED BY "MENTAL HEALTH" CLINICIANS OR ONE FOR ALL MEMBERS OF A JUST SOCIETY?



INCREMENTAL CHANGE OR ONE COMMENSURATE WITH THE SITUATION'S URGENCY?



FOLLOW YOUR OWN DATA!

Sosunmolu Shoyinka, MD, MBA

Former Chief Medical Officer, Cty. of Philadelphia Dept. of Behavioral Health and Intellectual Disability Services

- **INSIDE OUT**
- **SHOW ME THE MONEY**
 - Vendors
 - Career Trajectories and Pay
- **STRATIFIED DATA**
 - Re-Entry Housing Program for Returning Citizens
 - Racially Mixed Team
 - Racially Inequitable Outcomes in Eligible vs. Accepted
 - Only identifiable driver was bias
 - Intentional Correction

A 20-YEAR OVERNIGHT SUCCESS

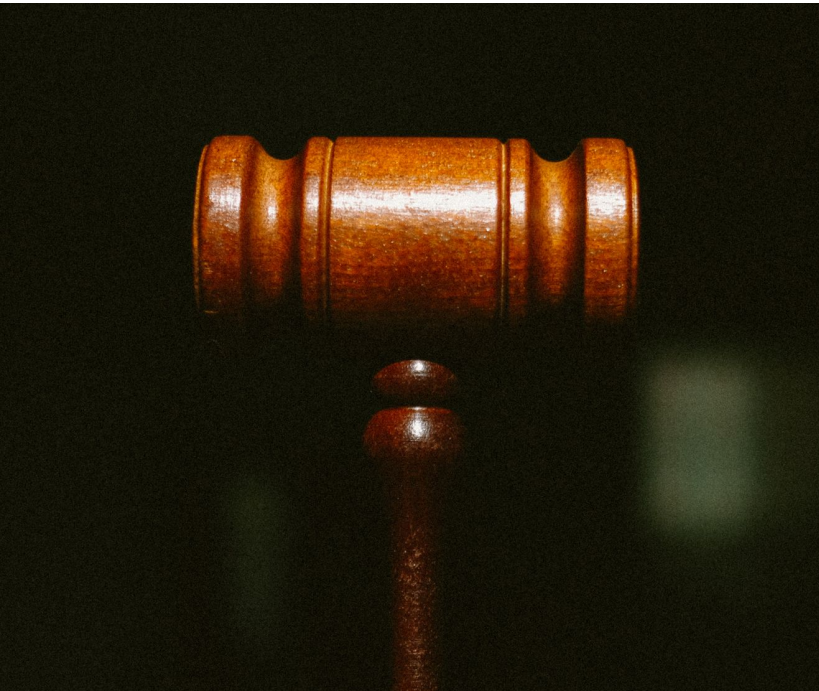
Judge Steven Leifman

Associate Administrative Judge, Miami, FL and Judges Psychiatrist Leadership Initiative Co-Chair

- **PEERS AS "SECRET SAUCE"**
 - Representation
 - Workforce
 - Systems Navigation
- **RESOURCES FOR FIRST RESPONDERS**
 - Mental health line and services
 - Decrease in police shooting
- **CONVENING POWER, COMMUNICATION AND COLLABORATION**
 - Interdisciplinary
 - Cost-Savings not just Shifting
 - Knew the Audience
 - No Wrong Door Multi-Faceted Facility
 - Housing, Job Training, Crisis, Medical, Dental, Fitness, Clubhouse, etc.

**“IGNORANCE, ALLIED
WITH POWER, IS THE
MOST FEROCIOUS ENEMY
JUSTICE CAN HAVE.”**

- JAMES BALDWIN -



**HOW CAN
EVERY CHILD
REALIZE THEIR
OWN
POTENTIAL,
WORK
PRODUCTIVELY
AND
FRUITFULLY,
AND MAKE A
CONTRIBUTION
TO THEIR
COMMUNITY...**

**NO
JUSTICE.
NO PEACE.**

**...IN A SOCIETY
THAT FAILS TO
ASSURE EQUAL
ACCESS TO
LIBERTIES,
RIGHTS, AND
OPPORTUNITIES,
AND CHOOSES
NOT TO CARE
FOR ITS YOUTH?**

healthcare

Medicaid

gender PTSD class

schizophrenia

counselor clinic

bias Crisis use bipolar

Discussion 988

inequity psychiatrist racism

medication hospital

AMA trauma autism

disparity disorder

disorder

marginalization

premature

cultural

system

criteria

competency

inequity

justice

structural

stigma

legal

mental

context

expert

gaps

social

substance

closure

justice

erasure

