

# Hidden in Plain Sight:

How Racism & Bias  
Demand Effective Training





# LAND & LABOR ACKNOWLEDGEMENT

The Northwest MHTTC acknowledges the Native and Indigenous peoples who are tied to this land through history, legends, and culture since time immemorial, and whose lands were forcibly taken. This acknowledgment is a commitment to show respect, build relationships, learn and remember tribal history and sovereignty, and work for justice in these communities.

We also acknowledge that like most modern-day U.S. institutions, the University of Washington benefits from the unaddressed legacy of stolen labor and slavery, which is at the foundation of this nation and its vast and inequitable wealth. We recognize our debt to exploited workers past and present whose labor was and continues to be stolen through unjust practices.





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SPIRIT Lab



# What has been your experience?

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# AGENDA







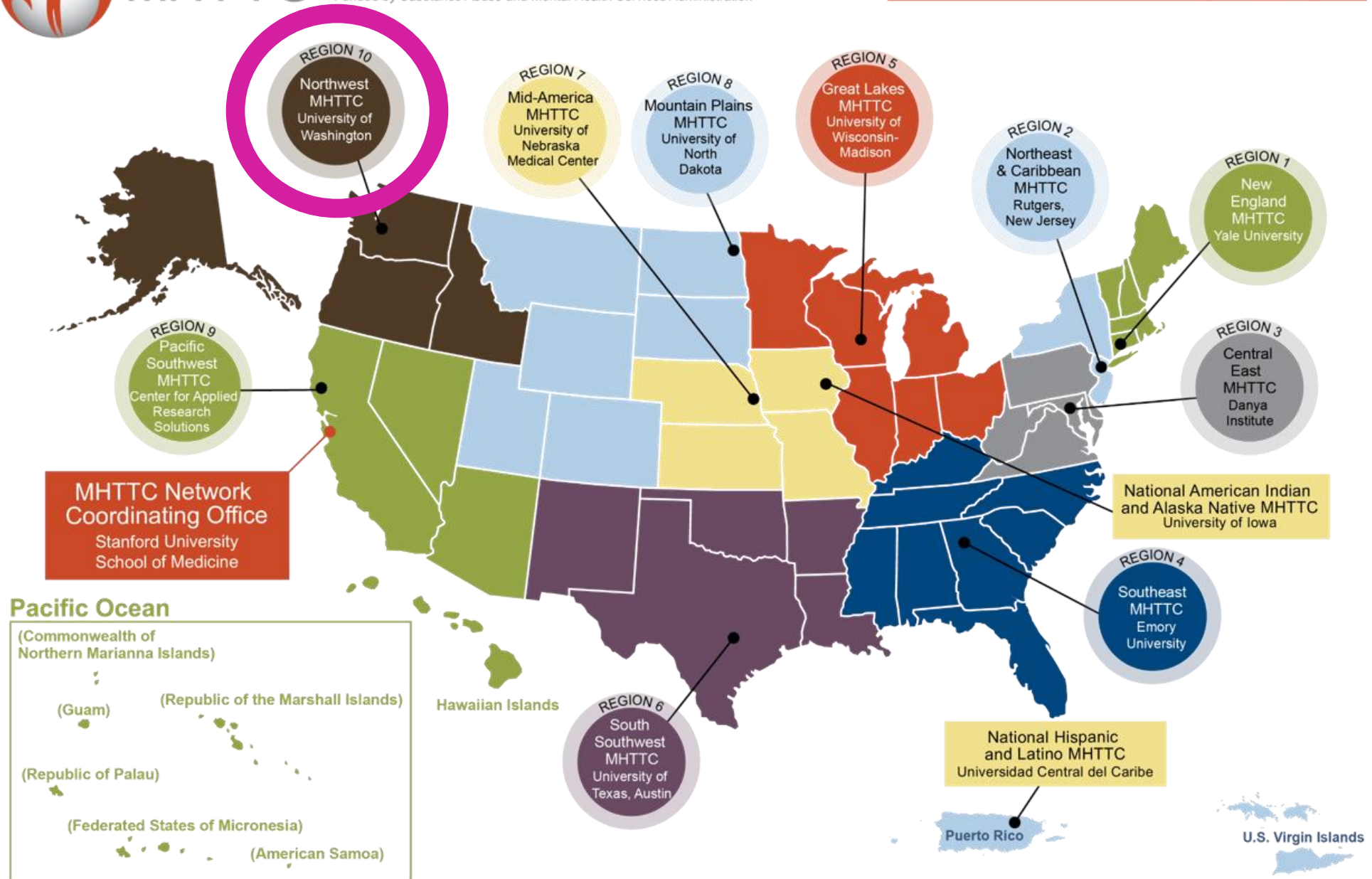
# Introductions & Aims



# MHTTC

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

## MHTTC Network







## OUR GOALS



Support mental health-related  
EBPs and best practices.



Heighten awareness,  
knowledge, and skills



Foster alliances and address  
diversity of training needs



Share **FREE**, publicly  
available training and TA.

**NETWORK AREA OF FOCUS:** Evidence-based practices (EBPs) for psychosis

Including CBT for psychosis (CBTp) & Assertive Community Treatment (ACT)

## ADDITIONAL TRAINING TOPICS

Integrated Care ~ Peer Support ~ Leadership ~ Co-occurring Substance Use Disorders  
Provider Well-being ~ Suicide Prevention ~ Equity & Inclusion ~ Families ~ Trauma-Informed  
Addressing Stigma ~ Culturally Responsive ~ Crisis Work ~ Grief & Loss

*PRIORITIZING EQUITY, DIVERSITY, INCLUSION & PROVIDER WELL-BEING*



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CO-DIRECTOR



@NorthwestMHTTC  
[mhttcnetwork.org/northwest](http://mhttcnetwork.org/northwest)



**LIVE & RECORDED  
WEBINARS**



**VIRTUAL LEARNING  
COMMUNITIES**



**ONLINE, SELF-  
PACED COURSES**



**NEWSLETTERS &  
OPPORTUNITIES**



**RESOURCE  
LIBRARY**



**"PUTTING IT  
TOGETHER"  
PODCAST**





# Our hopes for today:

- Moving toward equity
- How racism & bias affect us
- Share lived experiences
- Training models
- Free resources

*We are not experts, we humbly offer our experience and perspective*

**Why are  
you here  
today?**







# What creates barriers



## **Lack of understanding = Lack of meaningful relationships**

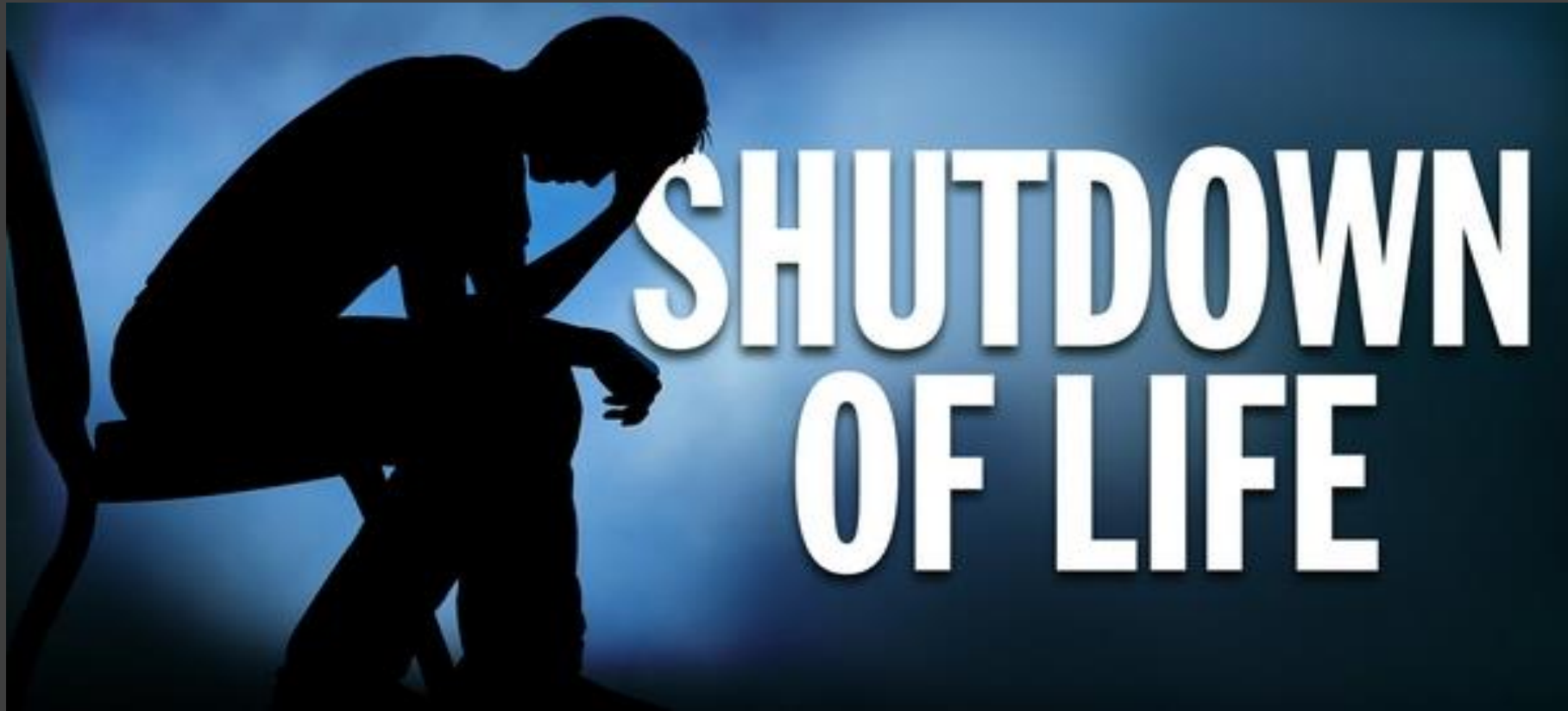
Judging is Easier than Understanding

Lack of Understanding Creates Barriers

Barriers Reinforce Ignorance

And Ignorant of the Cycle, We Perpetuate It





## Statistically

- There are culture specific reasons preventing minorities from using available **services**: It's harder for them to see the effectiveness of service.
- Minority groups have a higher dropout rate and poorer treatment outcomes due to cultural insensitivity of standard treatment methods
- Asians and Native Americans access the system at a lower rate than African Americans and Europeans



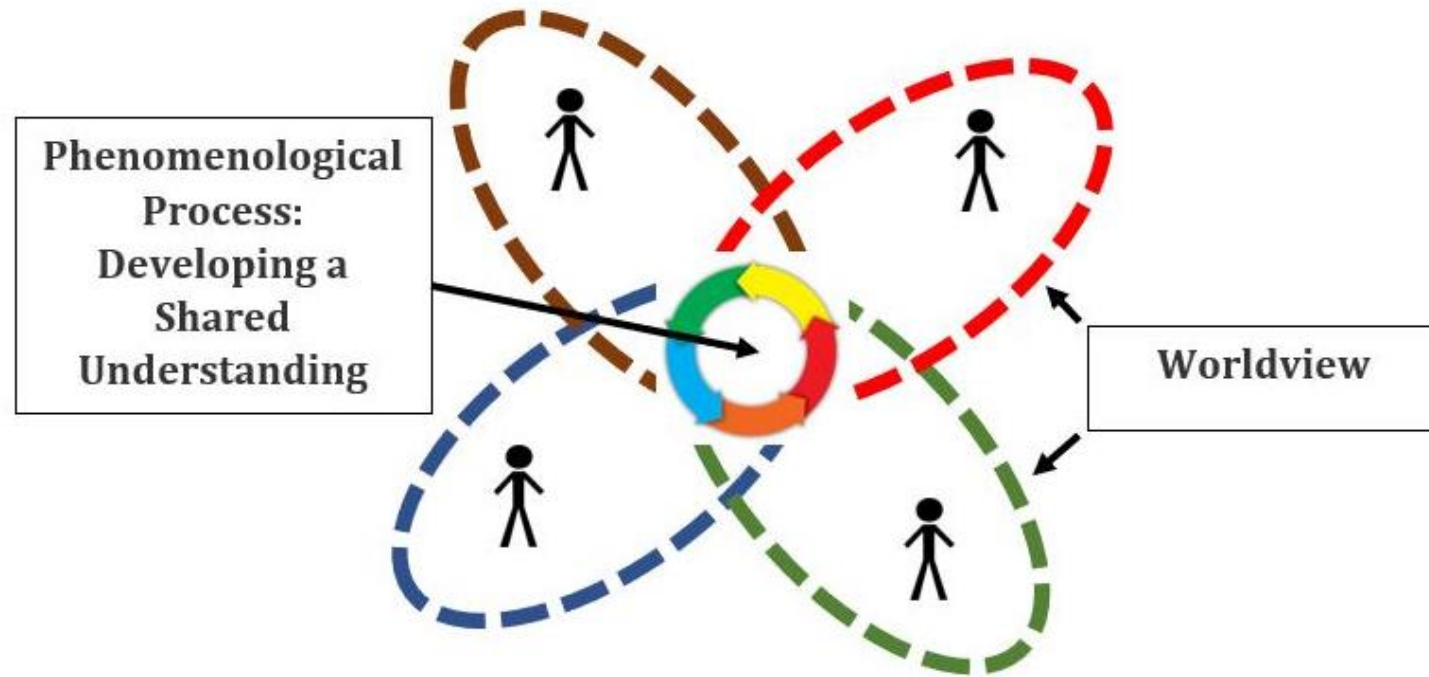
# Classism

- The importance of missing work is a world view that differs between cultural.
- The provider may feel it is a necessary requirement for the well-being of the client.
- The low-income family for whom that time off work has a significant impact on their livelihood would not agree.
- We must remember that this work flexibility is a middle and upper-class luxury that should not impact our perception of our clients
- A provider's role is to be active not dominating



# Different Worldview

- Lack of understanding of unique life experiences
- Lack of knowledge about cultural systems of healing
- Lack of participation of in one's own treatment



02/21/2019



# The Problem with traditional treatment

Traditional treatment is  
most effective with  
middle to upper class of  
European decent

Medical practice  
past/present keep  
people from trusting  
medical and behavioral  
health institutions



# The Practice

- **Demonstrate respect for your experience-** Your experience is yours to own.
- **Translate your meaning-** Say what you mean and mean what you say. Don't say what you think others want to hear.
- **Listen to yourself-** If you choose to blend in with the crowd then you give up the opportunity to stand out from the crowd.
- **Give your accurate location-** Own your experience in time
- **Demonstrate that you are coachable-** We need to be open to self-discovery without being concerned with popular opinion or hurt feelings.



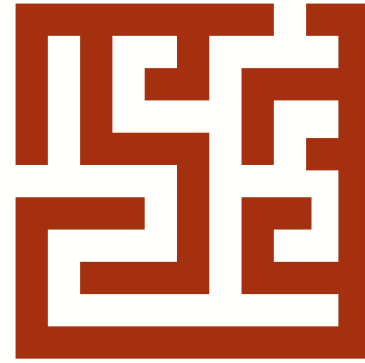
# How do our lived experiences affect situations?





# Examining ideologies





**What might  
you think  
about  
differently?**

**What are  
you  
noticing?**

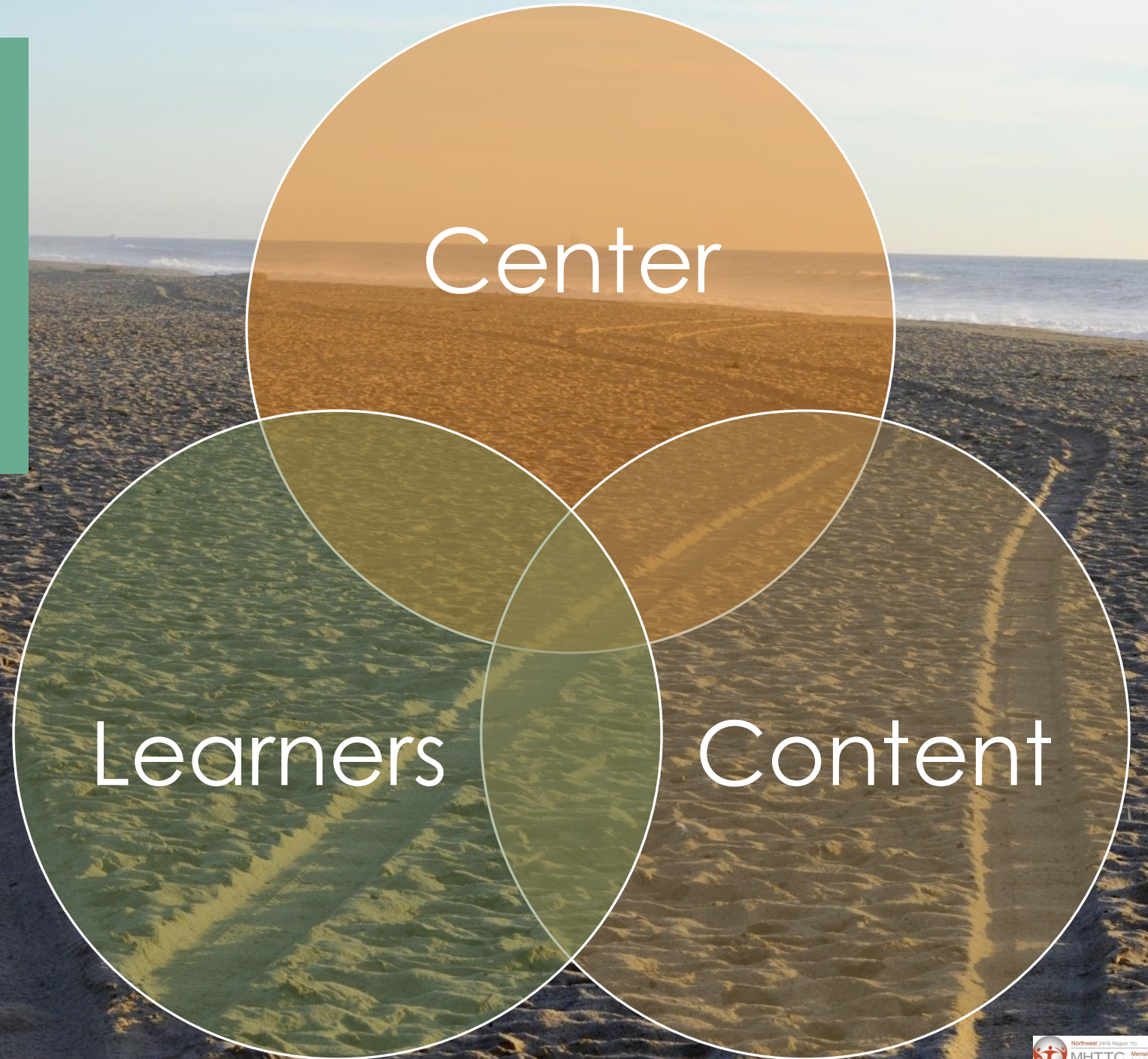




# Suggested strategies



# Our Journey







ADMINISTRATOR  
STUDENT  
PEER  
CJ/LAW PROF'L  
COUNSELOR  
RESEARCHER  
RECOVERY SPEC  
COMMUNITY WORKER  
SOCIAL WORK  
NURSE  
OTHER  
PSYCHIATRIST  
HEALTH EDUC  
ADDICTIONS  
EDUCATOR  
PHYSICIAN  
PHYS ASST  
PSYCHOLOGIST  
DENTIST  
PHARMACIST  
NURSE PRACT

COMM-BASED ORG  
COMM COALITION  
OTHER  
COMM HEALTH  
SUD TX  
HIGHER ED  
PRIMARY CARE  
MILITARY/VA  
PRIVATE PRACTICE  
MH COMM/TX  
EDUCATION  
TRANSIT/SUPP LIV/GROUP HOME/SNF  
SUD PREV  
PSYCH/GEN/FQHC HOSPITAL  
CJ/CORRECTIONS  
COMM RECOV SUPP



# Center

- Intentional
- Continuous
- Active
- Collaborative

# Content

- Consistent topics
- Outreach works
- Use platforms
- Expect reactions

# Learners

- Look at data
- Similarities
- EDI-specific



# Effective Training Approaches and Models

- *SETTING OUR INTENTION*
- *ASSESSING OUR IMPACT*
- *BEING ACCOUNTABLE*



# NORMS FOR COURAGEOUS CONVERSATIONS





# SUPPORTING & FACILITATING WITH AN EQUITY FOCUS



# COMMON CHALLENGES

Doesn't want to be there, doesn't see the point, insincere efforts.

Establishing trust and safe space. Effective facilitation.

Fear that topic & emotions will derail conversation. Avoiding tough questions.

Comfort with discomfort. Staying engaged.

Focus on you, not the *feedback*.

Comparing experiences or –isms, not using “I” statements.

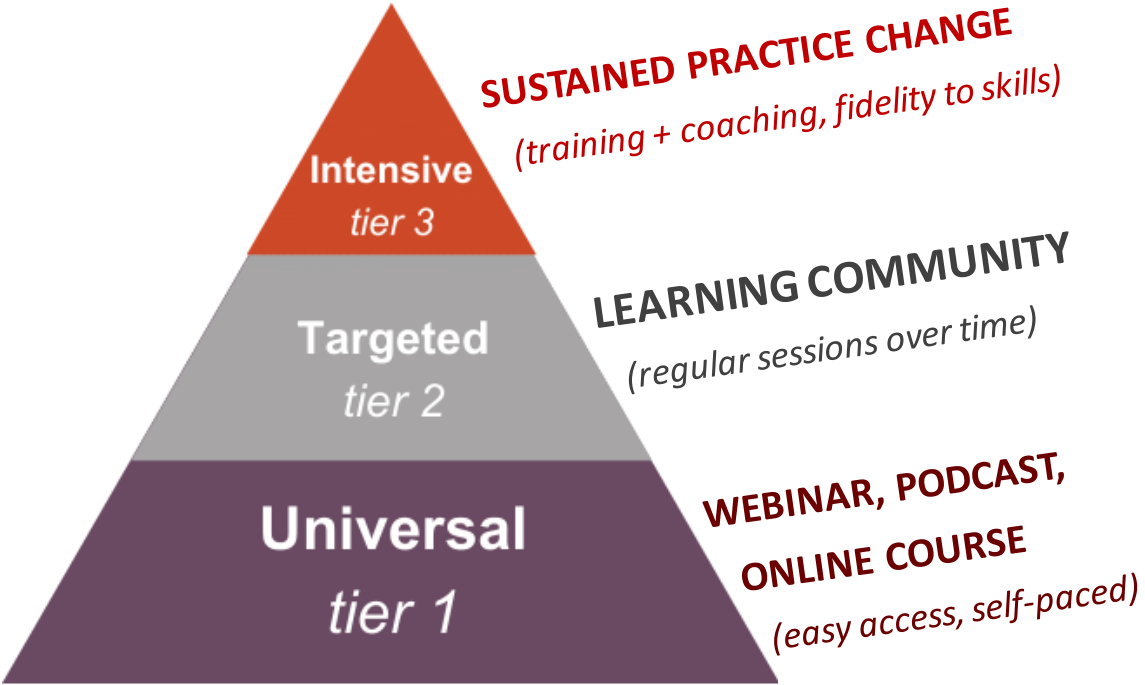
Focused on outcome not process.

Time

Energy

Investment

Support





# VIRTUAL LEARNING CAN BE MORE EQUITABLE



ACCESSIBLE

SELF-PACED

NO-/LOW-  
COST

WIDER  
REACH



# CREATE OPTIONS



HealthKnowledge

Home About Get Help How to Use How to Register My Courses

FREE ONLINE LEARNING  
& LOW-COST  
CONTINUING EDUCATION  
FOR HEALTHCARE  
PROVIDERS





# Outcomes & Feedback

The relatability and authenticity of the instructor made it easy to participate and do self-exploration.

Sharing our feelings of imposter syndrome, I felt less alone & truly connected to this community!

Open discussion about a topic that is not widely discussed with tips on how to engage others.

Pushing me to see things from various perspectives; new ways to approach a challenging topic.

Acknowledgement that this work is hard and challenging us to really bring anti-racism into our workplace

Come from equity-first perspective instead of the other way around. Seek out information rather than expecting others to tell you.

# QUOTES FROM LEARNERS



"anti-racism = an awareness plus an action" -- anti-racism is more than "thinking the right thoughts."

Knowing others are also having the same questions, feelings, concerns, and confusion with the topic.

Appreciate the shift from "we should stand up with those people," to "how do I perpetuate, contribute to, or benefit from this?"

We can't change others; we can only change ourselves, and yet, in changing ourselves, we invite others to change also. Thank you so much for this training!

To examine my own contribution to bias and oppression; to explore all sides of information and history.

Transgender perspective diversity and remembering, embracing, recognizing, understanding our differences

# QUOTES FROM LEARNERS

# WHAT PEOPLE WANT MORE OF:

I wish my whole department was here at this training!

A longer training to be able to go deeper on the subject

Real hands-on examples for policy and practice change

More concrete ideas on how to create the culture shift we discussed

Specific examples of effective ways to interrupt implicit bias in the clinical setting

More of this! We come together through talking about these issues openly, honestly, and fearlessly.



# Free Resources



A FREE WEBINAR  
WITH  
ASHLEY STEWART, MSW, PHD

DEVELOPING  
ANTI-RACISM  
STRATEGIES IN  
BEHAVIORAL HEALTH  
AGENCIES



LUMMI NATION  
TREATY OF 1855

NORTHWEST MHTTC PRESENTS

A FREE WEBINAR WITH  
LUMMI HEALTH

IT TAKES A VILLAGE:  
PSYCHIATRIC SERVICES  
AT THE LUMMI NATION



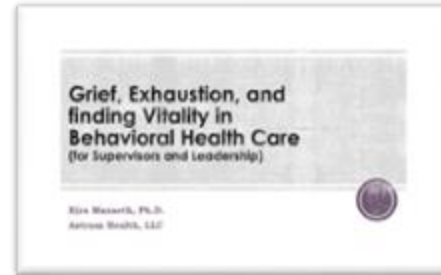
# Examples of Trainings

## Topics

- Evidence-Based Practices for Psychosis
- Integrated Care
- School Mental Health
- Culturally-responsive Practices
- Suicide Prevention
- Peer Support
- Supervision Topics
- Provider Well-Being & Resilience
- Native & Tribal Projects

## Products

- Podcast “Putting It Together”
- Recorded Webinars
- Publications







MHTTC

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YOUR MHTTC ▾ TRAINING AND EVENTS ▾ RESOURCES ▾ PROJECTS ▾ COMMUNICATION ▾

## Products & Resources Catalog

### Search

### Product Type

- Any -

### Center

Any Center

### Target Audience

- Any -

### Keywords

- Any -

Apply



#### Introduction to Children's System of Care

On December 4th, Rebekah Behan and Tim Marshall introduced Children's System of Care. The system of care (SOC) is a comprehensive spectrum of

MHP RES ACS CJP AC EDU



#### Advancing Equity in Cancer Care for People with Mental Illness

Patients with serious mental illness (SMI) experience inequities in cancer care that contribute to increased cancer mortality. Comorbid mental

MP MHP RES



#### Recruitment and Hiring for Youth Peer Support Specialists

Youth peer support is an increasingly popular intervention for youth and young adults with serious mental health conditions. However, many

MHP RES ACS



#### School-Based Mental Health State Legislation in the Southeast: A Tiered Approach

This resource provides a tiered description of the key policies around the financing and provision of school-based mental health services that

MHP RES PSS ACS EDU



#### State Policy & School-Based Mental Health in the Southeast

This infographic describes recently enacted and currently considered school-based mental health laws and executive actions.

MHP RES PSS ACS EDU



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YOUR MHTTC ▾ TRAINING AND EVENTS ▾ RESOURCES ▾ PROJECTS ▾ COMMUNICATION ▾ ABOUT ▾

## Training and Events Calendar

### UPCOMING EVENTS

### ONGOING EVENTS

### PAST EVENTS

### Keyword Search

### Filter by Event Type

### Select Date Range

### And

### Center

Any Center

Apply

DEC  
04



#### Culture, Trauma, and Mental Health Services for Hispanic & Latino Students

\*UPDATE\* The University of Houston-Clear Lake BSW Program is an approved Continuing Education

DEC  
04



#### Creating Cohesive, Equitable, and Stakeholder-driven School Mental Health Referral Pathways

Times: 9:00am - 4:00pm (check in begins at 8:30am) School mental health referral pathways (SMHRPs)

DEC  
04



#### Webinar #2: Trauma-Informed Skills for Educators (TISE) - Part 2 (of 2): Trauma-Responsive Skills...

The Northwest Mental Health Technology Transfer Center, in partnership with the Treatment and

DEC  
04



#### Introduction to Children's System of Care

The system of care (SOC) is a comprehensive spectrum of mental health, behavioral health, and other



# RESOURCES

## NORTHWEST MHTTC

- [Website](#)
  - Anything on the orange bar at the top beyond “your MHTTC” is the Network & Regional Centers’ combined info
  - Our info is under the grey navigation menu that expands
- [Areas of Focus](#)
- [Our Publications](#)
- [Our Podcast "Putting It Together"](#)
- [Staff & Faculty Directory](#)
- [Regional Advisory Board members](#)
- [Online Courses](#)
- [Our Learning Communities](#)
- [Archived Webinars](#)
- [School Mental Health](#)

## MHTTC NETWORK

- <https://mhttcnetwork.org/>

## Other Region 10 TTCs

- [Addiction TTC](#)
- [Prevention TTC](#)
- <https://techtransfercenters.org/landing>
- <https://techtransfercenters.org/events>

## HealtheKnowledge (free online courses in behavioral health)

- <https://healtheknowledge.org/>

## UW SPIRIT Lab

<https://uwspiritlab.org/>

## University of Washington

[Department of Psychiatry & Behavioral Sciences](#)

[University of Washington Race & Equity Initiative Anti-Racism Resources](#)

## SAMHSA TRAINING & OTHER RESOURCES

- [Practitioner Training & Centers](#)
- [National Network to Eliminate Disparities in Behavioral Health \(NNED\)](#)
- <https://www.samhsa.gov/behavioral-health-equity>
- [OMH National Standards on Culturally and Linguistically Appropriate Services in Health and Health Care \(National CLAS Standards\)](#)
- [988 Suicide & Crisis Lifeline](#)
- [HHS Think Cultural Health—CLAS Standards](#)
- [Health Equity Guiding Principles for Inclusive Communication](#)
- [EVIDENCE-BASED RESOURCE GUIDE SERIES: Addressing Burnout in the Behavioral Health Workforce Through Organizational Strategies](#)

## OTHER WEBSITES & RESOURCES OF INTEREST \*=referenced in presentation

- [21 Day Equity Challenge](#)
- [Pronouns Matter](#)
- American Psychological Association's EDI [Inclusive Language Guidelines](#)
- Region 9 MHTTC publications:
  - ["Assessing Workforce Diversity: A Tool for Mental Health Organizations on the Path to Health Equity"](#)
  - [Integrating Cultural and Linguistic Competence: Leading From Where You Are \(slides\)](#)
- [Liberating Structures](#)
- [Circle Up Conscious Conversations](#)
- [Beginning Courageous Conversations about Race](#)
- [Norms for Facilitating Courageous Conversations —Cultures Connecting](#)
- [NORMS FOR COURAGEOUS CONVERSATIONS handout worksheet—Cultures Connecting](#)
- [Establishing An Equity Team—Cultures Connecting](#)
- \* [National Equity Project Virtual Facilitation Guidelines & Resources](#)
- [American Psychiatric Association: Mental Health Disparities](#)
- [Tubman Center for Health and Freedom](#)
- [Project Implicit](#)
- [Anti-Racism Daily](#)
- [Code Switch podcast](#)
- [White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh \(1989\)](#)



# Was this useful?

- Moving toward equity
- How racism & bias affect us
- Share lived experiences
- Training models
- Free resources





# Q & A



Northwest (HHS Region 10)

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# Thank you for your sharing your time with us!



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