

Behavioral
Health
Workforce
Development



ROOTS: Rising Out Of The System

Uprooting Systemic Racism
and Sexism and Their Impact
on Individuals in Recovery

Indigenous Land Acknowledgement

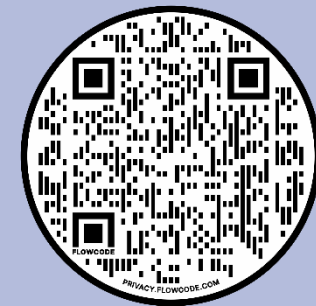
- We respectfully acknowledge that we live and work in territories where indigenous nations and tribal groups are traditional stewards of the land. Our California office resides in Tongva territory.
- Please join us in supporting efforts to affirm tribal sovereignty across what is now known as California and in displaying respect, honor, and gratitude for all indigenous people.

Whose land are you on?

Option 1: Text your ZIP code to 1-907-312-5085

Option 2: Enter your location at <https://native-land.ca>

Option 3: Access Native Land website via QR Code





Advocates for Human Potential, Inc. (AHP) MIP Team



Kathleen West
Project Director



Tammy Bernstein
Deputy Director



Kate Cox
Operations Manager

Allen Fowler
TTA Provider



Susan Lange
TTA Provider



Kayla Halsey
BHWD Data &
Analyses Manager



Caitlin Storm
Quality Assurance



Tiffany Malone
Lead Grantee Coach

Cklara Moradian
Grantee Coach



Christian Citlali
Grantee Coach



Xiomara Romero
Grantee Coach



Aida Natalie Castro
Grantee Coach



Vic Walker
Operations
Specialist



Krislyn LaCroix
Operations Specialist

ROOTS Rising Out Of The System

(Uprooting Systemic Racism and Sexism
and its impact on individuals in Recovery)



Figure 1. Artwork by Alexia Jones, ED of R2ise



Chanda Santana

Founder



Mission



Work

Learning Objectives

After attending this webinar, participants will be able to understand and identify

1. Systemic racism within the behavioral health construct
2. Structural racism and its impact
3. Gender bias and representation
4. **Sexism** and its impact on women with substance use disorder (SUD)



Photo by Chanda Santana, ED of Divas Who Win Freedom Center

Introduction Poem

(Don't Look Away Because
It's Painful)



Photo by [mana5280](#) on [Unsplash](#)

2020 was a tumultuous year that saw the onset of a pandemic, widespread protests over systemic racism, and a deeply contentious election.

2020 Events – HISTORY



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2020 Events – HISTORY



***To paraphrase
writer and activist
Audre Lorde, our
silence will not
protect us.***



Systemic Racism



Systemic Racism

has been defined as “a system in which public policies, institutional practices, cultural representations, and other norms work in various, often **reinforcing ways to perpetuate racial group inequity.**”
(The Aspen Institute, 2016)

Photo by Chanda Santana, ED of Divas Who Win Freedom Center

History

SUD-related racial disparities in the United States include...

01

Deeply rooted institutional racial biases that structure the experience of all Americans

02

The effect of racism-related stressors on the biopsychosocial functioning of people of color

03

The conscious and unconscious biases that shape behaviors directed at people of color, including among healthcare practitioners

Impact Within a Community

01

Burden of SUD in Black, Latinx, and Indigenous People

“Although SUD are prevalent among all racial groups, the burden of disease is disproportionate among Black, Latinx, and Indigenous people.”

02

Indigenous Youth Mortality

“Indigenous youth have more than a 500% higher mortality rate due to opioid-related overdose compared to the general population, as well as the largest percent change increase in number of deaths between 1991 and 2015.”

03

Substance-Related Problems Among Black People

“Black people are also disproportionately burdened by substance-related problems, with higher rates of morbidity, mortality, and adverse social and legal consequences.”

(Farahmand et al., 2020)

Seeds Planted

“The Harrison Act of 1914 began as a registration requirement for anyone who produced, manufactured, compounded, dispensed, sold, or distributed opium or coca products or derivatives.”



Artwork by Alexia Jones, ED of R2ise



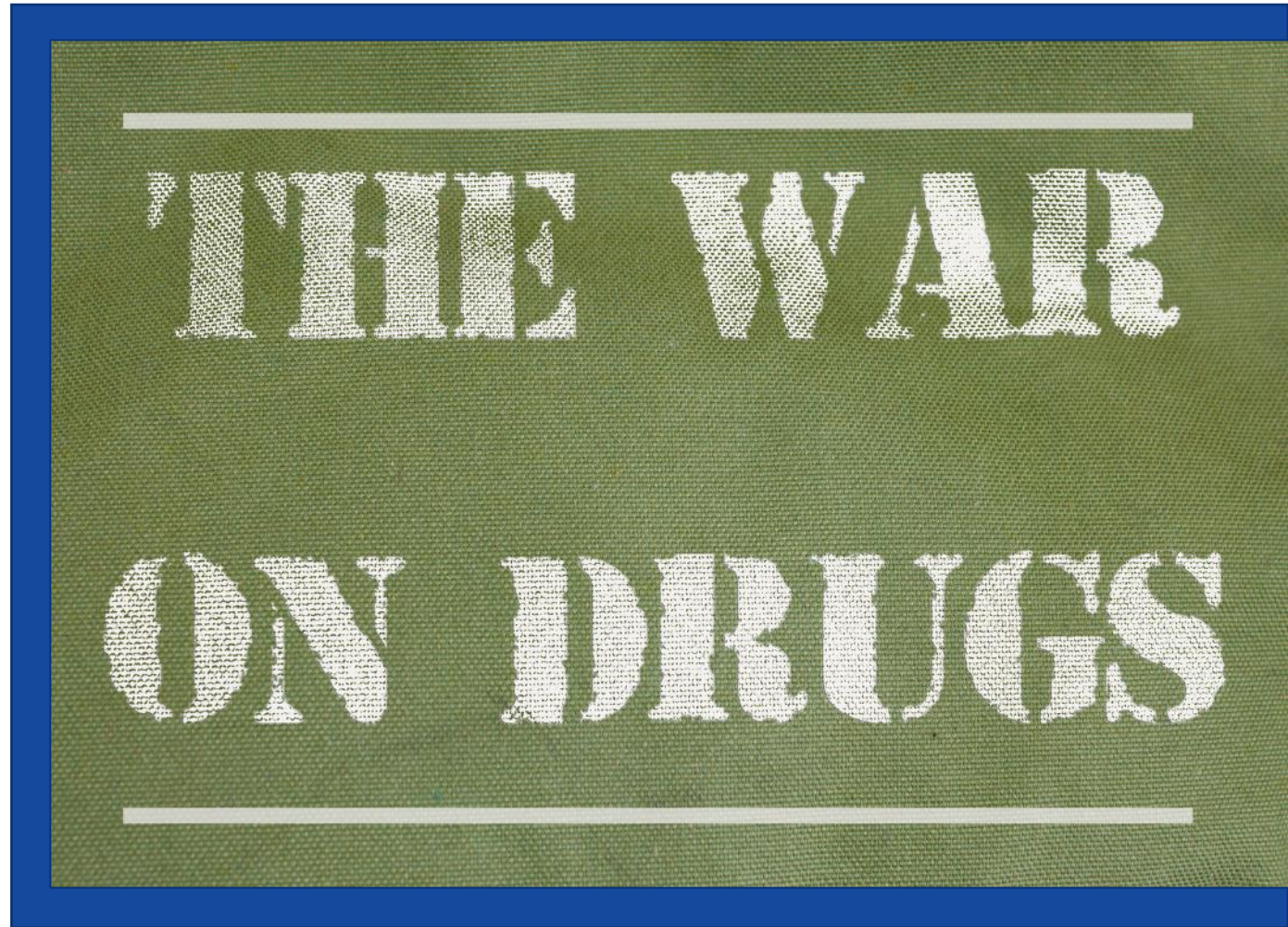
“After its passage, this became **legally interpreted** to mean that opioids could not be prescribed to treat opioid addiction, as addiction was not considered a ‘disease’ and thus not within the purview of physicians. ... Government publications [linked] cocaine use with African Americans, and opioid use with Chinese Americans.”

(Farahmand et al., 2020)

The War on Drugs



“Coined by President Richard Nixon in 1971 and expanded by President Ronald Reagan in the 1980s, [the War on Drugs] was the **national response to the opioid and crack epidemic that was devastating Black communities.**”



Modern Day

01

“Overdose death rates from **2014 to 2017** increased in the Black population, with the sharpest rise from synthetic opioids, increasing by **818%** compared to other races.”

02

“**Among Latinx people**, experiencing racial discrimination has been associated with an increased risk of alcohol use among women and an increased risk of drug use among men.”

03

“From 2012 to 2015, buprenorphine was prescribed to **12.7 million** White patients, compared to **363,000 people of other races or ethnicities.**”

(Farahmand et al., 2020)

Structural Racism

Definition

“**Structural racism** is racial inequities across institutions, policies, social structures, history, and culture.”

01

“Structural racism highlights how racism operates as a system of power with multiple interconnected, reinforcing, and self-perpetuating components which result in racial inequities across all indicators for success.”

02

Seeds of racism penetrate systems and structures, creating structural racism.

(Race Forward, n.d.)



Photo by [Chris Henry](#) on [Unsplash](#)

Where Change Begins



Photo by [Gayatri Malhotra](#) on [Unsplash](#)



Plant Equity

“**Racial equity** is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.”

(Race Forward, n.d.)

Plant Justice

“Racial Justice is a vision and transformation of society to eliminate racial hierarchies and advance collective liberation, where Black, Indigenous, Latinx, Asian Americans, Native Hawaiians, and Pacific Islanders, in particular, have the dignity, resources, power, and self-determination to fully thrive.”

(Race Forward, n.d.)

One Without the Other

Distinction Between
Racial Equity and Racial Justice



“Racial equity is the process for moving towards the vision of **racial justice**.”



“Racial equity **seeks measurable milestones** and outcomes that can be achieved on the road to racial justice.”



“**Racial equity is necessary**, but not sufficient, for racial justice.”

Achieve Breakthrough

Where Change Blooms

“The movement of an organization from one state to another involves many facets, such as

- Shifting power,
- Changing policies and practices, and
- Transforming values and culture.”

(Race Forward, n.d.)



Photo by Chanda Santana, ED of Divas Who Win Freedom Center

Systemic Nurturing



“**Visioning involves building shared values** that move us towards a vision for racial justice.”



“**Normalizing involves building shared understanding** through ongoing conversations about the history of race, using common definitions and key concepts, such as racial equity and inequity; racial justice; structural, institutional, interpersonal, and internalized racism; and implicit and explicit bias, that help to center racial equity and people of color through an intersectional and inclusive framework.”

(Race Forward, n.d.)

- **“Operationalizing involves building shared relationships** within and across the breadth (all functions) and depth (up and down hierarchy) of organizations and sectors to shift power to advance transformative and equitable systems’ change.
- **“Organizing involves building shared relationships** within and across organizations and sectors to shift power to advance transformative and equitable systems’ change. ... Organizing to achieve racial equity, including across the breadth (all functions) and depth (up and down hierarchy) of an organization. ... ”

“Together, this changes the

- Norms,
- Practices,
- Culture, and
- Habits of thoughts within an organization and the outcomes produced by the organization.”

Breakout Slide

- **Breakout Room**
- **Uprooting Systems**
 - What would that look like within your community?
 - Visioning, normalizing, operationalizing, organizing
 - Are there any historical models to replicate?

(Race Forward, n.d.)

Gender Differences and Patterns



“**Over the past two decades**, health services researchers have successfully identified gender differences in patterns of substance use, health and social effects of substance use, pathways to treatment for substance abuse problems, and substance abuse treatment processes and outcomes.” (Green, 2006)



“**In addition**, researchers, theorists, and policymakers are still predominantly men, as are the majority of those who direct addiction treatment programs. In most cases, this means they view and experience the world through a different lens that often excludes women’s reality.” (Covington, 2002)



Sexism

Sexism:

“prejudice or discrimination based on sex, especially: discrimination against women.” (Merriam-Webster, n.d.)



Illustration by Getty Images retrieved from pbs.org

Rotten Fruit



Photo by Chanda Santana, ED of Divas Who Win Freedom Center

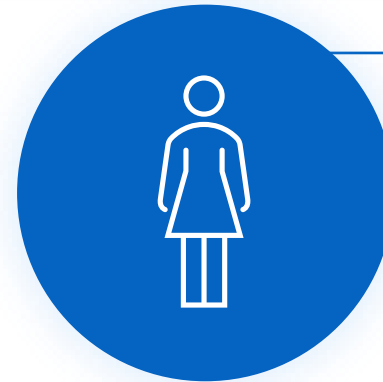
1982 DSM4

“**Women with mental illness and substance use problems** have long been stigmatized and criminalized within the health care system. The first mental disorder attributed to women, ‘hysteria’ dates back to ancient times and was seen solely as a female affliction arising from, and named for, the uterus. In many cases, a woman displaying normal human emotions and tendencies such as nervousness, outspokenness, or sexual drive was labeled ‘hysterical.’”

(Keegan & Khaikin, 2021)



"Dance at Molenbeek" by Pieter Brueghel the Younger



“The stigma imbued on ‘hysterical women’ still persists to this day, and shamefully, the clinical term ‘hysteria,’ was only removed as an official disorder from the DSM (*Diagnostic and Statistical Manual of Mental Disorders*) in the last four decades.”

Barriers to Treatment

Recognize, Identify, and Honor the Nuances that Impact a Woman's Recovery

01

"Women are more likely than men to **encounter barriers** that prevent them from seeking or following through with treatment (Brady and Ashley 2005)."

02

"Women are more likely to **experience economic barriers** to treatment (Brady and Ashley 2005)."

03

"Women are more likely to **have difficulty attending regular treatment sessions** because of family responsibilities (Brady and Ashley 2005; Brady and Randall 1999)."

04

"**Providing comprehensive services**, such as housing, transportation, education, and income support, reduces post-treatment substance use among both men and women, but greater numbers of women need such services (Marsh et al. 2004, 2000)."

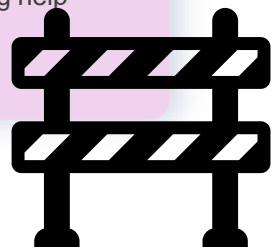
05

"Women are more likely to **report feeling shame or embarrassment** because they are in substance abuse treatment (Thom 1987)."

06

"**Anxiety or depressive disorders**, which tend to be more prevalent and severe among women, may prevent women from seeking help with substance abuse problems (Brady and Randall 1999)."

(Green, 2006)





Improve Outcomes for Women

Recognize the multiple issues involved, and establish a comprehensive, integrated, and collaborative system of care.

CSAT Areas of Focus

17

“The Center for Substance Abuse Treatment (1994, 1997), a federal agency, identifies seventeen critical areas of focus for women’s treatment. These issues underscore the complexity of women’s treatment, the need for a comprehensive perspective, and the importance of theoretical integration and collaboration in clinical practice.”

01 The causes of addiction, especially gender-specific issues related to addiction

02 Low self-esteem

03 Race, ethnicity, and cultural issues

04 Gender discrimination and harassment

05 Disability-related issues

06 Relationships with family members and significant others

07 Attachments to unhealthy interpersonal relationships

08 Interpersonal violence, including incest, rape, battering, and other abuse

09 Eating disorders

(Covington & Bloom, 2008)

CSAT Areas of Focus (cont.)

17

10 Sexuality, including sexual functioning and sexual orientation

14 Appearance and overall health and hygiene

11 Parenting

15 Isolation related to a lack of support systems (which may or may not include family members and/or partners) and other resources

12 Grief related to the loss of children, family members, partners, and alcohol and other drugs

16 Development of life plans

13 Work

17 Child care and child custody

(Covington & Bloom, 2008)

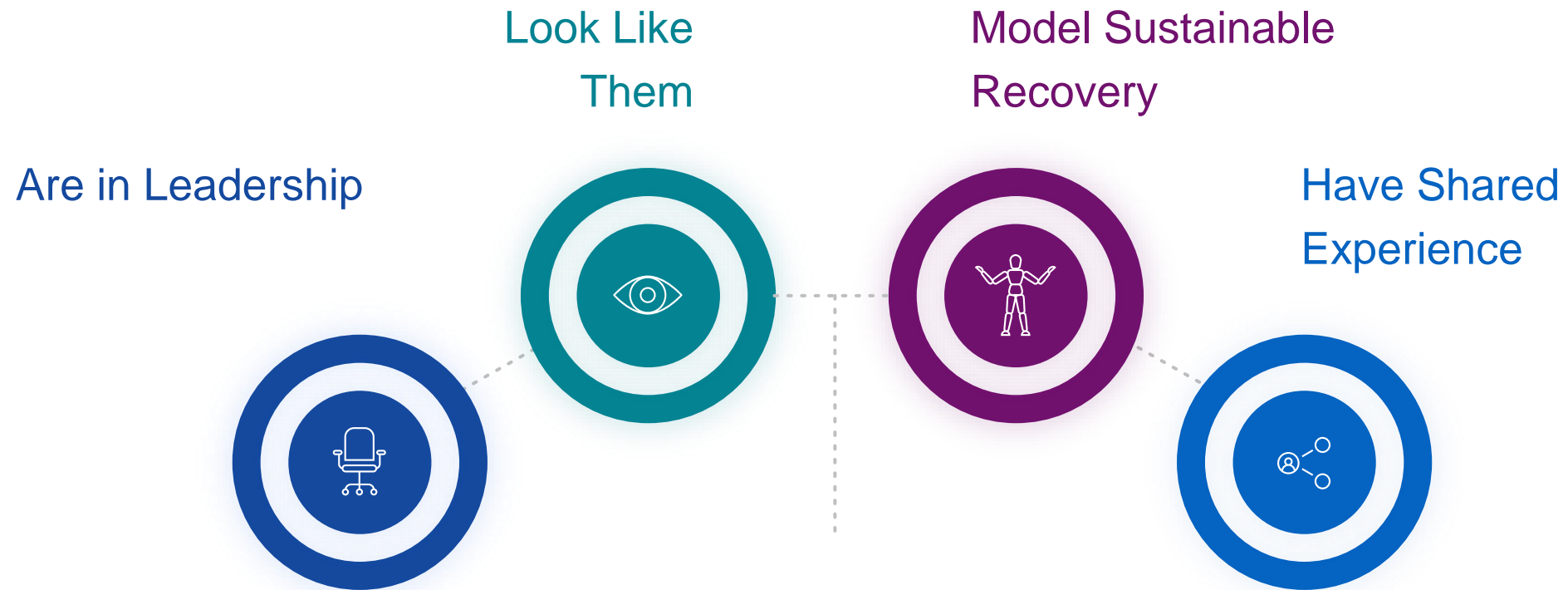
When Women Thrive



Holistic 4 Zones

“Interviews with women in recovery indicate that these four areas reflect the major aspects of life that change during recovery and the most common triggers for relapse if not addressed (Covington, 1994).” (Covington, 2002)

Women Are Looking for Women Who...



What Can the Community Do to Uproot Sexism?



Women-**led** advisory teams



Women **promoted** to leadership



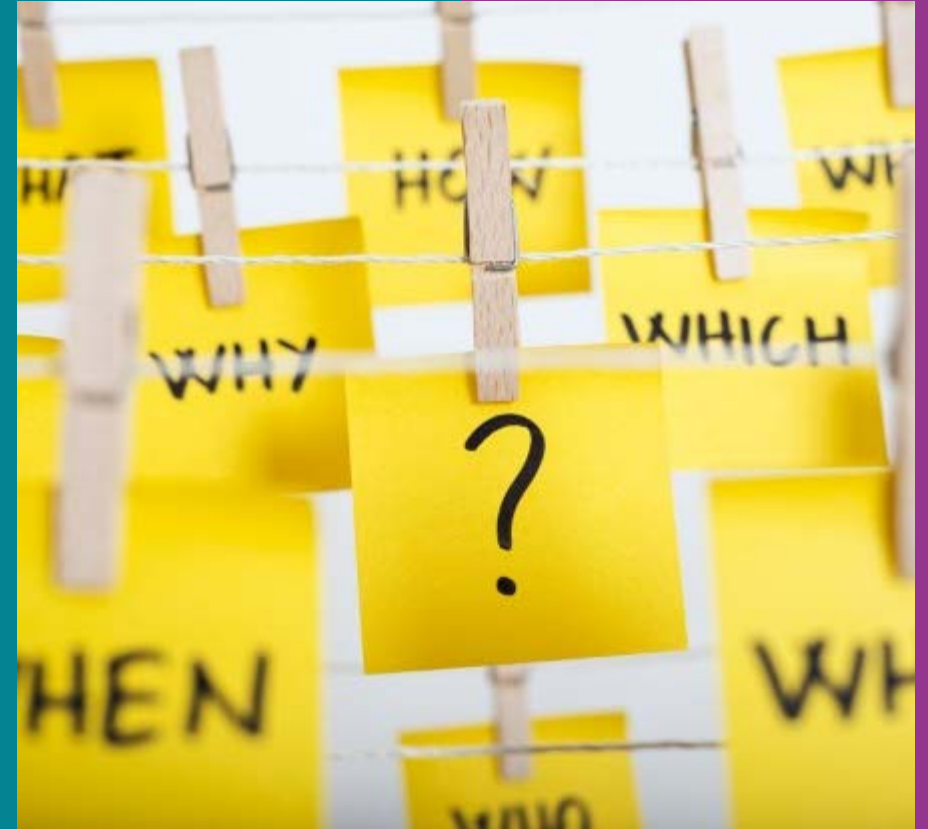
Women **creating** policy



Participatory process that includes a woman's voice

What's Next?

How will you create **shade** for the **next generation**?



Breakout Rooms

Questions

● Uprooting Systems

- What will you nurture?
- What will you uproot?
- What will you plant?
- Are there any historical models to replicate
- What would that look like within your community?
- Visioning, normalizing, operationalizing, organizing

● **What will you nurture?** When I talk about race/racism or gender/sexism, I feel..

● **What will you uproot?** One challenge I am facing in addressing race/racism or gender/sexism at my organization is...

● **What will you plant?** After this presentation, what is one thing I will bring back to my organization?



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Breakout Room Report Out

Take 20- 30 min to
share important take
aways from each
breakout room

Artwork by Alexia Jones, ED of R2ise



Thank You & Farewell

Q & A

Save the Dates!

Next Webinar: A Holistic Approach to Professional Quality of Life, with a Focus on Joy

January 10, 2023 from 12:00 p.m. to 1:00 p.m.

Next Open Office Hours: January 12, 2023 – Mentor : 12:00 pm – 1:00 pm ; Interns : 2:00 pm – 3:00 pm

Lunch & Learn: Culturally Responsive Care: Incorporating holistic approaches to care

January 17, 2023 from 12:00pm – 1:00 pm

Continuing the Conversation : Culturally Responsive Care

January 18, 2023 from 1:00 pm – 2:00 pm

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