



Race Matters in Psychiatry

Brenda J. Allen, PhD
February 11, 2021

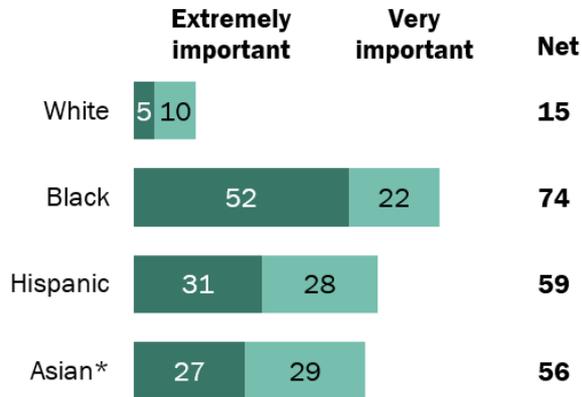
Race Matters Poll

How important is your race to your sense of identity?

- **Extremely or very important**
- **Moderately important**
- **Only a little or not at all important**

Blacks are more likely than other groups to see their race or ethnicity as central to their identity

% of each group saying being ___ is extremely or very important to how they think about themselves



*Asians were interviewed in English only.

Note: Figures may not add to subtotals due to rounding. Whites, blacks and Asians include those who report being only one race and are non-Hispanic. Hispanics are of any race.

Source: Survey of U.S. adults conducted Jan. 22-Feb. 5, 2019.

"Race in America 2019"

PEW RESEARCH CENTER

<https://www.pewsocialtrends.org/2019/04/09/race-in-america-2019/>

Goals

To explain how and why race matters in psychiatry.

**To explore ways to cultivate anti-racism within the
Department of Psychiatry.**

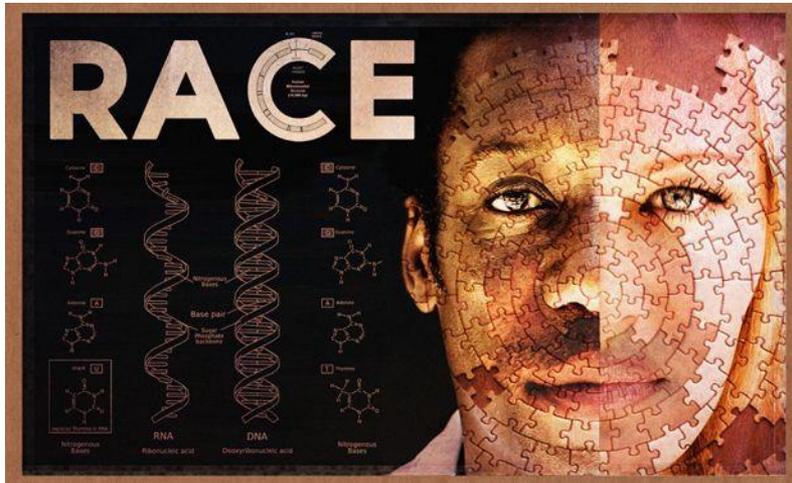
Learning objectives

Describe race as a social construction.

Explain how and why race matters in psychiatry.

Define racism and anti-racism.

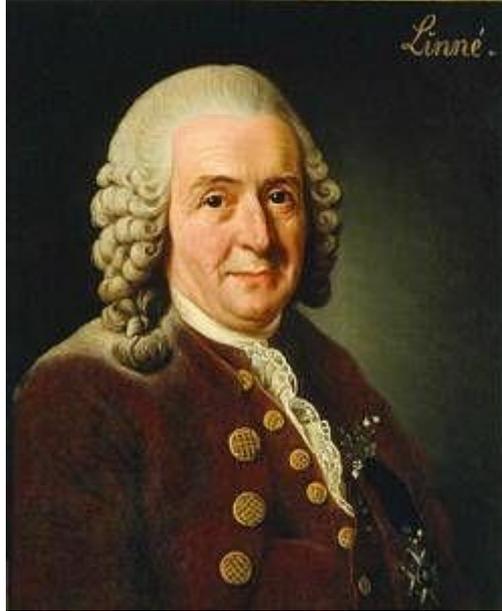
Delineate anti-racist practices (institutional and individual).



“A social and political construction—with no inherent genetic or biological basis—used by social institutions to arbitrarily categorize and divide groups of individuals.”

CSSP (2019). “Key Equity Terms and Concepts: A Glossary for Shared Understanding.” Washington, DC: Center for the Study of Social Policy. Available at: <https://cssp.org/resource/key-equity-terms-concepts/>.

System of Nature (1758)



Carl Linnaeus (1707-1778)

Botanist

<https://www.linnean.org/learning/who-was-linnaeus/linnaeus-and-race>

Americanus: **red**, choleric, righteous; black, straight, thick hair; stubborn, zealous, free; painting himself with red lines, and regulated by customs.

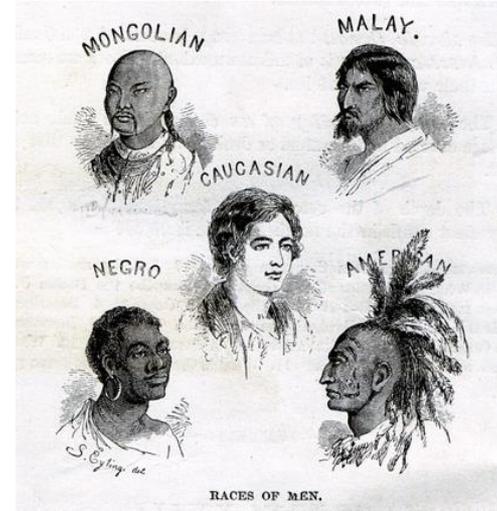
Europeanus: **white**, sanguine, brown; with abundant, long hair; blue eyes; gentle, acute, inventive; covered with close vestments; and governed by laws.

Asiaticus: **yellow**, melancholic, stiff; black hair, dark eyes; severe, haughty, greedy; covered with loose clothing; and ruled by opinions.

Afer or Africanus: **black**, phlegmatic, relaxed; black, frizzled hair; silky skin, flat nose, tumid lips; females without shame; mammary glands give milk abundantly; crafty, sly, lazy, cunning, lustful, careless; anoints himself with grease; and governed by caprice.



Johann Friedrich Blumenbach
Naturalist
1752-1840

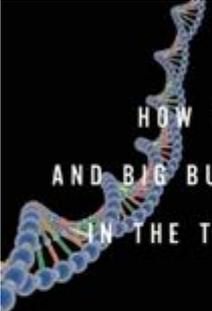


“I have allotted the first place to the Caucasian because this stock displays the most beautiful race of men.”

The Human Genome Project



1990 - 2003

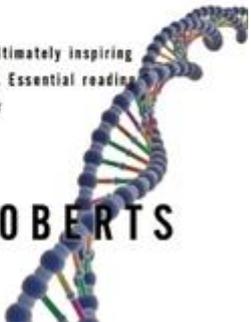


HOW SCIENCE, POLITICS,
AND BIG BUSINESS RE-CREATE RACE
IN THE TWENTY-FIRST CENTURY

FATAL INVENTION

"An eye-opening, urgent, and ultimately inspiring
exposé of the new racial science. Essential reading."
—Fanny Glover

DOROTHY ROBERTS



Race Counts

United States Census 1790

“Representatives and direct Taxes shall be apportioned among the several States which may be included within this Union, according to their respective Numbers, which shall be determined by adding to the whole Number of free Persons, including those bound to Service for a Term of Years, and excluding Indians not taxed, three fifths of all other Persons.”

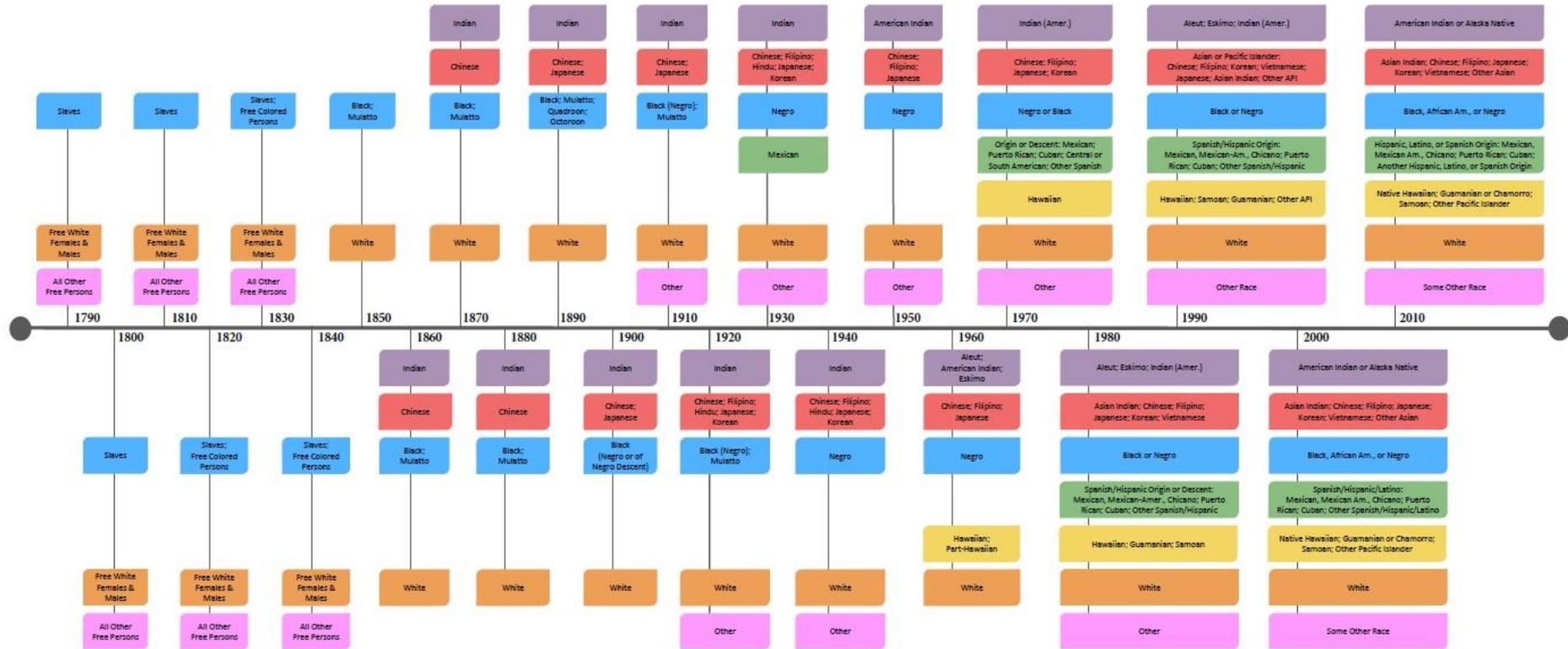
United States Constitution
Article I, Section 2

Free white males,
free white females

All other free persons

Slaves

Measuring Race and Ethnicity Across the Decades: 1790-2010



Race-related laws

Fugitive Slave Act of 1793

The Indian Removal Act of 1830

U.S. Government Suppression of Native-American Religion

Fugitive Slave Act of 1850

1850 Foreign Miners Tax

"Greaser" Act of 1855

The Black Codes (1860s)

Anti-Coolie Act (1862)

Convict Lease System (1883-1910)

Page Act of 1875

Residential School Systems - Indian Schools (1879-1900s)

Chinese Exclusion Act of 1882

Dawes General Allotment Act of 1887

Scott Act (1888)

Bennett Law of 1889

Geary Act of 1892

Plessy v. Ferguson (1896)

Jim Crow Laws (1876-1965)

The Day Law (1904)

Gentlemen's Agreement of 1907

Indian Citizenship Act of 1924

Mexican Repatriation (1929-1939)(60% of persons removed were U.S. citizens)

Indian Termination Policy

Japanese-American Internment of 1942

Operation "Wetback" of 1954

Anti-Miscegenation Laws (Inter-racial Marriage Laws)

Literacy Tests for Voting

Poll Taxes

Racism

“Racism = race prejudice + social and institutional power

Racism = a system of advantage based on race

Racism = a system of oppression based on race

Racism = a white supremacy system”

<https://www.racialequitytools.org/glossary#racial-equity>

Structural Racism

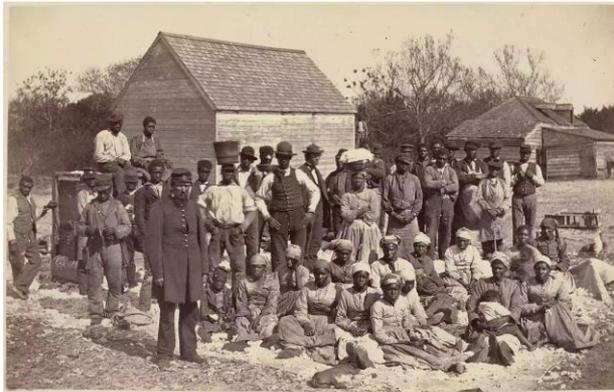


“structural racism refers to the ways in which history, public policies, cultural stereotypes and norms, and institutional practices interact to maintain racial hierarchies and inequitable racial group outcomes.”

Aspen Institute Comprehensive Roundtable on Community Initiatives

Institutional Racism

Policies and procedures that produce racially inequitable outcomes for people of color and advantages for white people (e.g., unfair policies and practices, discriminatory treatment and inequitable opportunities).



Internalized Racism



“members of stigmatized races accept negative messages about their own abilities and intrinsic worth”

Dr. Camara Phyllis Jones

Personally Mediated/ Interpersonal Racism

“a system mediated through people...differential assumptions about the abilities, motives and intents of others by race and then differential actions based on those assumptions.”

Dr. Camara Phyllis Jones



Anti-Racism

**“Active process of identifying and challenging racism, by changing systems, organizational structures, policies and practices, and attitudes, to redistribute power in an equitable manner.”
CSSP (2019)**

"In a racist society it is not enough to be non-racist.

We must be anti-racist."

Angela Davis



Racial Equity

“Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.”

<https://www.racialequitytools.org/glossary#racial-equity>

Time for a Break



Race Matters

Sense of identity
Inequities and disparities
Varying views
Genetics & science
Demographics
Laws & rights
Power and privilege
Promise of racial diversity



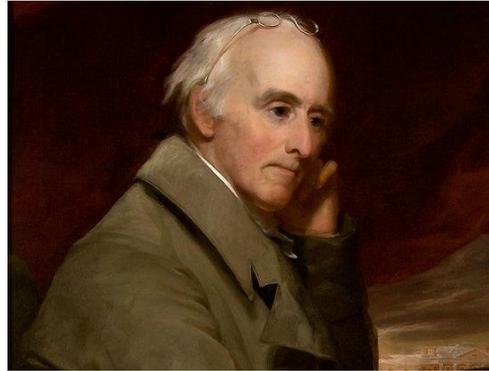
Race Matters Poll

Did you take a course on psychiatry and race during postsecondary education?

- Yes
- No
- Don't remember

Race Matters in Psychiatry

Scientific Racism and Psychiatry



Benjamin Rush, MD
“Father of American Psychiatry”

Perspectives on Racism in Psychiatry

Melvin Sabshin, Herman Diefenhaus, & Raymond Wilkerson (1970). Dimensions of Institutional Racism in Psychiatry. *American Journal of Psychiatry*, Vol 127, Issue 6, 787-793.

H. Steven Moffic, Rahn K. Bailey, Frank A. Clark, Claire Cohen, Catherine Friedman, Jessica Isom, & Aekta Malhotra, MD (2020). Dismantle Racism in Psychiatry & Society. *Psychiatric Times*, Vol 37, Issue 8.

Structural racism is why I'm leaving organized psychiatry



Ruth S. Shim, MD, MPH

<https://www.statnews.com/2020/07/01/structural-racism-is-why-im-leaving-organized-psychiatry/>

Table. Addressing issues in racism

| Issue | Measurement |
|---|--|
| Professional wellness | Monitor burnout percentages of Black psychiatrists on an annual basis with implementation of anti-burnout studies. |
| Police and criminal justice reform | Infuse mental health professionals into culturally diverse safety and security institutions, providing guidance and education. |
| Visual symbols of racism | Monitor annually the number of racist symbols and names that remain as well as the number of changes and removals made. |
| Crucial and productive conversations about racism | Linking with W.R. Bion (<i>Victorian literature and culture</i> . 2019; 47[10]:167-186) becomes required reading for all mental health care professionals. |
| Examining racial blind spots in psychiatric practice | Observe the proportion of psychiatry grand rounds, medical education offerings, professional meetings, and professional development that address racial bias in psychiatric and medical decision-making. |
| Lifelong education on race in psychiatry | Active learning and experiences can be guided, measured, and encouraged through Performance in Practice Assessment modules that focus on race in all its dimensions. |
| Save the Children | Annual traumatic symptoms prevalence and resilience monitoring of children across cultures. |
| Intersectionality in psychiatry | Identify different groups to which people belong and start collecting data of cases of discrimination against them annually. |
| Racially based criminalization of substance abuse disorders | Annual measurement and tracking of racial disparities in drug-related arrests and sentencing as well as referrals to appropriate treatment for substance-related crime. |
| Racial lessons learned in rural psychiatry | Monitor the number of Black American psychiatrists practicing in rural areas and the supports offered for retention as well as safety. |

H. Steven Moffic, Rahn K. Bailey, Frank A. Clark, Claire Cohen, Catherine Friedman, Jessica Isom, & Aekta Malhotra, MD (2020). Dismantle Racism in Psychiatry & Society. *Psychiatric Times*, Vol 37, Issue 8.

Recommendations

(institutional)

- 1. Make anti-racism a priority.**
- 2. Take a strategic approach (SMART).**
- 3. Identify & implement best practices.**
- 4. Provide resources (e.g., budget, training, time).**
- 5. Require accountability from everyone.**

Recommendations

(individual)

- 1. Take personal responsibility to be anti-racist.**
- 2. Become more mindful.**
- 3. Educate yourself.**
- 4. Work within your sphere of influence.**
- 5. Develop and implement a personal action plan.**



So what? Now what?



Resources

Morgan M. Medlock, Derri Shtasel, Nhi-Ha T. Trinh, & David R. Williams. (2019). *Racism and psychiatry: Contemporary issues and interventions*. Humana.

<https://www.statnews.com/2020/07/01/structural-racism-is-why-im-leaving-organized-psychiatry/>

<https://www.psychiatrictimes.com/view/dismantle-racism-in-psychiatry-society>

<https://www.youtube.com/watch?v=0y-6f5AyCC8> Ruth Shim, MD
Dismantling Structural Racism in Medicine: Challenges and Opportunities