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

<table>
<thead>
<tr>
<th></th>
<th>Extremely important</th>
<th>Very important</th>
<th>Net</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>5</td>
<td>10</td>
<td>15</td>
</tr>
<tr>
<td>Black</td>
<td>52</td>
<td>22</td>
<td>74</td>
</tr>
<tr>
<td>Hispanic</td>
<td>31</td>
<td>28</td>
<td>59</td>
</tr>
<tr>
<td>Asian*</td>
<td>27</td>
<td>29</td>
<td>56</td>
</tr>
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*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.

“Race in America 2019”

PEW RESEARCH CENTER

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.”

System of Nature (1758)

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

*Europeanus:* white, sanguine, browny; 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.
“I have allotted the first place to the Caucasian because this stock displays the most beautiful race of men.”

Johann Friedrich Blumenbach
Naturalist
1752-1840
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 expose of the new racist science. Essential reading.
– TaNyea 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

<table>
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<tr>
<th>Race Category</th>
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<tbody>
<tr>
<td>Free white males, free white females</td>
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<tr>
<td>All other free persons</td>
</tr>
<tr>
<td>Slaves</td>
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</tbody>
</table>
Race Counts
2020 United States Census Bureau

NOTE: Please answer BOTH Question 6 about Hispanic origin and Question 7 about race. For this census, Hispanic origins are not races.

6. Is this person of Hispanic, Latino, or Spanish origin?
   - No, not of Hispanic, Latino, or Spanish origin
   - Yes, Mexican, Mexican Am., Chicano
   - Yes, Puerto Rican
   - Yes, Cuban
   - Yes, another Hispanic, Latino, or Spanish origin – Print, for example, Salvadoran, Dominican, Colombian, Guatemalan, Spaniard, Ecuadorian, etc.

7. What is this person’s race?
Mark (x) one or more boxes AND print origins.

- White – Print, for example, German, Irish, English, Italian, Lebanese, Egyptian, etc.
- Black or African Am. – Print, for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.
- American Indian or Alaska Native – Print name of enrolled or principal tribe(s), for example, Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc.
- Chinese
- Filipino
- Asian Indian
- Japanese
- Other Asian – Print, for example, Pakistani, Cambodian, Hmong, etc.
- Other Pacific Islander – Print, for example, Tongan, Fijian, Marshallese, etc.
- Some other race – Print race or origin.
Measuring Race and Ethnicity Across the Decades: 1790-2010

Data Visualization available online:
www.census.gov/data-tools/demo/race/MREAD_1790_2010.html
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

http://www.altoarizona.com/history-of-racist-us-laws.html
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 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)
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

5m
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


Structural racism is why I’m leaving organized psychiatry

Ruth S. Shim, MD, MPH

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<tr>
<th>Issue</th>
<th>Measurement</th>
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<tr>
<td>Professional wellness</td>
<td>Monitor burnout percentages of Black psychiatrists on an annual basis with implementation of anti-burnout studies.</td>
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<td>Police and criminal justice reform</td>
<td>Infuse mental health professionals into culturally diverse safety and security institutions, providing guidance and education.</td>
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<tr>
<td>Visual symbols of racism</td>
<td>Monitor annually the number of racist symbols and names that remain as well as the number of changes and removals made.</td>
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<td>Crucial and productive conversations about racism</td>
<td>Linking with W.R. Bion (Victorian literature and culture. 2019; 47[10]:167-195) becomes required reading for all mental health care professionals.</td>
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<tr>
<td>Examining racial blind spots in psychiatric practice</td>
<td>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.</td>
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<td>Lifelong education on race in psychiatry</td>
<td>Active learning and experiences can be guided, measured, and encouraged through Performance in Practice Assessment modules that focus on race in all its dimensions.</td>
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<td>Save the Children</td>
<td>Annual traumatic symptoms prevalence and resilience monitoring of children across cultures.</td>
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<tr>
<td>Intersectionality in psychiatry</td>
<td>Identify different groups to which people belong and start collecting data of cases of discrimination against them annually.</td>
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<tr>
<td>Racially based criminalization of substance abuse disorders</td>
<td>Annual measurement and tracking of racial disparities in drug-related arrests and sentencing as well as referrals to appropriate treatment for substance-related crime.</td>
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<td>Racial lessons learned in rural psychiatry</td>
<td>Monitor the number of Black American psychiatrists practicing in rural areas and the supports offered for retention as well as safety.</td>
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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


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