



# Race Matters in Psychiatry

**Brenda J. Allen, PhD**  
February 11, 2021

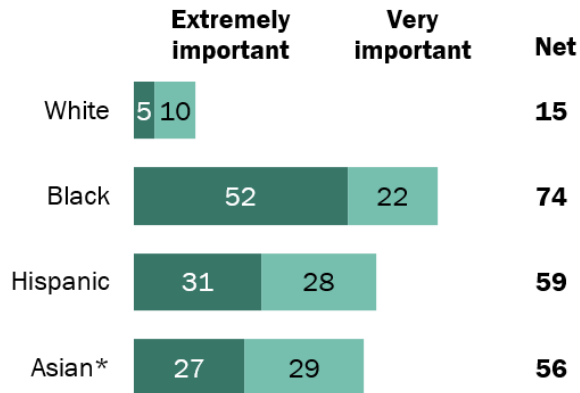
# Race Matters Poll

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.**

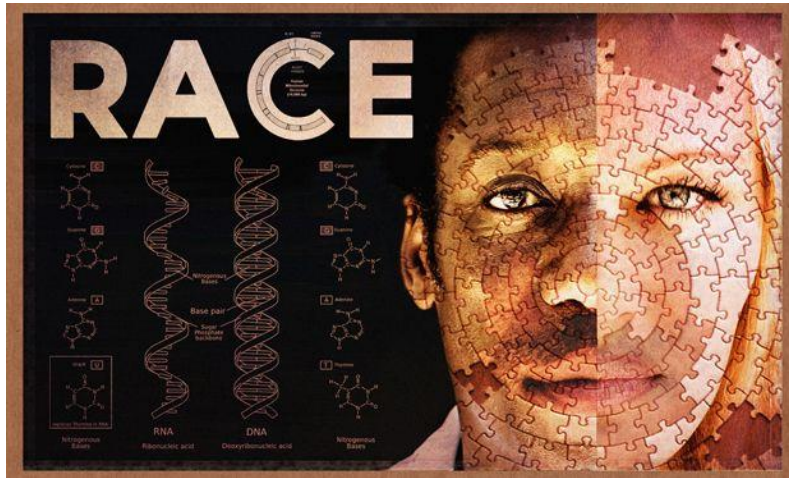
# **Learning objectives**

**Describe race as a social construction.**

**Explain how and why race matters in psychiatry.**

**Define racism and anti-racism.**

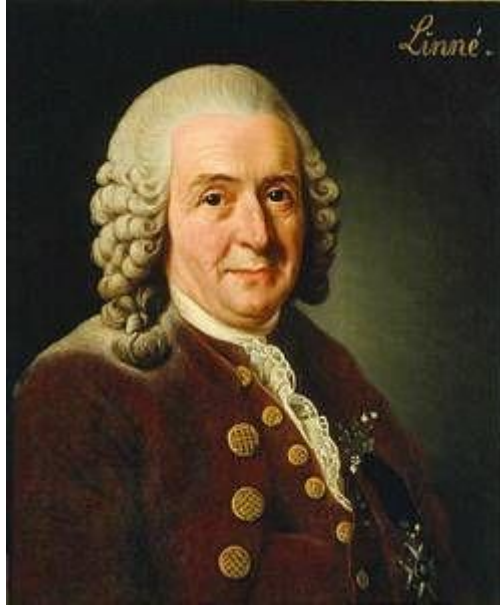
**Delineate anti-racist practices (institutional and individual).**



**“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.

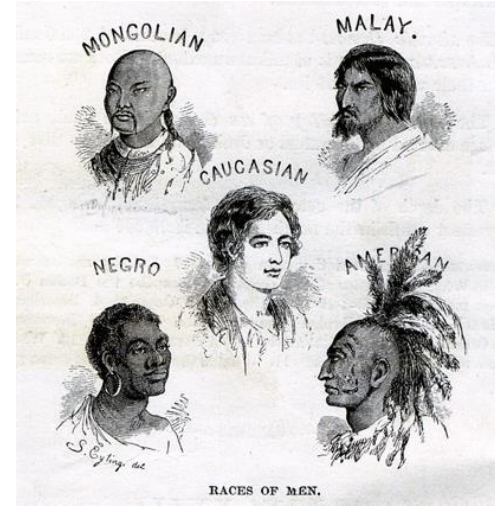
*Europeanus*: **white**, sanguine, brown; with abundant, long hair; blue eyes; gentle, acute, inventive; covered with close vestments; and governed by laws.

*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**

# 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  one or more boxes AND print origins.

- White – *Print, for example, German, Irish, English, Italian, Lebanese, Egyptian, etc.* ↴

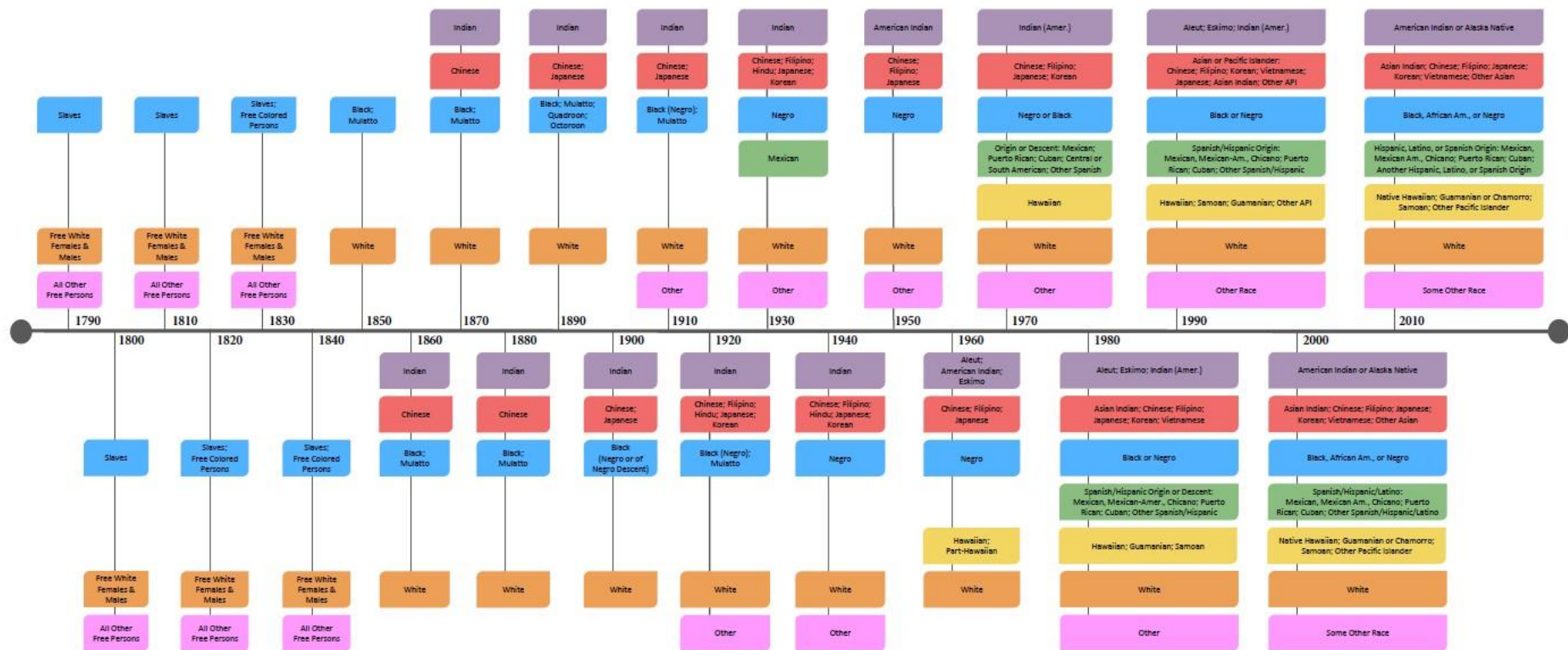
- Black or African Am. – *Print, for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.* ↴

- 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.* ↴

- |   |                                     |  |
|---|-------------------------------------|--|
| <input type="checkbox"/> Chinese  | <input type="checkbox"/> Vietnamese | <input type="checkbox"/> Native Hawaiian   |
| <input type="checkbox"/> Filipino   | <input type="checkbox"/> Korean     | <input type="checkbox"/> Samoan  |
| <input type="checkbox"/> Asian Indian   | <input type="checkbox"/> Japanese   | <input type="checkbox"/> Chamorro  |
| <input type="checkbox"/> Other Asian – <i>Print, for example, Pakistani, Cambodian, Hmong, etc.</i> ↴ |                                     | <input type="checkbox"/> Other Pacific Islander – <i>Print, for example, Tongan, Fijian, Marshallese, etc.</i> ↴ |

- Some other race – *Print race or origin.* ↴

# 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



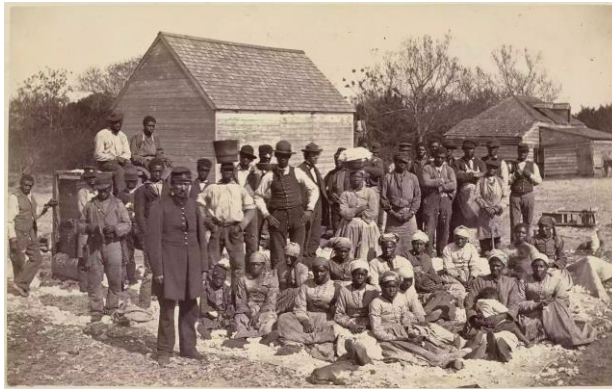
“structural racism refers to the ways in which history, public policies, cultural stereotypes and norms, and institutional practices interact to maintain racial hierarchies and inequitable racial group outcomes.”

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

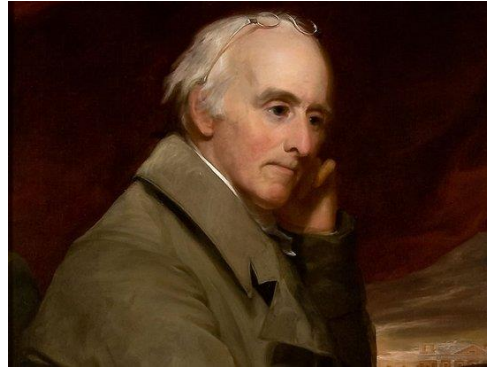
Did you take a course on psychiatry and race during postsecondary education?

- 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?







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# 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