

Strategic Inclusion of Antiracism Practices in Health Professions Education

Dr. Walker Tisdale III

Substance Abuse and Mental Health Services Administration

Office of Behavioral Health Equity

Our Learning Objectives

- Understand the intersectionality of antiracist activities and behavioral health education within various health professions
- Articulate the drivers of behavioral health workforce shortages and their impact on society
- Identify antiracist principles in context of behavioral health education
- Be able to apply antiracism practices in behavioral health professional education programs



***Time to Share
in the Chat...***

A Few Thoughts....

- In order to feasibly reverse the critical behavioral health workforce shortage, there must be focused attention on practices that foster inclusivity, embed equity and integrate antiracist practices.
- Inclusive health professions education strategies can make an impact at the undergraduate and graduate student level to enhance understanding of the importance and value for equity and inclusion among professionals as well as arresting bias in service delivery.
- Collectively, we can do hard things successfully.

A Rationale for Antiracism in the Health Professions

America is increasingly becoming more diverse. Yet, according to the National Center for Health Workforce Analysis (NCHWA) there are significant workforce shortages of addiction counselors, marriage and family therapists, mental health counselors, psychologists, and psychiatrists projected in 2036.

This is exacerbated for more than 169 million Americans (as of 12/23) who live in a designated Mental Health Professional Shortage Area (Mental Health HPSA).

Impact of Racial Bias and Discrimination

- Coimbra et al, (2022) defines ***racial discrimination (RD) as being unfair treatment of people based on race or ethnicity.***
- Published literature implicates racial bias, racial discrimination in the *reduced mental capacity, lowered life satisfaction, poor self-esteem, and other mental health disorders* (Coimbra et al, 2022).

Who is Part of the Health Professions?

The health professions include a *wide range of people with different skills* and levels of education, including:

- ✓ Doctors, nurses, nurse practitioners, physician assistants, pharmacists, etc.
- ✓ Peer specialists, personal care aides, home health aides, etc.
- ✓ Physical therapists, occupational therapists, psychotherapists, creative arts therapists, addiction counselors, etc.
- ✓ Dietitians, nutritionists, EMTs, paramedics, social workers, patient care coordinators, and healthcare scientists

Antiracist Practices in Health Professions Education

- Analysis of the selected sources revealed that, for health professions educators, engaging in an anti-racist pedagogical approach requires more than **incorporating racialized perspectives and content** into the classroom. It rests on three interrelated components:
 - developing a critical understanding of power relationships,
 - moving toward a critical consciousness, and
 - taking action at individual and organizational levels.
- Anti-racist pedagogy is based on values of power-sharing and democratic decision-making, fairness, responsibility to others, openness, and transparency



How Can We Solve This National Problem?

🕒 MARCH 12, 2024

✓ Editors' notes

'Not enough therapists': Georgia lawmakers aim to support mental health workforce

by Michelle Baruchman, The Atlanta Journal-Constitution



A look at the Texas mental health workforce shortage

| A guide to some of the professions that make up the mental health workforce.

BY STEPHEN SIMPSON, GRAPHICS BY ELIJAH NICHOLSON-MESSMER

JULY 17, 2024 5 AM CENTRAL

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SEPTEMBER 11, 2024

All Indiana counties have a mental health workforce shortage. A new report provides solutions

ELIZABETH GABRIEL [🐦](#) [f](#)

Over 1 million adults in Indiana have a mental health condition, and 345,000 of adults who need mental health care don't receive it. Statistics are also bleak for children. Suicide is the leading cause of death among adolescents in the state and 54% of Indiana kids aged 12–17 who have depression did not receive any care in the last year.

Untreated mental illness cost Indiana more than \$4 billion in 2019. Mental health staffing shortages play a role in that, according to Indiana University researchers who published a [new guide with recommendations](#) to address the issue.



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UM Receives \$1.8M to Tackle Rural Health Care Workforce Shortage



The health care workforce crisis is already here



Caitlin Owens



Equity

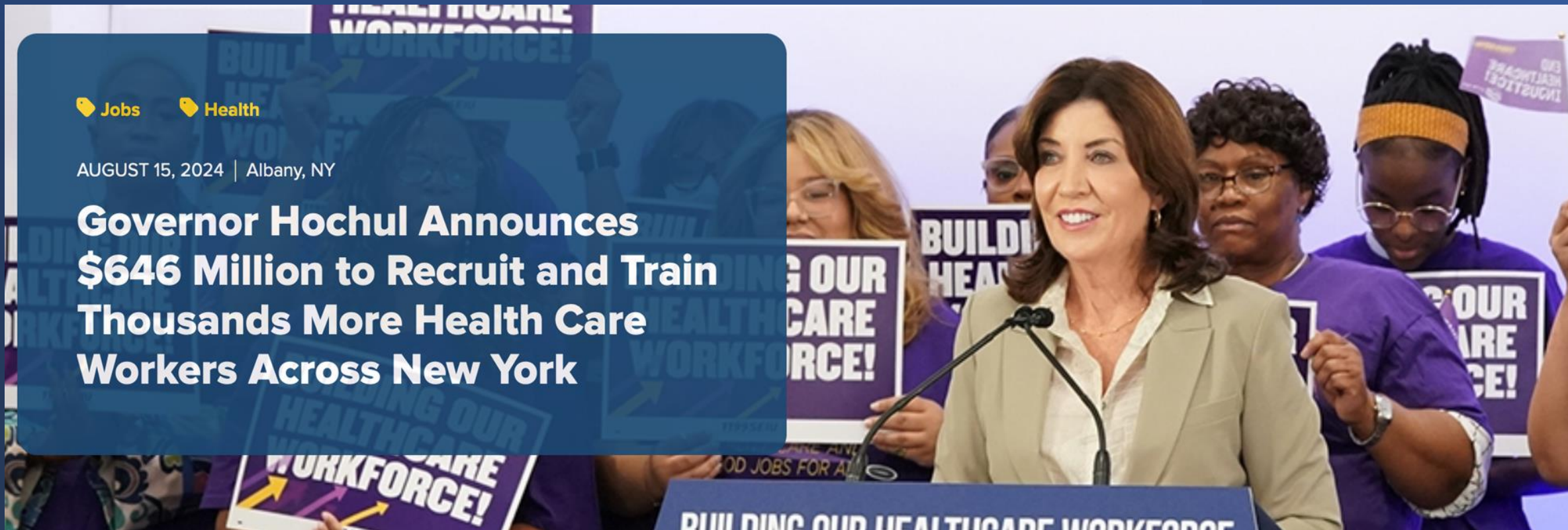
City and state want to provide more mental health care services, but a workforce shortage threatens those ambitions

By Sophie Rodgers

Jobs Health

AUGUST 15, 2024 | Albany, NY

Governor Hochul Announces \$646 Million to Recruit and Train Thousands More Health Care Workers Across New York



Defining Antiracist Practices

Antiracism actions can come in many forms, including *individual transformation, organizational change, community change*, movement-building, anti-discrimination legislation and racial equity policies in health, social, legal, economic and political institutions.

An “action-oriented, educational and/or political strategy for systemic and political change that addresses *issues of racism and interlocking systems of social oppression.*”

Share in the Chat:
Examples of Anti-
Racism Practices
in Training Health
Professionals?
What Works?



Antiracist Training Principles to Consider

- **Facilitation by Qualified and Diverse Trainers**
 - You shouldn't trust your anti-racism journey to anyone. Turn to qualified and diverse trainers who understand the complexities of racism firsthand. They should come from different backgrounds and experiences.
- **A Brave and Open Environment for Honest Dialogue and Self-Reflection**
 - Honest dialogue and self-reflection help hold communities together. Effective training can create a safe and open space where everyone feels comfortable speaking their truth.
- **Evidence-Based Curriculum With Diverse Perspectives**
 - Effective training relies on an evidence-based curriculum. It's not about opinions or personal anecdotes but about research. The training also relies on relevant data and proven strategies.

Training Principles to Consider

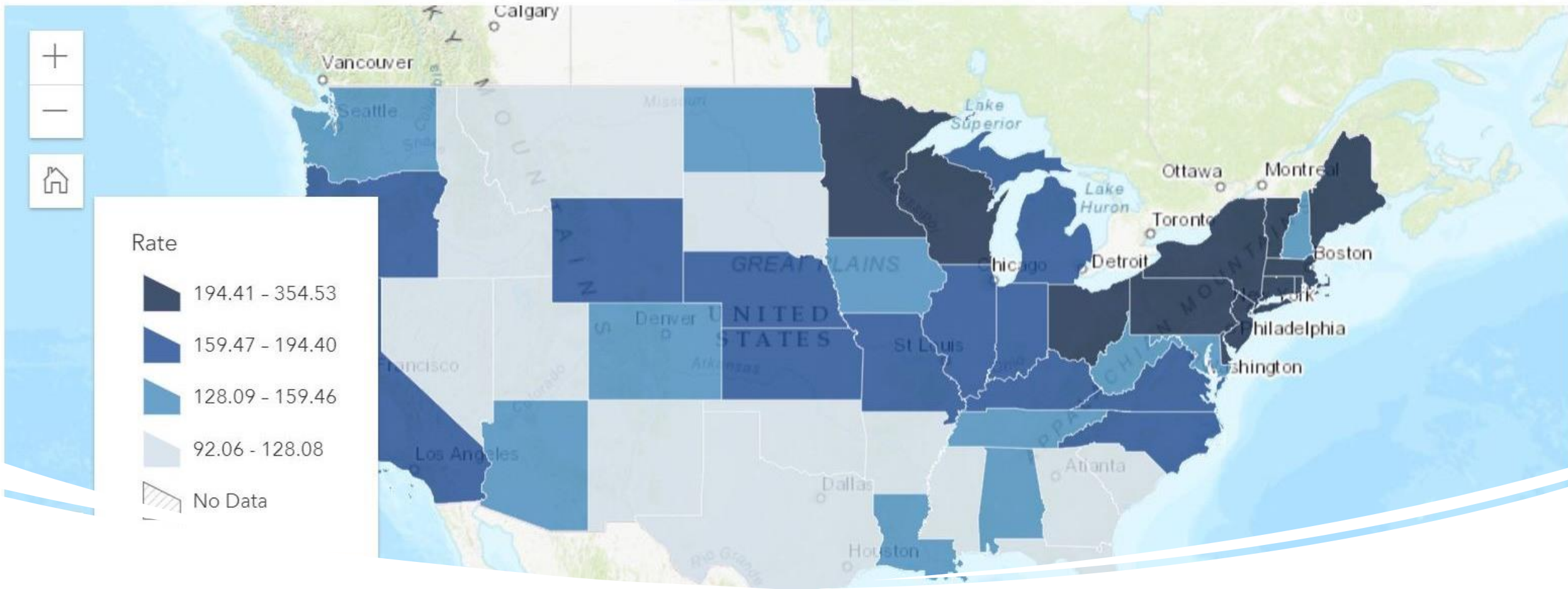
- **Focus on Individual and Systemic Change**
 - A good anti-racism training program focuses on both individual and systemic change. It helps you recognize your own biases and learn tools to counteract them. But it also equips you to identify and challenge discriminatory policies and practices.
- **Practical Tools and Strategies for Implementation**
 - Effective anti-racism training goes beyond theory. It provides practical tools and strategies that you can put into action immediately.

Source:

Embracing Equity @ <https://www.embracingequity.org/post/anti-racism-training-become-an-agent-of-change-and-promote-equity>

Implications for Discipline of Social Work

- The Code of Ethics for the Social Work profession has called upon members to practice through an antiracist and anti-oppressive lens recognizing that injustices continue.
- October 2022 the NASW convened racial justice scholars and activists to build a vision for achieving anti-racist work, resulting in [*Undoing Racism Through Social Work: A Collaborative Vision for an Anti-Racist Future*](#) being published.

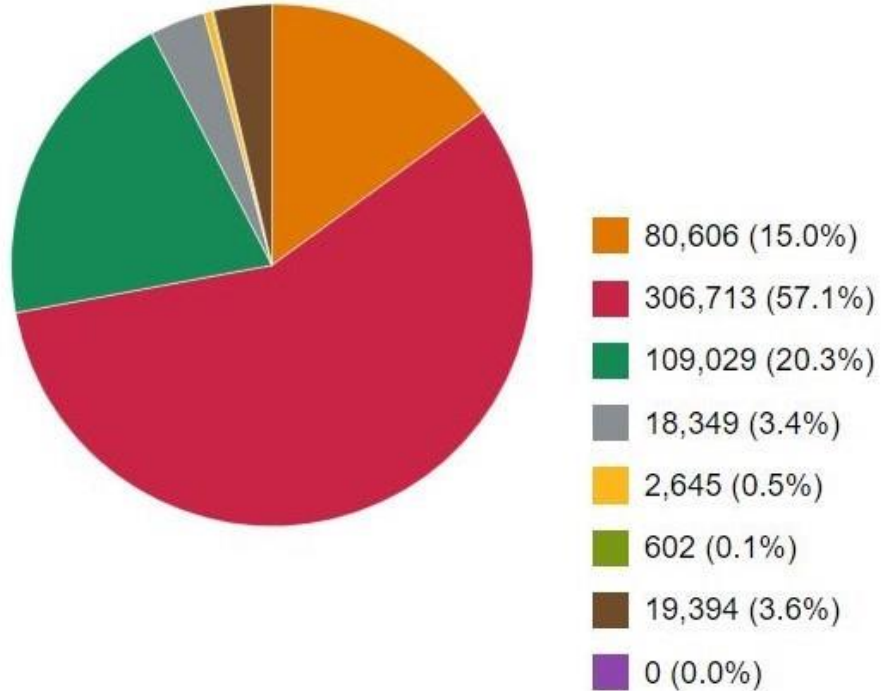


Maldistribution of Social Workers as of 9/16/2024

- Extreme shortages in southern and western region of USA
- <https://data.hrsa.gov/topics/health-workforce/ahrf>

Diversity of Social Workers in All States – 2018-2022

All States (537,338)



Race / Ethnicity

- Hispanic or Latino
- White*
- Black or African American*
- American*
- Asian*
- American Indian or Alaska Native*
- Native Hawaiian or Other Pacific Islander*
- Other or Multiple Races*
- Not Available

* Non-Hispanic

**Not available (NA) indicates the data are suppressed, zero, or not available in the dashboard.

Drivers of Behavioral Health Workforce Shortages

- Educational Burdens; Credentials
- Financial Burdens; Compensation Levels
- Reciprocity and Licensure Restrictions
- Provider Burnout
- Racism, Sexism, Ageism, etc.
- Historical Bias
- Chronic Underfunding
- Limited Career Pathways
- State and Local Policies
- Low Retention
- Lack of Professional Development
- High Turnover
- Increased Need for Services
- Aging Workforce
- Factors at System, Organizational, and Individual Level

Brief History Lesson & Discussion

How Did We Get Here?

The Residual Impact from the Flexner Report

The Flexner Report, published in 1910, was responsible for the closure of several Black medical schools, including **five of seven**: Flint Medical College at New Orleans University, Leonard Medical School of Shaw University, Knoxville Medical College, Medical Department of the University of West Tennessee at Memphis, and Louisville National Medical College.

Residual Impact...Decades Later

- The only Black medical schools that Flexner endorsed were Howard University College of Medicine and Meharry Medical College, which ensured their survival
- Some estimates suggest that had those schools not closed, they may have helped educate some [30,000-35,000 Black physicians](#) over the past century.
 - What could have been the impact on health disparities if America had more Black physicians?
 - What biases continue to permeate the medical system today?
 - How can we mitigate these biases?

The Hispanic/Latino(a) Medical Workforce

- There are almost 54,000 physicians in the United States who identify as Hispanic, which is roughly 6% of all active physicians. However, there are many challenges to increasing the number of Hispanic physicians, including:
 - Historical root causes
 - Systemic barriers
 - Education and training costs
 - Disparities
 - Lack of Spanish-speaking physicians
 - Younger Latina physicians
 - Higher proportion of Latina physicians are immigrants

Share in the Chat:
Examples of
Behavioral Health
Anti-Racism
Models.
What Works?



Resource Link

<https://africanamericanbehavioralhealth.org/resources/resourceDetails.aspx?resourceID=1176>



African American Behavioral Health
CENTER OF EXCELLENCE

The Self-Assessment for Modification of Anti-Racism Tool (SMART) Shared via African American Behavioral Health Center of Excellence Webinar

A tool or roadmap for community behavioral health providers that:

1. provide metrics specific to disparity and inequity issues in community behavioral health,
2. extend beyond cultural competency and linguistic appropriateness to incorporate structural inequity,
3. promote a stepwise, concrete quality improvement process that could be adapted for self-directed use in community behavioral health settings.

The Self-assessment for Modification of Anti-Racism Tool (SMART) is a quality improvement tool that aims to meet the AACP's needs in facilitating organizational change in community behavioral healthcare.

The Issue of Strategic Inclusion

Address all Three Levels of Racism:

- institutionalized or systemic racism,
- Interpersonal or personally mediated racism and
- internalized racism, self-loathing

Implement Anti-Racism Best Practices:

- organizational level, policies
- personnel, training, and social structure
- emotional culture, affirmational and intentional

Examples of Anti-Racist Strategies

- Make Anti-Racist Resources Accessible and Applicable
- Talk with Instructors/Trainers about Anti-Racism Learning Activities
- Consult with Organizational Leaders About Anti-Racism Expectations
- Share Relevant Research, News Articles, Blogs, etc.
- Initiate Discussions that are Solution-Focused
- Audit existing policies, protocols, and access-tools for racial bias
- Work collaboratively and strategically
- Gather consensus everywhere you can in the process

SAMHSA Supported Behavioral Health Workforce Activities & Resources

- SAMHSA Behavioral Health Workforce Technical Experts Panel, January 2024
- Issue Brief: Expanding Peer Support and Supporting the Peer Workforce in Mental Health, June 2024
- Embedding Equity and Building the Suicide Prevention Workforce for Underserved Communities Technical Experts Panel, July 2024
- Analytical Report: Capacity and Equity Gaps of the Clinical Suicide Prevention Workforce: Addressing the Needs of Underserved Communities, September 2024
- SAMHSA-funded Center of Excellence Programs

SAMHSA Supported Behavioral Health Workforce Activities & Resources

- Published Evidence-Based Resource Guide: Burnout in the Behavioral Health Workforce Through Organizational Strategies, 2022
- [Center of Excellence for Integrated Health Solutions](#) Operated by National Council for Mental Wellbeing
 - Available for Consultation
 - Research Articles, Concept Papers, Fact Sheets,
 - Workforce Related Webinars
 - Learning and Mentorship
 - Special Events

References for Presentation

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What Questions Do You Have?