IDENTITY, INTERSECTIONALITY, AND RESILIENCE: PROVIDING ADOLESCENT-CENTERED CARE FOR YOUTH OF COLOR

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OBJECTIVES

- Discuss racial/ethnic identity development as an individual and intersectional process
- Discuss racial/ethnic stigma and its impact on identity development, lived experiences, and health
- Describe a framework to explore with youth of color the influence of their racial-ethnic group membership on their self-concept and lived experiences
- Describe promising interventions and tools to promote resilience and positive development for youth of color applicable to clinical practice
Position paper

Racism and Its Harmful Effects on Nondominant Racial–Ethnic Youth and Youth-Serving Providers: A Call to Action for Organizational Change

The Society for Adolescent Health and Medicine
DEFINING RACE AND ETHNICITY

- Race as a social construct
- Ethnicity designates groups of people with shared and intergenerationally transmitted values, language, and traditions
Beliefs, attitudes, and actions resulting from categorizing individuals and groups based on phenotype, heritage, or culture and that systematize and ensure an unequal distribution of privilege, resources, and power in favor of the dominant racial group and at the expense of all others.
LEVELS OF RACISM

- Institutionalized
- Personally mediated
- Internalized

- Jones, 2000
INTERNALIZED RACISM

Self-System adapted and developed by Vivette Jeffries Logan and Jackie Goodwyn from Four Worlds Development Project & Raul Quinones Rosado, Ph.D
RACIAL-ETHNIC IDENTITY DEVELOPMENT
DIMENSIONS OF RACIAL-ETHNIC IDENTITY

- Centrality: the importance of race-ethnicity to one’s self-definition
- Salience: the importance of identity at a particular moment
- Private regard: one’s evaluations of one’s group
- Public regard: one’s evaluations of others’ views of one’s group
- Ideology: the content of one’s beliefs about how one should behave as a group member

Sellers, Smith, Shelton, et. al., 1998
RACIAL-ETHNIC IDENTITY DEVELOPMENT

- Preencounter
- Encounter
- Immersion/Emmersion
- Internalization
- Internalization /Commitment
  - Cross, 1991
INTERSECTIONALITY

A  Age/Generation
D  Disability
R  Religion
E  Ethnicity/Race
S  Social Status
S  Sexual Orientation
I  Indigenous Heritage
N  National Origin
G  Gender Identity

- Hays, 2001
RACISM AND LIVED EXPERIENCES

- Racism influences the lived experiences of youth of color
- Racism influences the lived experiences of white peers who care about youth of color
- Personally enacted racism is not a simple a white on color phenomenon
HOW RACISM AFFECTS HEALTH

- Restricted access to social resources and/or increased exposure to risk factors
- Adverse effects on psychological and physiological functioning
- Allostatic load
- Reduced uptake of healthy behaviors (e.g. exercise) and/or increased adoption of unhealthy behaviors (e.g. substance misuse) either directly as stress-coping or indirectly via reduced self-regulation
- Direct physical injury caused by racist violence
  - Paradies, Ben, Denson, et. al, 2015
THE CLINICAL APPROACH

CULTURALLY HUMBLE
TRAUMA INFORMED
STRENGTH-BASED
CULTURAL HUMILITY

- Lifelong commitment to self-evaluation and self-critique
- Desire to fix power imbalances where none ought to exist
  - Tervalon, M., Murray-Garcia, J., 1998
ADDRESSING IMPLICIT BIAS

- Stereotype replacement
- Counter-stereotypic imaging
- Individuation
- Perspective taking
- Increasing opportunities for contact
- Partnership building
  - Godsil, Tropp, Goff, Powell, 2014
FROM THE INSIDE OUT: EXAMINING INTERNALIZED RACISM AND WHITENESS
FROM COLORBLINDNESS TO CO-CONSPIRACY
Is the U.S. a Democracy? A Social Studies Battle Turns on the Nation’s Values

Michigan spent five years debating how to teach American history. One of the biggest questions was how to describe the nation’s government.
CULTURAL HUMILITY

- Lifelong commitment to self-evaluation and self-critique
- Desire to fix power imbalances where none ought to exist
- Aspiring to develop partnerships with people and groups who advocate for others
  - Tervalon, M., Murray-Garcia, J., 1998
A program, organization, or system that is trauma-informed realizes the widespread impact of trauma and understands potential paths for recovery; recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system; and responds by fully integrating knowledge about trauma into policies, procedures, and practices, and seeks to actively resist re-traumatization.

- SAMHSA, 2014
PRINCIPLES OF TRAUMA-INFORMED CARE

- Safety
- Trustworthiness and transparency
- Peer support and mutual self-help
- Collaboration and mutuality
- Empowerment, voice, and choice
- Respect for culture and historical perspective
THE CLINICAL APPROACH

CULTURALLY HUMBLE
TRAUMA INFORMED
STRENGTH-BASED
New program targets poor, overweight kids

By Linda Shriever, Orlando Sentinel

Find new health and fitness events, plus healthy living tips with the free Get Healthy Orlando newsletter

Enter your email
SIGN UP
Privacy Policy
STRENGTH BASED

Crews'n Healthmobile
Healthcare Outreach

TALK PrEP
Start talking. Stop HIV.
PrEP is an HIV prevention option when taken daily. It can greatly reduce your risk of getting HIV. You can get more information if you are gay, bisexual, and other men who have sex with men.

GET TALKING. GET TESTED.
HIV testing is free, easy, and confidential. Start talking about HIV today. Talk with your doctor about HIV testing.
### EXPLORING IDENTITIES

| Meaning | What messages do you get about being [identity]?
|         | Tell me some of the positive things about being [identity]?
|         | Tell me some of the negative things about being [identity]?
|         | What are the specific roles and responsibilities of being [identity]?
| Self-Identification | You have just told me a little bit about what it means to be [identity]. How do you fit into this? What is that like for you?
|         | How are you different than the things you told me about being [identity]?
| Awareness | Describe for me when you first realized that you were a [identity]?

Jamil, 2009
| Community | Do you feel that there is a [identity] community? Describe this community to me.  
|           | How do you fit into this?  
|           | In what ways are you connected with a [identity] community?  
|           | How did you develop this connection? |
| Facilitators /Supports | What has helped you in the process of seeing yourself as a/n [identity]?  
|           | Which people/institutions/resources have helped you? |
HOW DO YOUTH COPE WITH RACISM?
PRACTICE RECOMMENDATIONS FOR ADDRESSING RACISM

- Psychoeducation
- Validation
- Self-awareness and critical consciousness
- Critical examination of privilege and racial attitudes
- Culturally responsive social support
- Developing positive identity
- Externalize/minimize self-blame
- Outreach and advocacy

- Miller, Keum, Thai, Lu, et. al, 2018
RACIAL SOCIALIZATION: PROMOTE POSITIVE SELF CONCEPT AND CULTURAL PRIDE

CULTURAL SOCIALIZATION
PREPARATION FOR BIAS
EGALITARIANISM
PROMOTION OF MISTRUST
Talking to Children About Racial Bias

By Andrea T. Pedersen, MD, MPH, MNP, FANP

Given the tragic and racially-charged current events, many parents are wrestling with their own feelings, the hopes they have for their children, and the difficulty of helping those children thrive in a world full of racial lines.

Talking to Children About Tragedies & Other News Events
FOSTER SUPPORTS
ENCOURAGE AND PROMOTE SELF-CARE
PROMOTE YOUTH EMPOWERMENT, ENGAGEMENT AND ACTIVISM
HEALING ETHNO AND RACIAL TRAUMA (HEART) FRAMEWORK.

Chavez-Dueñas, , Adames, Perez-Chavez, & Salas, 2019
There is no such thing as a single-issue struggle, because we do not lead single-issue lives.

Audre Lorde
REFERENCES


Reducing Implicit Bias

- Reducing Implicit Bias: Institute for Healthcare Improvement
  http://www.ihi.org/communities/blogs/how-to-reduce-implicit-bias

- Implicit Association Tests
  https://implicit.harvard.edu/implicit/selectatest.html

- Privilege: Unpacking the Invisible Backpack by Peggy McIntosh
  http://code.ucsd.edu/pcosman/Backpack.pdf

- How I Got Over: The Journey to Cultural Competence: California Prevention & Training Center
  https://www.youtube.com/watch?v=fqB3bpC4czs

- Unconscious Bias online course (Microsoft eLesson, 2015);
  https://www.mslearning.microsoft.com/course/72169/launch

- Teaching Tools: Breaking the Prejudice Habit
  http://breakingprejudice.org/teaching

- The Perception Institute
  https://perception.org/our-publications/
**RESOURCES**

- **Race Socialization**
  - RESilience: Uplifting Youth Through Healthy Communication About Race
    - American Psychological Association: [www.apa.org/res](http://www.apa.org/res)
  - Teaching Children Cultural Pride:
    - [https://www.youtube.com/watch?v=BxcqR0BtqIU&feature=youtu.be](https://www.youtube.com/watch?v=BxcqR0BtqIU&feature=youtu.be)
  - Talking to Children About Racial Bias
    - [https://www.healthychildren.org/English/healthy-living/emotional-wellness/Building-Resilience/Pages/Talking-to-Children-About-Racial-Bias.aspx](https://www.healthychildren.org/English/healthy-living/emotional-wellness/Building-Resilience/Pages/Talking-to-Children-About-Racial-Bias.aspx)
  - Common Sense Media: Children’s Books with Diverse Characters
RESOURCES

- **Dismantling Racism**
  - Racial Equity Tools: Racial Equity Learning Modules
    - https://www.racialequitytools.org/module/overview/racial-equity-learning-modules
  - Dismantling Racism Workbook
    - http://www.dismantlingracism.org/
  - Dismantling Racism for Social Change Groups

- **Achieving Health Equity**
  - Communities in Action: Pathways to Health Equity: National Academies Press
  - *Achieving Health Equity: A Guide for Health Care Organizations*; Institute for Healthcare Improvement
    - http://www.ihi.org/resources/Pages/IHIWhitePapers/Achieving-Health-Equity.aspx
RESOURCES

- **Race Equity in the Workplace**
  - Awake to Woke to Work: Building a Race Equity Culture: Proinspire/Equity in the Center
    - [https://static1.squarespace.com/static/56b910ccb6aa60c971d5f98a/t/5adf3de1352f530132863c37/1524579817415/ProInspire-Equity-in-Center-publication.pdf](https://static1.squarespace.com/static/56b910ccb6aa60c971d5f98a/t/5adf3de1352f530132863c37/1524579817415/ProInspire-Equity-in-Center-publication.pdf)

- **Mindfulness**
  - When Mindfulness and Racism Intersect: Mindful
    - [https://www.mindful.org/povmindfulnessforall/](https://www.mindful.org/povmindfulnessforall/)
  - Ruth King: Mindful of Race
    - [https://ruthking.net/mindful-of-race/](https://ruthking.net/mindful-of-race/)