Kenton Beachy, Executive Director

Maureen Traverse, Editor

#### Racism Is a Mental Health Issue

by Maureen Traverse

Racism is a mental health issue. Repeated experiences of racism, whether direct or vicarious, may lead to racial trauma or race-based traumatic stress, and research shows that trauma impacts both mental and physical wellbeing. Symptoms of race-based trauma can look like those of post-traumatic stress disorder – recurring thoughts of the experience, anger, depression, headaches, chest pains, insomnia – but race-based trauma is not considered a mental health disorder. It is a mental injury caused by living within a racist system or experiencing racist events.

Racism is pervasive in the United States, and it takes many forms, from overt expressions of racism like slurs and racial violence to subtler but equally harmful microaggressions like assumptions about education or interests based on race, failing to use a person's preferred name, or claiming that someone talks too much about race. At the systemic level, racism takes the form of voter suppression, income and housing disparities, mass incarceration, and aggressive policing of BIPOC (Black, Indigenous, people of color) communities.

Vicarious trauma still impacts mental health, and trauma can even be passed down generationally – one does not need to directly experience a traumatic event to be harmed. Hearing stories from family or watching videos of police brutality may trigger the same stress response. Psychologist Dr. Maryam Jernigan-Noesi explains, "... racism and racial discrimination is usually not a singular experience for many folks, and those experiences are rarely resolved. So, we may survive through them, but when the next experience comes along it can be a reminder or a trigger of previous experiences that we have, such that our body is also registering these as experiences of stress." Repeated exposure to such stress, over time, can lead to toxic trauma, and the increased potential for depression, anxiety, and other mental health concerns.

Despite the effects of racial trauma, *Counseling Today* reported, "research indicates that compared with people



who are white...BIPOC are less likely to have access to mental health services, less likely to seek out services, less likely to receive needed care, more likely to receive poor quality of care, and more likely to end services prematurely." Multiple factors contribute to these disparities, but distrust of a mental health system that has long misdiagnosed and even abused BIPOC is a part of the problem. Research conducted by Loni Crumb and Janeé Avent Harris of East Carolina University showed that, among Black Americans, "stigma, a lack of trust in mental health care and a mislabeling of Black people's presenting concerns make this group more apprehensive to seek counseling. Financial constraints and a lack of access to culturally responsive mental health care are additional barriers."

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<sup>1.</sup> Wilson, Jillian. "This Is What Racial Trauma Does to the Body and Brain." Huffington Post. Accessed August 7, 2020. https://www.huffpost.com/entry/whatracial-trauma-does-body-brain\_l\_5efa43b1c5b6acab28459220

# **To Your Mental Health**

### by Kenton Beachy



### Our Continued Commitment to Equity and Justice

While racism in America has been going on for hundreds of years, the tragic killing of George Floyd enflamed the country and continues to shine

a spotlight on what individuals, government, and business are doing to eliminate racism and injustice. Consistent with our mission, MHAOhio in the past couple years has taken action to address the impacts of racism, disparities, and inequities and their resulting trauma on mental health.

RISE – part of our POEM program – is our equity initiative geared towards supporting Black and African American pregnant and parenting women, created in part because of Franklin County's high rates of infant mortality. Most recently, in 2020 MHAOhio began hosting the pilot Black Community Ambassador Support Program, offering programs and resources to support the mental wellness of Black community ambassadors.

Though these programs have given us momentum, we know that programming alone is not the solution to racism. For those of us who are White, continually examining privilege and tendency to protect ourselves from emotional distress when issues of race arise starts by

- Intentionally stopping explicit and implicit behaviors that facilitate racism and inequality
- Educating ourselves on truthful history in the Americas across diasporas
- Self-reflecting about patterns unconsciously rooted in prejudice
- Acknowledging that racism hurts and even kills people
- Listening to the experiences of Black men, women, and children

We're committed to continuing diversity and inclusion efforts in who we hire and who serves on our Board of Trustees. And with further reflection, MHAOhio plans to undergo a critical assessment of our cultural responsiveness and inclusivity through

a trauma-informed lens. This lens recognizes that trauma resulting from violence, abuse, neglect, loss, and other emotionally harmful experiences is an almost universal experience of people with mental health and substance use disorders. Through this assessment and its resulting recommendations, we'll be able to improve and know where we need to invest so that our own internal work environment as well as our external program delivery are human-centered and culturally responsive.

The assessment will examine our physical space, materials, programs, and policies and procedures. It will include focus groups with various populations to assess for level of perceived cultural responsiveness and inclusiveness and trauma-informed approaches. The resulting report will outline findings and recommendations. Training and coaching will help us in our continual process of transforming into a trauma-informed organization that is a culturally responsive and inclusive workplace and service provider.

These are not values and principles that will melt away over time. They will continue to be embedded in our organizational culture and be central to how we relate to people and do business.

### MHAOhio Partners on Statewide Mental Health First Aid Program

by Maureen Traverse

Mental Health First Aid is a national, evidence-based training that prepares you to offer aid when someone you know shows signs of a mental health or substance use disorder. Since 2016, MHAOhio has offered this training for free in Franklin County, thanks to support from the Alcohol, Drug and Mental Health Board of Franklin County. Now we are thrilled to offer Mental Health First Aid across the state through a partnership with Mental Health America of Northern Kentucky and Southwest Ohio (MHANKYSWOH) and a generous grant from the Ohio Department of Mental Health and Addiction Services. Through this grant, MHAOhio, MHANKYSWOH, and their partners plan to train 4,000 Ohioans in Mental Health First Aid. The grant aims to reach diverse populations, faith-based communities, and those who support older adults and transition-age youth (12-21 years old).

For more information about participating in a training or becoming a trainer yourself, please contact Tori Ivan at tivan@mhaohio.org.

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# **Community Matters**

Racism cont'd

Black men are four times more likely than White men to be diagnosed with schizophrenia and are underdiagnosed with post-traumatic stress and mood disorders, which leads to inappropriate treatment. A study conducted by the University of Vermont showed that therapists were more likely to call back potential clients who left a voicemail with a White-sounding name than a Blacksounding name. Given that the majority of mental health professionals are White (only 2% of American Psychological Association members are African American) BIPOC clients may not feel as comfortable or safe seeking help and may be forced to wait longer to see a therapist of their own race. As Kai Koerber, a young survivor of the Parkland school shooting told an NPR reporter, "Finding a Black therapist really saved me some time, and there was more connection, in terms of the kinds of struggles that I might feel or the kinds of ways I might think about certain scenarios."

In the last six months, MHAOhio has received an increase in requests for Black and Spanish-speaking therapists through the Pro Bono Counseling Program (PBCP), which serves individuals who are uninsured, under-insured, or who cannot afford their copays or deductible. The PBCP needs help to increase a timely response to BIPOC who are in need of culturally-responsive clinical services. If you are a Black or Latinx clinician interested in providing free, short term counseling to clients in need contact PBCP Director, Sheronda Palmore LISW-S, spalmore@mhaohio.org or 614-884-7227.

Even as we ask for help, we know that Black mental health professionals, advocates, and others in helping roles who serve the community face the dual burden of experiencing racism themselves while trying to support others. Yet they may be reluctant to seek help for themselves when available services are unhelpful or even harmful. Last year, a group of Black helping professionals came together to explore the specific challenges of being Black and serving in these roles, and out of that workgroup came the Black Community Ambassador Support Program (BCASP). BCASP convenes support groups, learning communities, townhalls, and other events that offer Black community ambassadors (like social workers, teachers, nurses, and others) opportunities to connect, learn from, and support one another. Find out more at blackcommunityambassadors.com.

MHAOhio hosts the BCASP Program and sees the value of supporting the creation of BIPOC-specific spaces and services. Last year, MHAOhio's POEM

program launched its Equity Initiative, RISE, which seeks to direct appropriate peer support and referral services to priority populations – namely, Black and African American women. During a recent virtual event, POEM Program Equity Coordinator, Kelli Blinn, described the need for RISE support groups for Black moms: "There's a level of safety, security and freedom when Black women come together and share freely and don't have to feel like they are censoring themselves, don't feel like they have to placate the non-women of color in the room." Recognizing the power of RISE, MHAOhio partnered with Columbus Public Health to provide an online mental health peer support group for Latina women conducted entirely in Spanish, with the goal of offering an accepting and supportive online space that facilitates connections, reduces feelings of isolation, and links attendees to appropriate resources.

While creating an equitable mental health system will take time and require disturbing the status quo that has caused so much harm, White mental health professionals and advocates are obligated to fight racism in the same way they have fought to raise awareness and end the stigma of mental illness.

### **Board Spotlight**

Nate Lemke has been a part of the healthcare industry for nearly 20 years, first in Advertising/Client Services and most recently as the VP of Human Resources for Syneos Health. Through his professional career and personal experience,



he has developed a deep appreciation for the impact mental health conditions can have on individuals and loved ones. He has seen firsthand the important role programs such as POEM can play in supporting the health and wellbeing of people in need.

Nate was born and raised in Canton, Ohio. He attended The Ohio State University, where he graduated with a Bachelor of Arts in Journalism/Public Relations and a second major in Communication.

The father of two very fun-loving children, Ben (12) and Maggie (9), and the husband to the love of his life, Jen (all pictured), Nate enjoys supporting his favorite baseball player and gymnast and cheering on Ohio State with his family of Buckeyes.

# **MHAOhio News**

### **MHAOhio Welcomes New Staff**



Michael Anderson, Director of Development and Marketing, With a 20+ year career in development and non-profit administration, Michael has provided fundraising counsel to a wide variety of local, state, and national non-profits, most recently as Director, Individual, Corporate and Strategic Partnerships for the Alzheimer's Association Illinois Chapter. In each of his previous roles, he worked to raise funds and community awareness to support the important program offerings. Michael and his partner are new residents of Columbus and love to explore out-of-the-way restaurants, museums of all kinds, road-trips to obscure locations around the US, college sports of any kind, and live music.



Margo Arnold, Black Community Ambassador Support Program Coordinator, serves the most vulnerable in the Black community: those on the front lines serving others. Margo is an AmeriCorps Alumna and has had roles at New Salem Baptist Church, Asian American Community Services, and Think Make Live Youth. Margo earned a BA in Public Affairs with a specialization in Community Organization and Civic Engagement from The Ohio State University. Margo is passionate about helping people from all backgrounds discover the power that they have to change the world.



Hailee Childs, MS, POEM Program Coordinator, was introduced to the POEM program following the traumatic birth of her youngest daughter, a micro-preemie born at 23 weeks and two days. Hailee went on to complete her Masters program for marriage and family therapy and began volunteering as a mentor and support group facilitator for POEM. Hailee is able to draw from her past clinical and case management experience to connect clients with community resources, mental health care, and services



Tori Ivan, CHES, CTTS, Mental Health First Aid Program Manager, is a certified health education specialist with a Bachelor of Science in community health education from Kent State University. Prior to joining the MHAOhio team, she worked in local public health, serving as regional coordinator for a pilot project executed by a three-county consortium in central Ohio. As program manager for the statewide Adult Mental Health First Aid project, Tori works to make this training easily accessible to communities across Ohio, fueled by a firm belief in the life-changing benefits of health education.

## **New Support Program Aims to Help Black Helpers**

by Maureen Traverse

"You cannot serve from an empty vessel." During a recent townhall event, Elizabeth Joy, Director of the Black Community Ambassador Support Program (BCASP), offered this principle as among the reasons she and other Black ambassadors formed BCASP. Serving Black community helpers – teachers, nurses, coaches, social workers, activists, and others – BCASP aims to create a holistically healthy Black community through investment in Black helpers.

In 2019, Dr. Kevin Dixon, Vice President of Community and Cultural Engagement at the Franklin County ADAMH Board, brought together a group of Black community ambassadors, including Elizabeth Joy and Sheronda Palmore, MHAOhio's Pro Bono Counseling Program Director, to reflect on the challenges unique to Black helpers.

Elizabeth recalls, "We had a conversation with each other about Black helpers, about Black wellness, and we thought about those we'd lost in Franklin County and throughout the country to suicide and those who are not doing well as a result of the weight they carry." A core group of ambassadors continued meeting throughout the year to identify a target

population and determine goals and needed services, which ultimately led to the formation of BCASP.

Black helpers experience bias and systemic racism on top of compassion fatigue and vicarious trauma associated with their roles as helpers. Too often, when they seek help to manage their own mental health, they find available services are unhelpful or even harmful.

As a part of the initial work undertaken by the group that would become the BCASP Executive Committee, Kimberly Brazwell, CEO of KiMISTRY, facilitated focus groups on how Black and Brown people feel about traditional healing/help spaces. Group participants shared that White mental health professionals often lack cultural awareness and sensitivity, cannot relate to the Black experience, and may be well-intentioned but ill-prepared to treat BIPOC clients.

Of the group perspective, Kimberly shared, "The voices in that space sometimes felt they were in harm's way in trying to be taken care of," and added that it is "a precarious position to be in when you're fragile."

See BCASP on page 5

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Thank You to our Give Mom the Mic Sponsors who graciously continued their support though we had to cancel our event due to Covid-19.

We are forever grateful.

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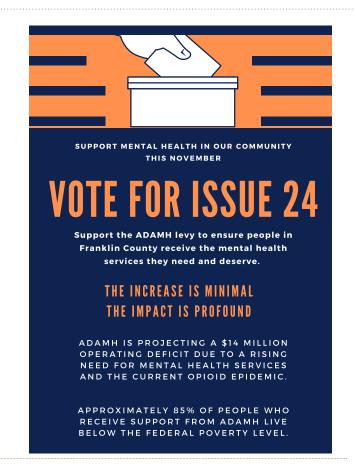
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#### BCASP cont'd

With concerns and needs identified through the focus groups, research on Black helpers' health, and the lived experience of the workgroup's members, BCASP formed in order to create spaces for support, healing, learning, and collaboration.

Since launching early this year, BCASP has hosted three townhalls in the Cause and Effect: Mental Wellness Townhall Series for Black Helpers (recordings available on the BCASP Youtube channel) and offers three weekly virtual support groups for Black helpers, Black men, and organizers. BCASP also hosts seasonal learning communities and cohorts to learn and grow in community.

For additional support, the BCASP online resource guide lists services, safe spaces, events, and other programming specifically for Blacks in Columbus. Once social distancing restrictions are lifted, BCASP will provide a culturally aesthetic work space for groups and individuals, with a trauma-informed staff and "calling hours" for non-crisis mental health help. MHAOhio is pleased to host the BCASP Program. For more information on programming and events, visit blackcommunityambassadors.com or contact the BCASP Program Coordinator, Margo Arnold, at marnold@mhaohio.org.



# **Thank You!**

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Special thanks to Pierce Showe who raised over \$6,700 for MHAOhio through his fundraiser, **60 Mile Run for Mental Health Month!** 

# 2020 Virtual Children's Mental Health Conference November 5

MHAOhio and the Franklin County Suicide Prevention Coalition are pleased to announce that this year's Children's Mental Health Conference will focus on addressing gaps in suicide care for youth and young adults. Our first ever virtual conference will take place on November 5, 2020 and will feature Dr. Jonathan Singer, an associate professor of social work at Loyola University Chicago, American Association of Suicidology Board President, and founder and host of the award-winning podcast series, the Social Work Podcast. Dr. Singer will discuss therapies with the most evidence for suicide care, safety planning, firearms safety, and postvention. Additional speakers will include State Representative Erica Crawley, and a panel will provide information on postvention in schools and local suicide prevention resources.



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