

“Structural Racism and Institutional Bias in Behavioral Health”

February 25, 2022

12:00pm – 1:30pm

Format: Zoom Workshop (Virtual)

Course Director:

Rameshwari V. Tumuluru, MD
Associate Professor of Psychiatry
University of Pittsburgh School of Medicine

Planning Committee:

- Rameshwari V. Tumuluru, MD, *Associate Professor of Psychiatry, University of Pittsburgh School of Medicine*
- Tejal Bhojak, MD, *Assistant Professor of Psychiatry, University of Pittsburgh School of Medicine*
- Charlotte Brown, PhD, *Associate Professor of Psychiatry and Health and Community Systems (Nursing), University of Pittsburgh School of Medicine*
- Traci Kennedy, PhD, *Assistant Professor of Psychiatry, University of Pittsburgh School of Medicine*
- Karen Matthews, PhD, *Distinguished Professor Emeritus of Psychiatry, University of Pittsburgh School of Medicine*
- Lori Zippay, BA, *Administrator, Department of Psychiatry, University of Pittsburgh School of Medicine and UPMC Western Psychiatric Hospital*
- Harriet Wortzman, EdD, *Manager of Clinician Education and Academic Manager, Department of Psychiatry, University of Pittsburgh School of Medicine and UPMC Western Psychiatric Hospital*

Presenters:

Tejal Bhojak, MD
Assistant Professor of Psychiatry
University of Pittsburgh School of Medicine

Charlotte Brown, PhD
Associate Professor of Psychiatry and Health and Community Systems (Nursing)
University of Pittsburgh School of Medicine

Traci Kennedy, PhD
Assistant Professor of Psychiatry
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Accreditation and Designation Statement

In support of improving patient care, the University of Pittsburgh is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the health care team.

Physician (CME)

The University of Pittsburgh designates this live activity for a maximum of 1.5 *AMA PRA Category 1 Credits*[™]. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Other health care professionals will receive a certificate of attendance confirming the number of contact hours commensurate with the extent of participation in this activity

Workshop Schedule

12:00pm	Introduction: <i>Rameshwari V. Tumuluru, MD</i>
12:05pm	<p>Overview of structural racism and institutional bias with a couple of key examples related to psychiatry & behavioral health</p> <p><i>Traci Kennedy, PhD will review the broader definition of structural racism and institutional bias within the field of behavioral health.</i></p>
12:15pm	<p>Exercise</p> <p>After considering examples provided by Dr. Traci Kennedy, Dr. Tejal Bhojak will introduce two video clips with smaller breakout discussions in between each video clip: 1) <i>Housing Segregation and Redlining in America: A Short History</i>, which will further highlight how policies came to be and what effect it has had on schools, health, family wealth and policing. 2) <i>Station 19: George Floyd</i>, which will provide an exploration of individual pain and grief in the wake of George Floyd’s death through conversations among firefighters and a therapist. After each video clip, participants will engage in a discussion to address three questions:</p> <p><u>CLIP #1:</u> 1) Where do you see structural racism and institutional bias; 2) How do you think housing segregation impacts health care in our Pittsburgh communities?; 3) How do you think structural racism, e.g. housing policies and their consequences, influence your research participants’ and your clients’ life experiences?</p> <p><u>CLIP #2:</u> 1) How does not responding to slights and insults impact you or your patients?; 2) To what extent should treatment plans and research address feelings of being scared, tired, mad and sad from being oppressed in a different way than if these feelings originated from other causes?; 3) What can our department do to reduce the mental health consequences of oppression What can it do to improve mental health research relevant to racism and inequality?</p> <ul style="list-style-type: none"> • Housing Segregation and Redlining in America: A Short History (Clip 1): NPR Clip • Station 19 – George Floyd (Clip #2): From the show “Station 19”
1:05pm	<p>Discussion and Question & Answer Session</p> <p><i>Each smaller Zoom breakout discussion group will be moderated by the course director, by Dr. Tumuluru and the presenters, Drs. Bhojak, Brown, Kennedy, and Matthews. The smaller groups will reconvene after each video clip, and Dr. Charlotte Brown will then gather feedback from each smaller group--within the larger group setting--on the reactions to the video clips and links to behavioral health (“your work”). This will also help the workgroup with general action items with the goal of identifying ideas to help dismantle policies and systems that perpetuate racism and inequities, whether individually, in “your” unit or department or on a broader level.</i></p>
1:30pm	Adjourn

Audience:

Psychologists, Western Psychiatric Hospital Staff and Faculty, and other Mental Health Professionals

Learning Objectives. At the conclusion of this workshop participants will be able to:

1. Increase awareness of structures and policies that foster racism and inequality.
2. Describe how these negatively impact mental health research and care delivery.
3. Identify several practical actions that the department can take to eliminate these structures and policies and mitigate their effects.

Faculty Disclosure:

No members of the planning committee, speakers, presenters, authors, content reviewers and/or anyone else in a position to control the content of this education activity have relevant financial relationships with any entity producing, marketing, re-selling, or distributing health care goods or services, used on, or consumed by, patients to disclose.

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