

# Supporting Black, Indigenous and People of Color in Treatment



CHILDREN, YOUTH AND FAMILY  
SYSTEM OF CARE  
TRAINING ACADEMY

Trainer: [Adia Nembhard, LMFT](#)

Course Code: BH0303

## Course Description

According to the Office of Minority Health, U.S. Department of Health and Human Services, Black, Indigenous and people of color (BIPOC) are 20 percent more likely to experience mental health challenges than the general population and yet, only about 25 percent of BIPOC seek mental health care as compared to 40 percent of white people. Reasons for these disparities include lack of health insurance, distrust of the mental health system, misdiagnosis of symptoms, lack of cultural competence, and stigma.

Dismantling the systems that have created these disparities in our systems of care is a long term project. In the face of this we must create community based systems of care that help alleviate the harm and trauma for present and future generations.

This virtual didactic training experience is designed to explore the disproportionately poor outcomes for individuals who identify as Black, Indigenous and people of color in treatment, and the provider's role in addressing it. [See Page 2 for Training Outline](#)

June 11, 2021

9:00 am to 3:00 pm

Location: Live Virtual Training

This training will be conducted via [Zoom](#)

## Learning Objectives

Upon completion of this training you will be able to:

- Describe disparities in mental health treatment outcomes for individuals who identify as Black, Indigenous and people of color (BIPOC)
- Identify provider blind spots and biases
- Explain provider roles in contributing to disparities in mental health treatment outcomes for individuals
- Identify two skills to help increase provider awareness and capacity for acknowledging the real-world impact of subjugation in individual's experience
- Identify two skills to help increase provider capacity for minimizing instances of subjugation via the individual-provider relationship

## Audience

Counselors, peer support partners, therapists, case managers, caregivers, educators, social workers, and other individuals working with children, youth and families.

[Click Here](#) to log into the LMS and Register

**Registration:** If you already have an account, you may search for the course by name or course code. If you do not have an account in the LMS you will need to open one by [clicking here](#). Email [RIHS@sdsu.edu](mailto:RIHS@sdsu.edu) if you have any questions. This training is FREE of charge to BHS County employees and contractors.

**Continuing Education:** This course meets the qualifications for 5 hours of continuing education credit for LMFTs, LCSWs, LPCCs, and/or LEPs as required by the California Board of Behavioral Sciences. The Academy for Professional Excellence is approved by the American Psychological Association to sponsor continuing education for psychologists and the California Association of Marriage and Family Therapists to sponsor continuing education for LMFTs, LCSWs, LPCCs and LEPs, Provider #91928. The Academy for Professional Excellence is approved by the California Board of Registered Nursing, Provider # BRN CEP15014; CCAPP-EI, Provider # 1S-98-398-0822, CAA-DE Provider # CP40 906 CH 0323 for 5 contact hours/CEHs. The Academy for Professional Excellence maintains responsibility for this program and its content. CE certificates will be available for download 5 business days after course completion. Click here for information on how to [obtain CE Certificates](#). Click here for the [CE Grievance Procedure](#).



We create experiences that transform the heart, mind and practice.



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*Educational Goal: To improve behavioral health service delivery by developing skills to recognize and address disparities in treatment for Black, Indigenous and People of Color*

*Learning Objectives: Upon completion of this training, participants will be able to:*

- Describe disparities in mental health treatment outcomes for individuals who identify as Black, Indigenous and people of color (BIPOC)
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- Explain provider roles in contributing to disparities in mental health treatment outcomes for individuals
- Identify two skills to help increase provider awareness and capacity for acknowledging the real-world impact of subjugation in individual's experience
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## *Time*

## *Activity*

9:00 – 9:15am

Access Zoom, welcome and introductions

9:15– 10:00am

Unseen areas and biases

Intersectionality identification

Implicit bias exploration

10:00-10:15am

Break

10:15-11:00am

Disparities in Outcomes

People of Color seeking treatment

People of Color engaging in treatment

People of color experiences in treatment

People color and alternatives to treatment

11:00am-12:00pm

Impact of the provider

Engagement with People of Color

\*Please note: In order to receive completion and credit/CE's, you must have your video camera on for the duration of the training

# Supporting Black, Indigenous and People of Color in Treatment

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Misdiagnosis

Over-diagnosis

Code-switching

12:00-1:00pm

Lunch

1:00-2:00pm

Privilege and subjugation

Anti-racism work

2:00-2:50pm

Advocacy

Power dynamics

Parallel process

Accountability

2:50-3:00pm

Closing remarks, post-test, evaluations

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