



**Texas State Board of Examiners of Marriage and Family Therapists**

**Texas State Board of Examiners of Professional Counselors**

**Texas State Board of Examiners of Psychologists**

**Texas State Board of Social Worker Examiners**

**Texas Behavioral Health Executive Council**

# **Insights Over Lunch: Discussion on Cultural Awareness**

**Professional Development for Continuing Education**

**April 20, 2023**

## ***PRESENTERS***

**Steven Hallbauer, Board Chairman**

**Dr. Lia Amuna, LPC-S, Professional Member**

**Janie Stubblefield, MA, LPC-S, Professional Member**

# 988 Suicide & Crisis **LIFELINE**

**Dial 988 for  
24/7  
emotional  
support  
anywhere  
in the U.S.**



**Call** 988



**Text** 988



**Visit** [988lifeline.org/chat](https://988lifeline.org/chat)



to reach a caring counselor.

# CEU Requirement for Cultural Awareness

§681.140

(a) Minimum Continuing Education Hours Required.

(1) An LPC must complete 24 hours of continuing education during each renewal period that they hold a license. The 24 hours of continuing education must include 6 hours in ethics and **3 hours in cultural diversity or competency.**



# LEARNING OBJECTIVES

After taking this training, LPCs should be able to:

1. Understand the hurdles that exist in accessing Mental Health care services for parts of the population
2. Review population and provider statistics
3. Identify Action Steps for Mental Health Professionals





## Types of ACEs



### **ABUSE**

- Emotional
- Physical
- Sexual



### **NEGLECT**

- Emotional
- Physical



### **HOUSEHOLD CHALLENGES\***

- Substance misuse
- Mental illness
- Suicidal thoughts and behavior
- Divorce or separation
- Incarceration
- Intimate partner violence or domestic violence

## Other Adversity



- Bullying
- Community violence
- Natural disasters
- Refugee or wartime experiences
- Witnessing or experiencing acts of terrorism

\* The child lives with a parent, caregiver, or other adult who experiences one or more of these challenges.

## The Pair of ACEs

### Adverse Childhood Experiences

Maternal  
Depression

Physical &  
Emotional Neglect

Emotional &  
Sexual Abuse

Divorce

Substance  
Abuse

Mental Illness

Incarceration

Domestic Violence

Homelessness

### Adverse Community Environments

Poverty

Discrimination

Community  
Disruption

Lack of Opportunity, Economic  
Mobility & Social Capital

Poor Housing  
Quality &  
Affordability

Violence

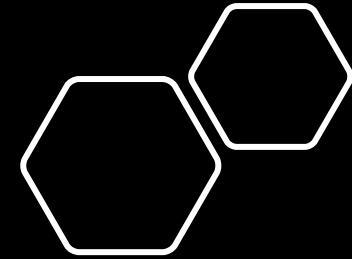




## MENTAL HEALTH DISPARITIES FACTORS

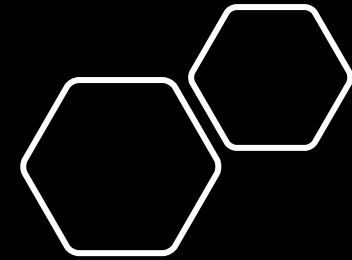
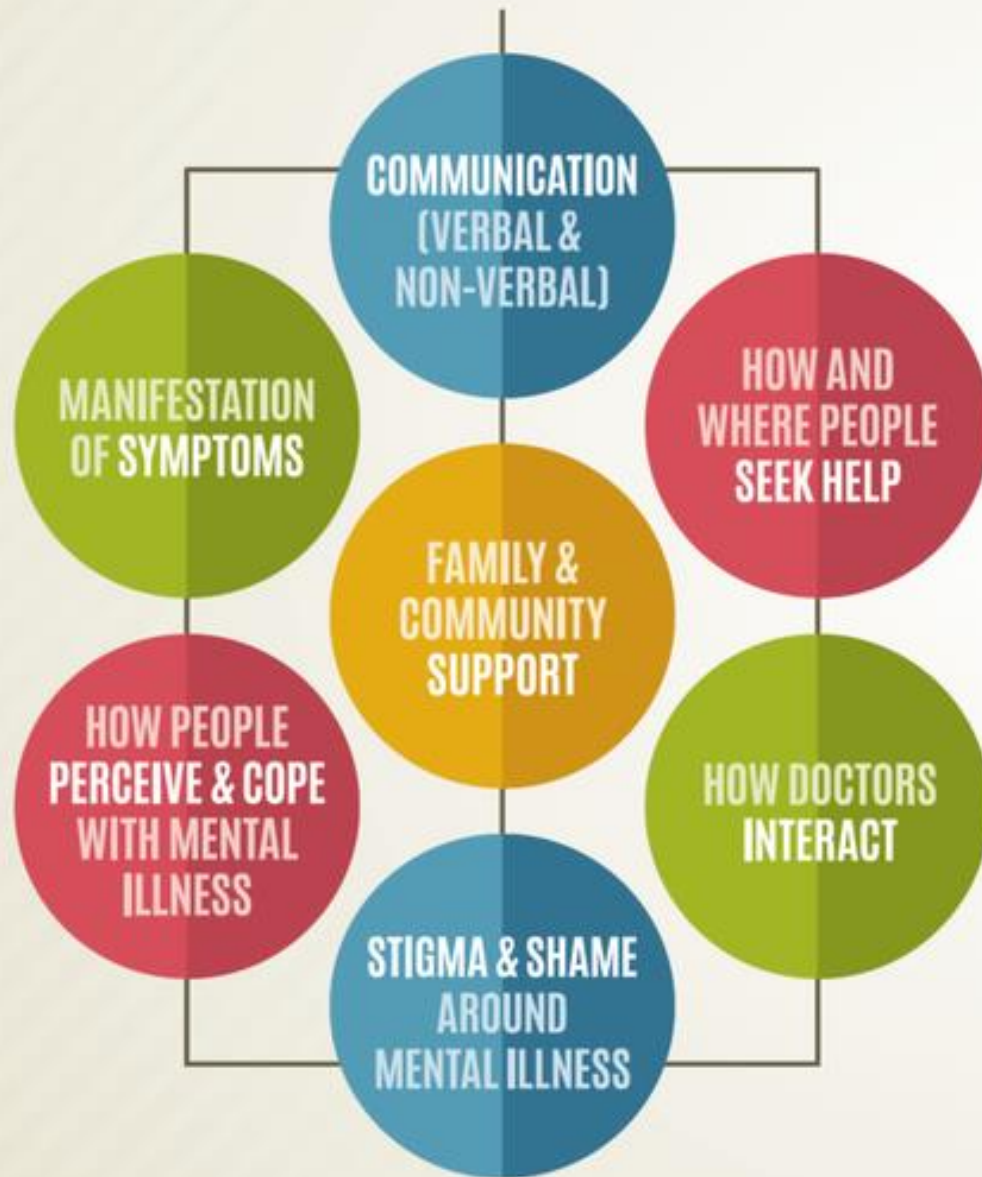
Members of ethnic and racial minority groups in the U.S. "face a social and economic environment of inequality that includes greater exposure to racism, discrimination, violence, and poverty, all of which take a toll on mental health."

– U.S. SURGEON GENERAL





# How Can Race/Ethnicity/Culture INFLUENCE MENTAL HEALTH?



# Access to Care

## MOST AMERICANS LACK ACCESS TO CARE

56%

OF AMERICAN ADULTS WITH A MENTAL ILLNESS **DID NOT** RECEIVE TREATMENT

1 IN 5



REPORT AN UNMET NEED

7.7%

OF YOUTH HAD **NO ACCESS** TO MENTAL HEALTH SERVICES THROUGH THEIR PRIVATE INSURANCE



# A POOR MENTAL HEALTH STATE

In 2020, Mental Health America ranked each state and Washington, D.C., based on the prevalence of mental illness and access to mental health care.



**3<sup>rd</sup>** ranked nationwide for prevalence of mental illness

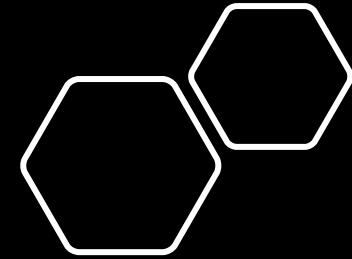
**51<sup>st</sup>** ranked nationwide for access to mental health care

**30<sup>th</sup>** overall for adults

**28<sup>th</sup>** overall for children

**27<sup>th</sup>** overall for all residents

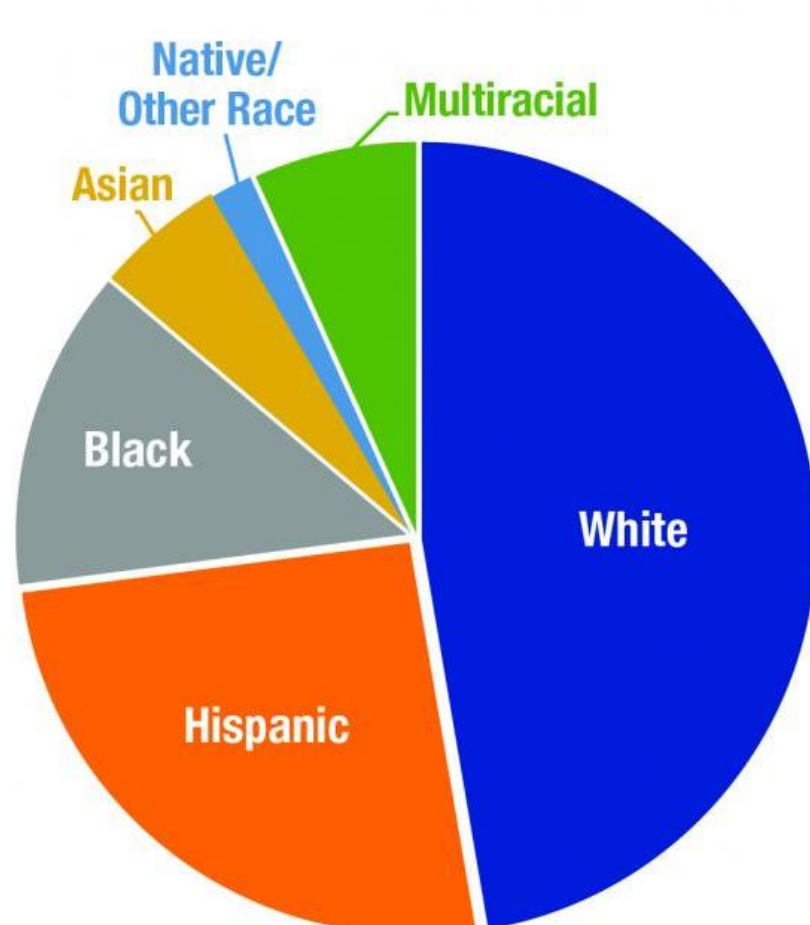
SOURCES: MENTAL HEALTH AMERICA, THE HARRIS CENTER FOR MENTAL HEALTH AND INTELLECTUAL AND DEVELOPMENTAL DISABILITIES/COMMUNITY IMPACT NEWSPAPER



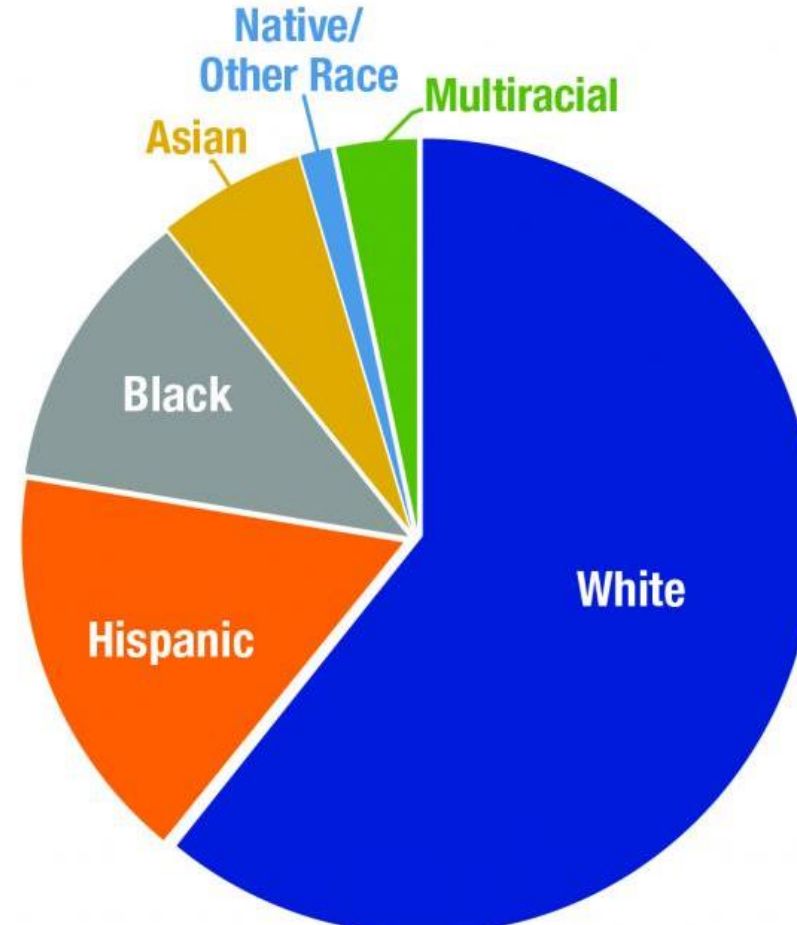


# 2020 US Population: by Race

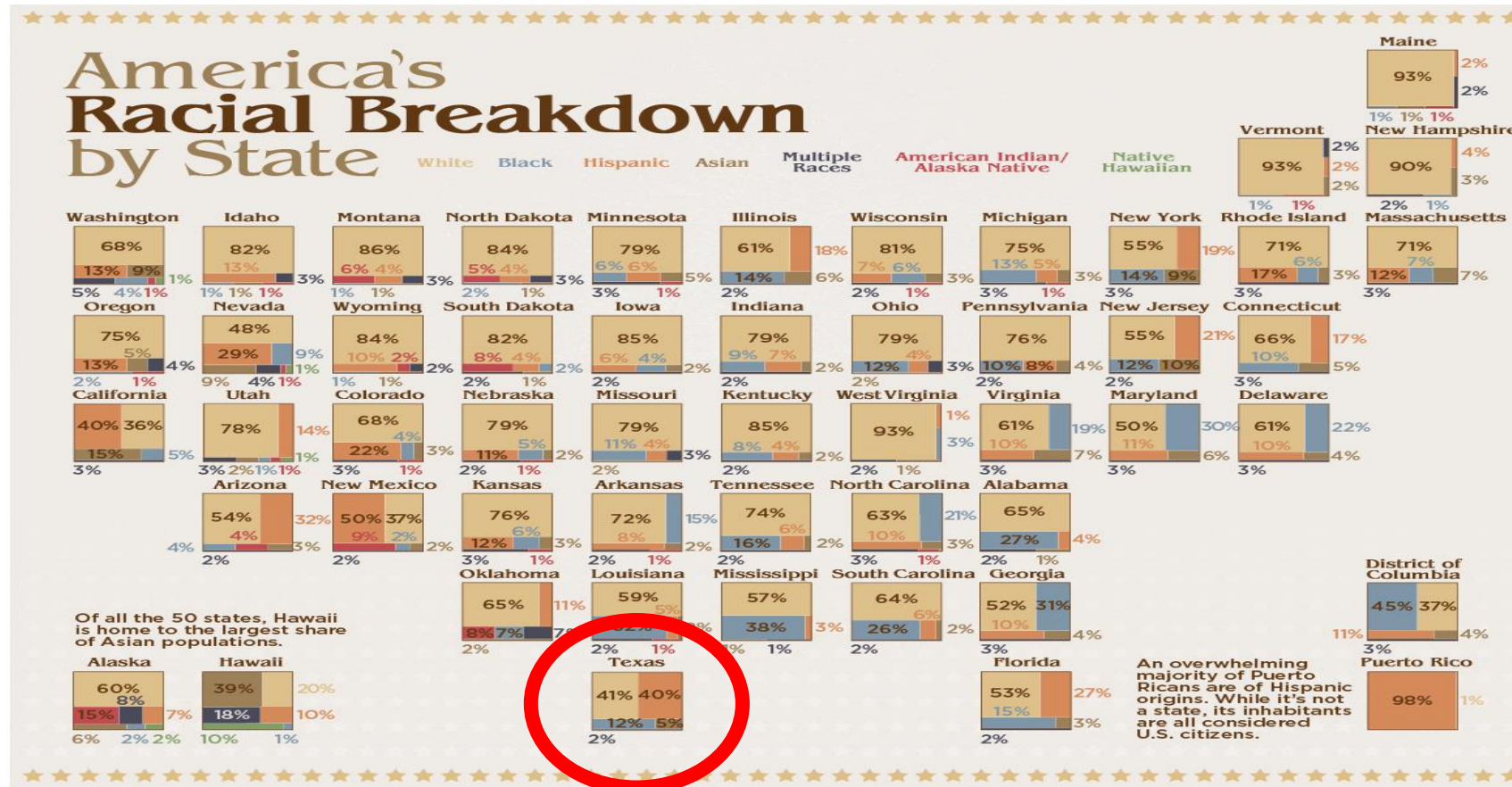
**CHILDREN, UNDER 18**



**ADULTS, 18 AND OVER**



# 2019 Race Breakdown by State



Sources: Kaiser Family Foundation, U.S. Census Bureau

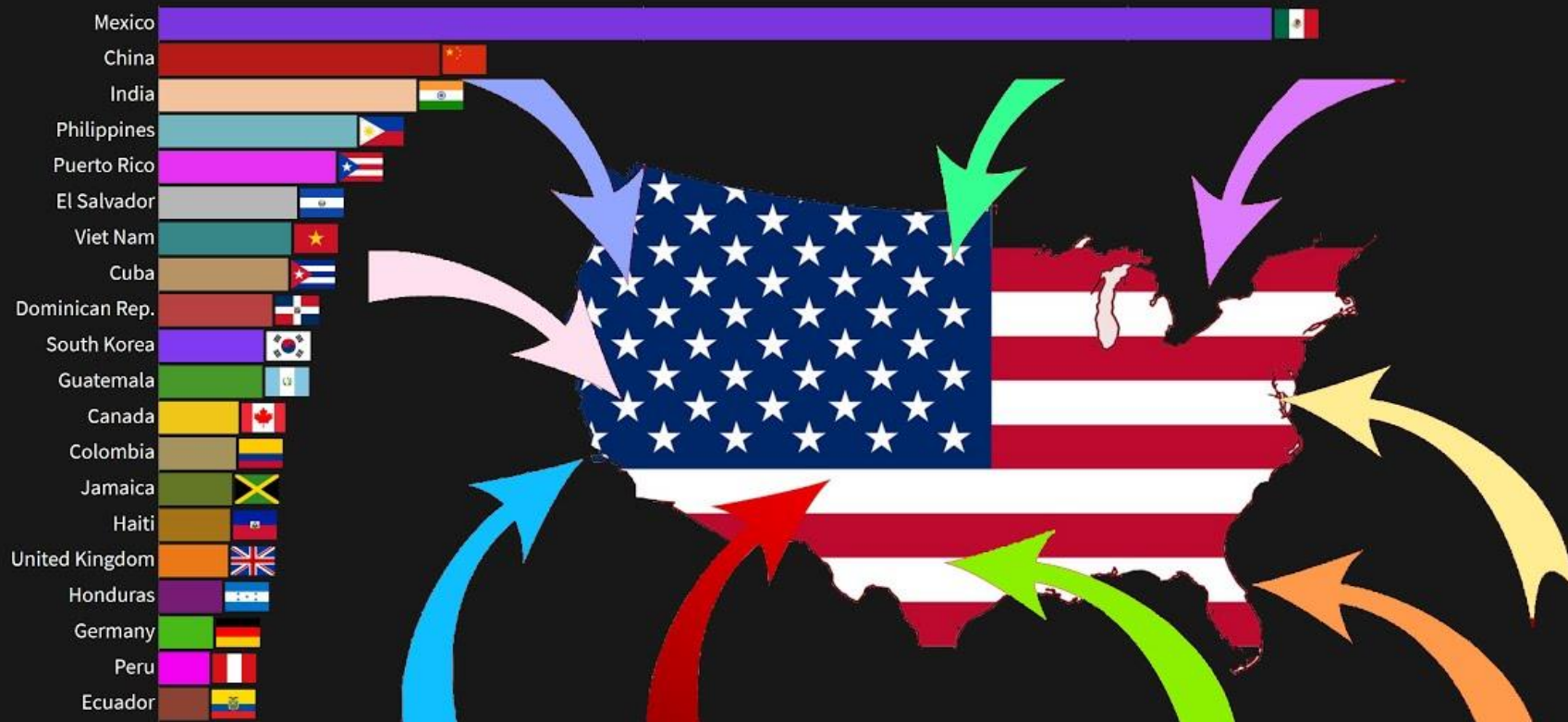
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COLLABORATORS RESEARCH + WRITING Anupa Iman Ghosh, Raul Amoros | DESIGN Zack Aboulazm | ART DIRECTION Melissa Haavisto



# 2019 Immigrant Groups

## Largest Immigrant Groups in the U.S.



We are ALL Unique





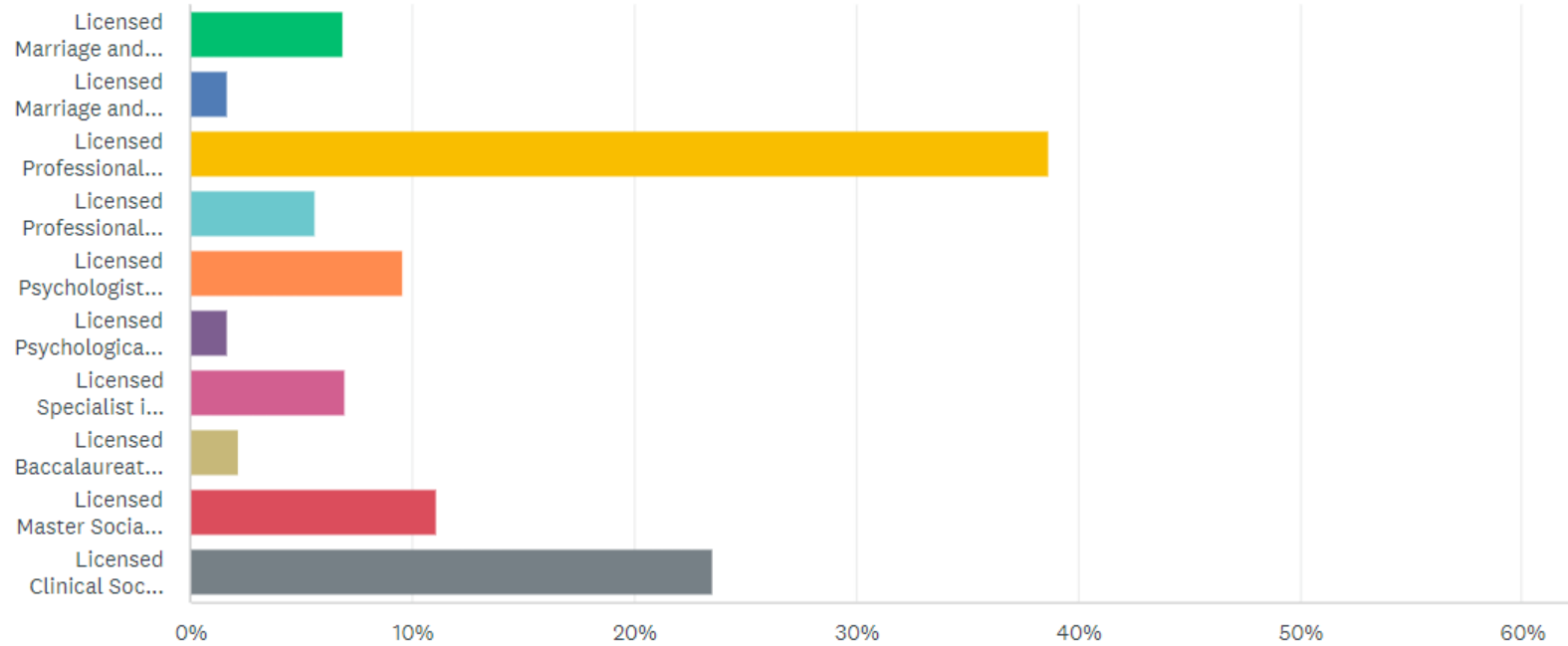
# SEEN AND UNSEEN



# BHEC Workforce Survey: License Types

Please identify yourself: (check all that apply)

Answered: 5,916 Skipped: 0



Texas Behavioral Health Executive Council Workforce Study



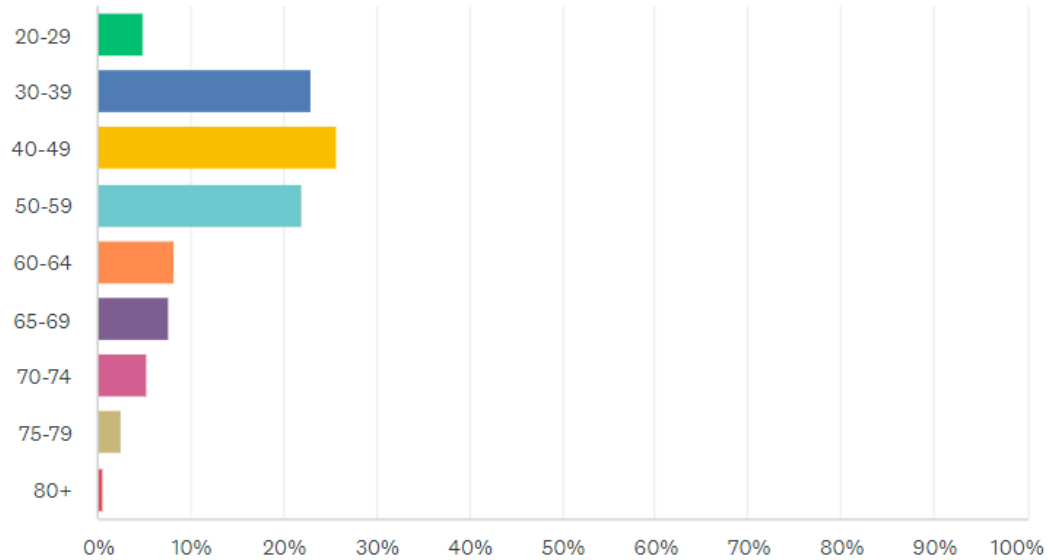
# BHEC Workforce Survey: Provider Demographics

Texas Behavioral Health Executive Council Workforce Study

🔍 (0)

## What is your age?

Answered: 5,591 Skipped: 325

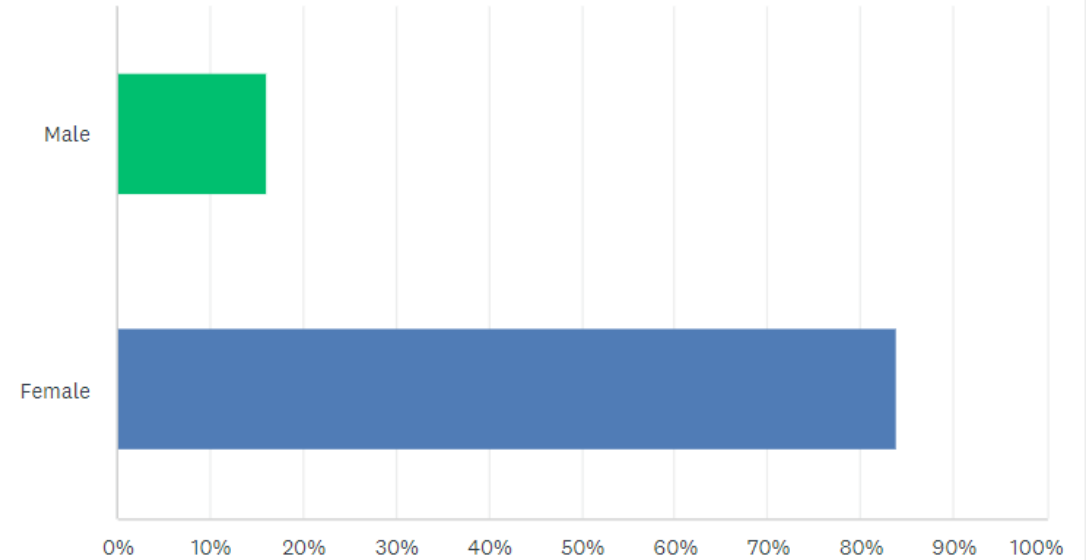


Texas Behavioral Health Executive Council Workforce Study

🔍 (0)

## What is your gender?

Answered: 5,664 Skipped: 252



Texas Behavioral Health Executive Council Workforce Study

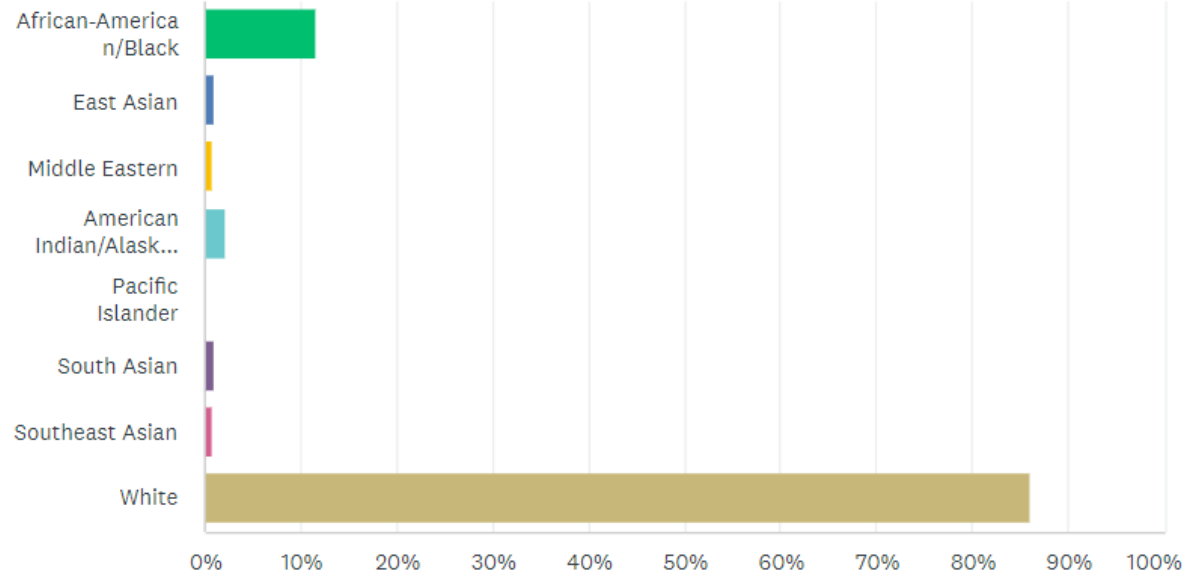
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# BHEC Workforce Survey: Provider Demographics

## What is your race? (check all that apply.)

Answered: 5,520 Skipped: 396

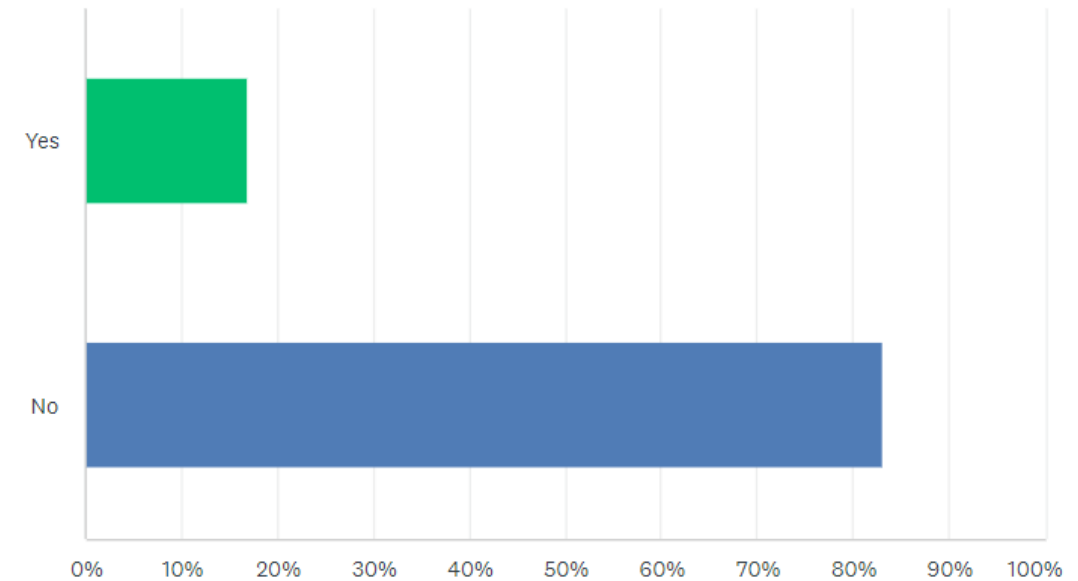


Texas Behavioral Health Executive Council Workforce Study



## Are you Hispanic or Latino?

Answered: 5,637 Skipped: 279



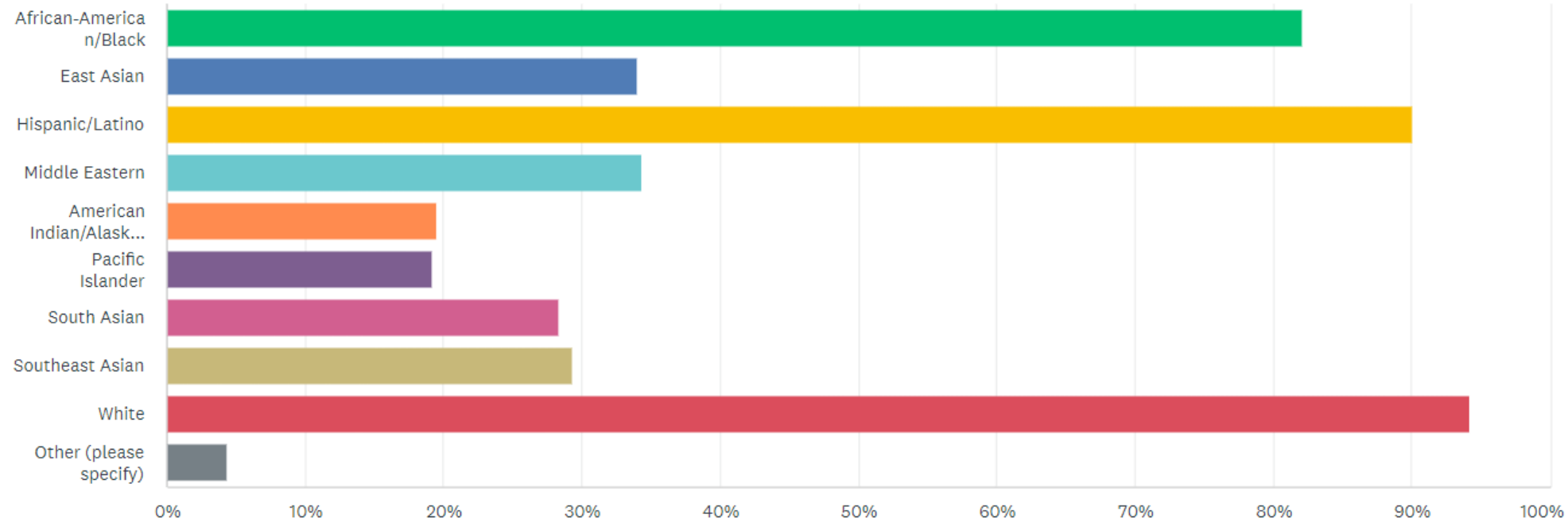
Texas Behavioral Health Executive Council Workforce Study



# BHEC Workforce Survey: Client Demographics

Please indicate the racial and ethnic populations you typically serve. (check all that apply.)

Answered: 5,014 Skipped: 902



Texas Behavioral Health Executive Council Workforce Study

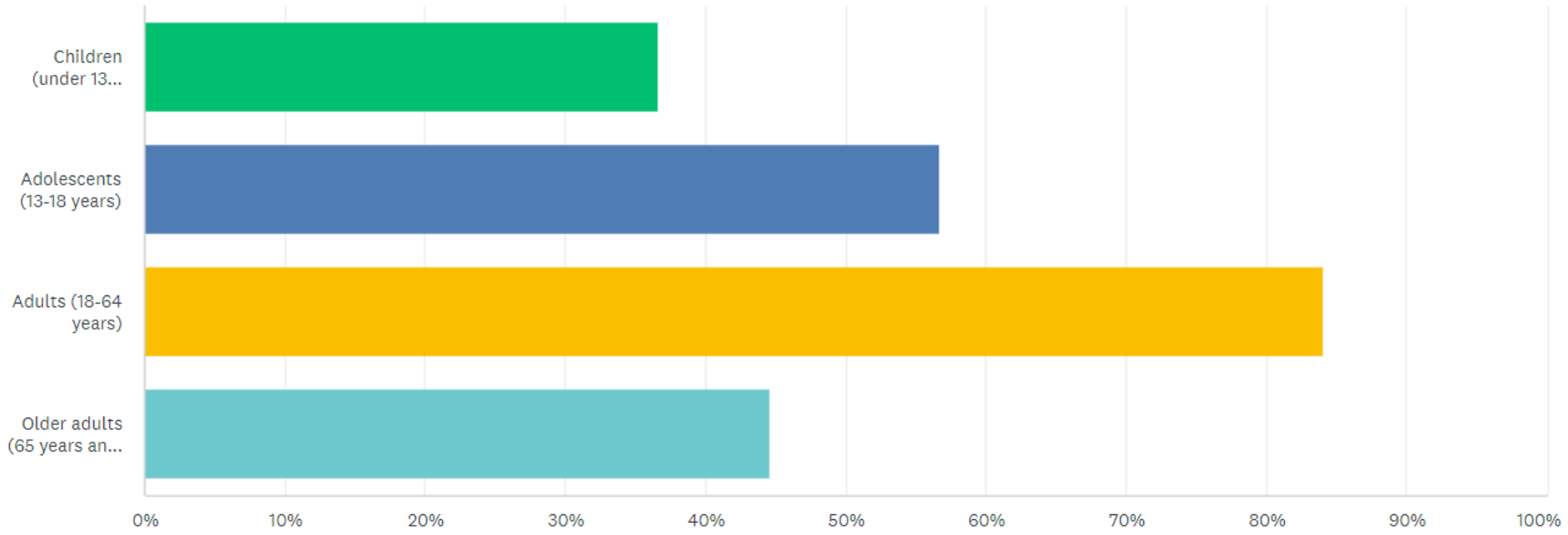
Filter (0)



# BHEC Workforce Survey: Client Demographics

Please indicate the age brackets you typically serve. (check all that apply)

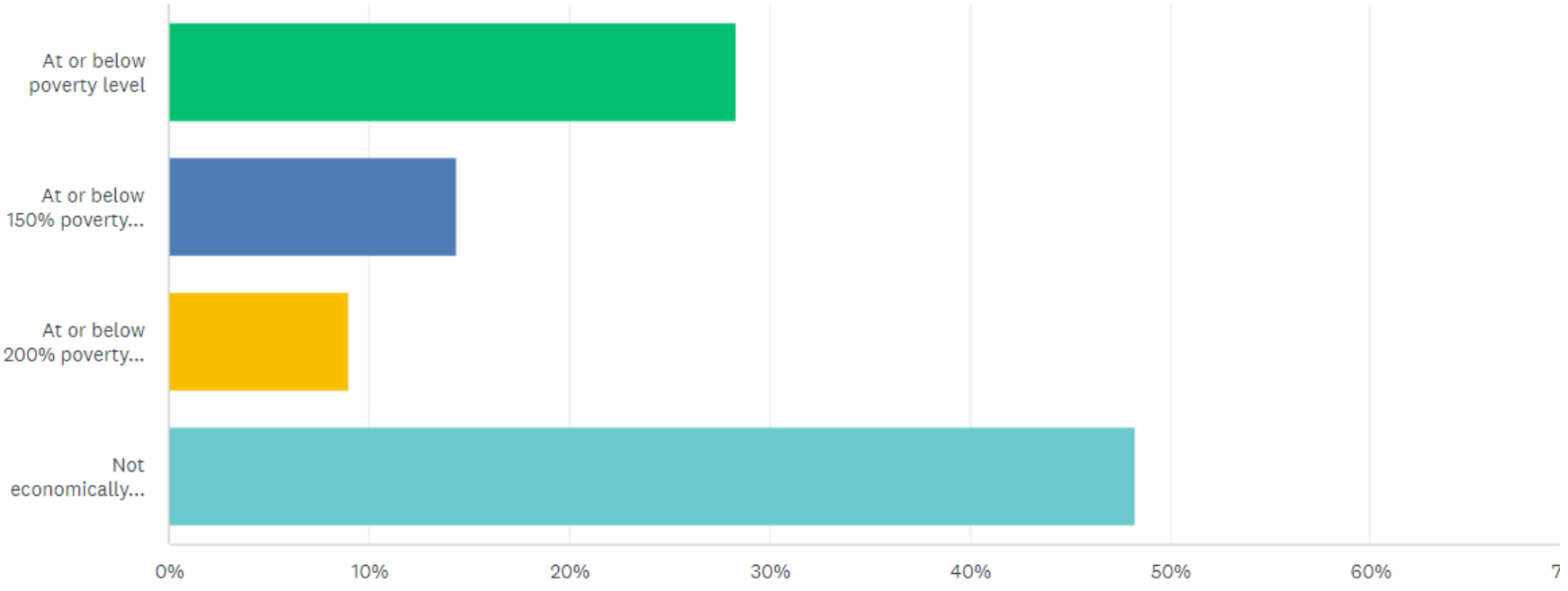
Answered: 5,052 Skipped: 864



# BHEC Workforce Survey: Client Demographics

Please indicate the socio-economic populations you typically serve.

Answered: 4,822 Skipped: 1,094



Texas Behavioral Health Executive Council Workforce Study



# BHEC Workforce Survey

Complete the survey at:

<https://www.bhec.texas.gov/workforce-survey-and-data/index.html>







# Let's Redefine “Multicultural”

- Historically, minority status has been linked with visibility as a non-White person, and such phenotypical visibility has marked people in terms of racial stigmas and discrimination.
- Do we need to rethink the link between minority status and visibility as a non-White person?
- **The not so new minority:**
  - Low socioeconomic status
  - First generation college student or no college education
  - Non-traditional employee i.e. shift work 12 hours
  - Blended families



# Cultural Competency

Given the complexity of multiculturalism, it is beneficial to understand **cultural competency as a process rather than an end product.** From this perspective, competency involves more than gaining factual knowledge — it also includes our ongoing attitudes toward both our clients and ourselves. (Waters & Asbill, 2013)



# Action Steps



## Focus Within:

- Tune into your emotions
- Recognize how your experience has shaped your perspective
- Stick to facts, and don't make assumptions.
- Turn frustration into curiosity.

## Learn about others

- Recognize how their experiences have shaped their perspective
- Consider how they might see the situation and what is important to them
- Think about how your actions may have impacted them

## Engage in dialogue

- Ask open-ended questions
- Listen to understand, not to debate
- Offer your views without defensiveness or combativeness
- Disentangle impact from intent
- Avoid blame, think contribution

## "eXpand" the options

- Brainstorm possible solutions
- Be flexible about different ways to reach a common goal
- Experiment and evaluate
- Seek out diverse perspectives



# Implicit Bias

<https://implicit.harvard.edu/implicit/takeatest.html>

implicit.harvard.edu/implicit/selectatest.html



Project Implicit

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## Hispanic IAT

*Hispanic American ('Hispanic American – European American' IAT).* This IAT requires the ability to recognize Hispanic and European American names.

## Gender-Career IAT

*Gender - Career.* This IAT often reveals a relative link between family and females and between career and males.

## Arab-Muslim IAT

*Arab-Muslim ('Arab Muslim - Other People' IAT).* This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.

## Presidents IAT

*Presidents ('Presidential Popularity' IAT).* This IAT requires the ability to recognize photos of Joseph Biden and one or more previous presidents.

## Disability IAT

*Disability ('Physically Disabled – Physically Abled' IAT).* This IAT requires the ability to recognize figures representing physically disabled and physically abled people.

## Gender-Science IAT

*Gender - Science.* This IAT often reveals a relative link between liberal arts and females and between science and males.

## Asian IAT

*Asian American ('Asian - European American' IAT).* This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

## Sexuality IAT

*Sexuality ('Gay - Straight' IAT).* This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

## Race IAT

*Race ('Black - White' IAT).* This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.



# Cultural Humility

“Humility is the awareness that there’s a lot you don’t know and that a lot of what you think you know is distorted or wrong.”

~ David Brooks ~



# MULTICULTURAL BINGO

An Aunt	Has ever been on a diet	Non-smoker	Member of a sorority	Has ever been unemployed
Vegetarian	Has attended a church service	Has a savings account	Has lived on a farm	Is an only child
Has eaten at an "ethnic" restaurant	Has 3 or more siblings	FREE SPACE	Has ever had a utility turned off due to lack of payment	Has eaten cold pizza for breakfast
Has lived in more than 3 States in the United States of America	Has visited another country	Is over 50 years (young)	Has relatives living in another country	Member of a fraternity
Has worked at a place where uniforms are required	Speaks more than one language (at least 20 words)	An Uncle	Know the Texas State Pledge (you will be asked to say it)	Knows what W.I.C. (federal program) stands for

# Resources

- <https://www.census.gov/>
- <https://www.visualcapitalist.com/visualizing-u-s-population-by-race/>
- <https://research.23andme.com/dataset-access/>
- <https://www.visualcapitalist.com/visualizing-u-s-population-by-race/>
- <https://www.dhs.gov/immigration-statistics>
- <https://implicit.harvard.edu/implicit/selectatest.html>
- <http://www.socialworkers.org/practice/NASWStandards/culturalCompetence/Contents%20for%20Draft%20CC%20Standards%20and%20Indicators%20015-3.pdf>
- <https://carsey.unh.edu/publication/new-census-reflects-growing-US-population-diversity>

