



Cultural Competence in Mental Health Care

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Agenda

- Overview of the Mental Health Epidemic Post COVID-19
- Impact of Mental Health on Diverse and Marginalized Groups of People
- Practicing Cultural Competence with Diverse Racial and Ethnic Identities
- Practicing Cultural Competence in working with LGBTQ+ individuals
- Transcultural Model
- Discussion

Prevalence of Mental Health Problems

- Fifty million Americans experienced mental health problems from 2019-2020.
- Post COVID- 19 pandemic increase (500%) in help-seeking online for mental health symptoms from 2019-2021.
- Depression, Anxiety, Post Traumatic Stress Disorder, and Psychosis Disorders were predominant.
- Top reasons for mental health problems include, loneliness and isolation, past trauma, and relationship problems.
 - Source, Mental Health America, 2022.
- Large percentages were youth (Mental Health America, 2022) and increase in suicide rates for youth (Goto, et al. 2022). Rates of suicidal ideation are especially high among LGBTQ+ youth.
- Evidence suggests the pandemic isolation from school closures and staying at home could have a negative psychological and social impact on mental health for a long time (Center for Suicide Prevention, 2020).

Kentucky Mental Health

- Kentucky ranked very high for some of the best mental health care for adults, and dramatic decrease in status for the mental health care of youth.
<https://mhanational.org/issues/2023/ranking-states>
- Increase in Emergency Department visits for mental health and substance abuse (Opioid deaths and drug overdoses).
- Some of those marginalized groups impacted in Kentucky were women, multi-racial individuals, and disabled people.
 - Source: Kentucky Hospital Association, 2020

Mental Health Impact on Marginalized Groups

- Global rates of anxiety and depression have increased by 25% post-pandemic, with young people and women being seriously impacted (World Health Organization, 2022)
- Pandemic had a disproportionate impact on communities of color and other marginalized populations (Jane Addams College of Social Work, 2020).
- Black individuals in the U.S. had largest increase in anxiety, followed by Asian or Pacific Islander (Mental Health America, 2022).
- Some of the populations most susceptible to mental health challenges in the post-pandemic era include, diverse racial and ethnic identities and the LGBTQ+ community (Vadival, et al., 2021).

Cultural Competence

- Cultural competence is defined as a set of skills that enable professionals to provide services that are appropriate for diverse populations they serve (Bhui, et al., 2007).
- Increasing knowledge, sharing information, and having open discussions will help to alleviate deep suffering and save lives.

The Racism Pandemic

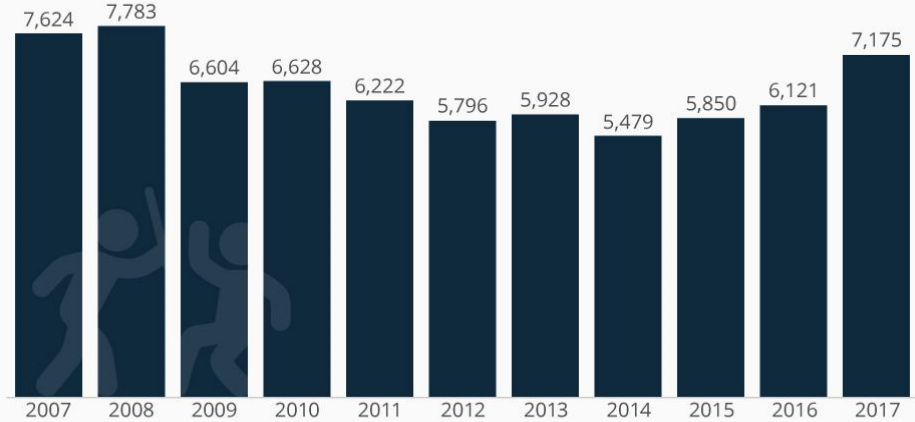
- *“We are living in a racism pandemic, which is taking a heavy psychological toll on our African American citizens. The health consequences are dire. Racism is associated with a host of psychological consequences, including depression, anxiety and other serious, sometimes debilitating conditions, including post-traumatic stress disorder and substance use disorders. Moreover, the stress caused by racism can contribute to the development of cardiovascular and other physical diseases.”*

Source: American Psychological Association, 2020. *We are living in a racism pandemic.*

Hate Crime Statistics

U.S. Hate Crimes Rise For Third Straight Year

Total number of hate crime incidents recorded by the FBI



The FBI defines a hate crime as a "criminal offence against a person or property motivated in whole or in part by an offender's bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity".



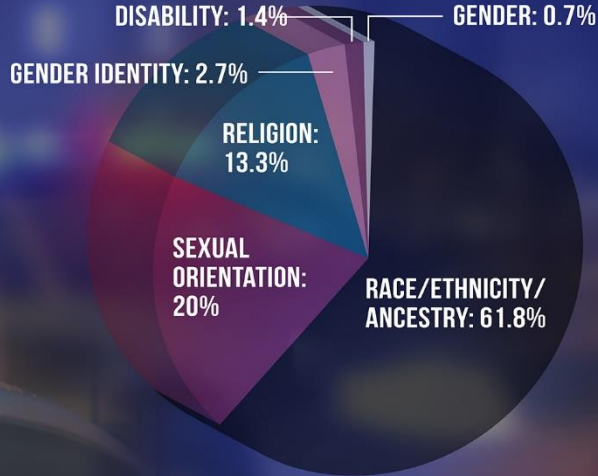
@StatistaCharts Source: FBI



Source: [FBI: Hate Crimes Have Increased For The Third Year Straight \[Infographic\] \(forbes.com\)](https://www.forbes.com/infographic/fbi-hate-crimes-have-increased-for-the-third-year-straight/)

Hate Crime Statistics, 2020 Bias Motivations

Hate crime reporting from 2020 revealed 8,052 single-bias incidents involving 11,126 victims. A distribution of victims by bias type shows the following:



Source: [Hate Crime Statistics](https://www.fbi.gov/hate-crime-statistics) | [HATECRIMES](https://www.hatecrimes.gov/) | [Department of Justice](https://www.dhs.gov/)

Asian-American-directed hate crimes increased in all but two among some of the largest U.S. cities

These crimes more than doubled from 2019 to 2020, increasing from 49 to 122.



Source: Center for the Study of Hate and Extremism, at California State University, San Bernardino

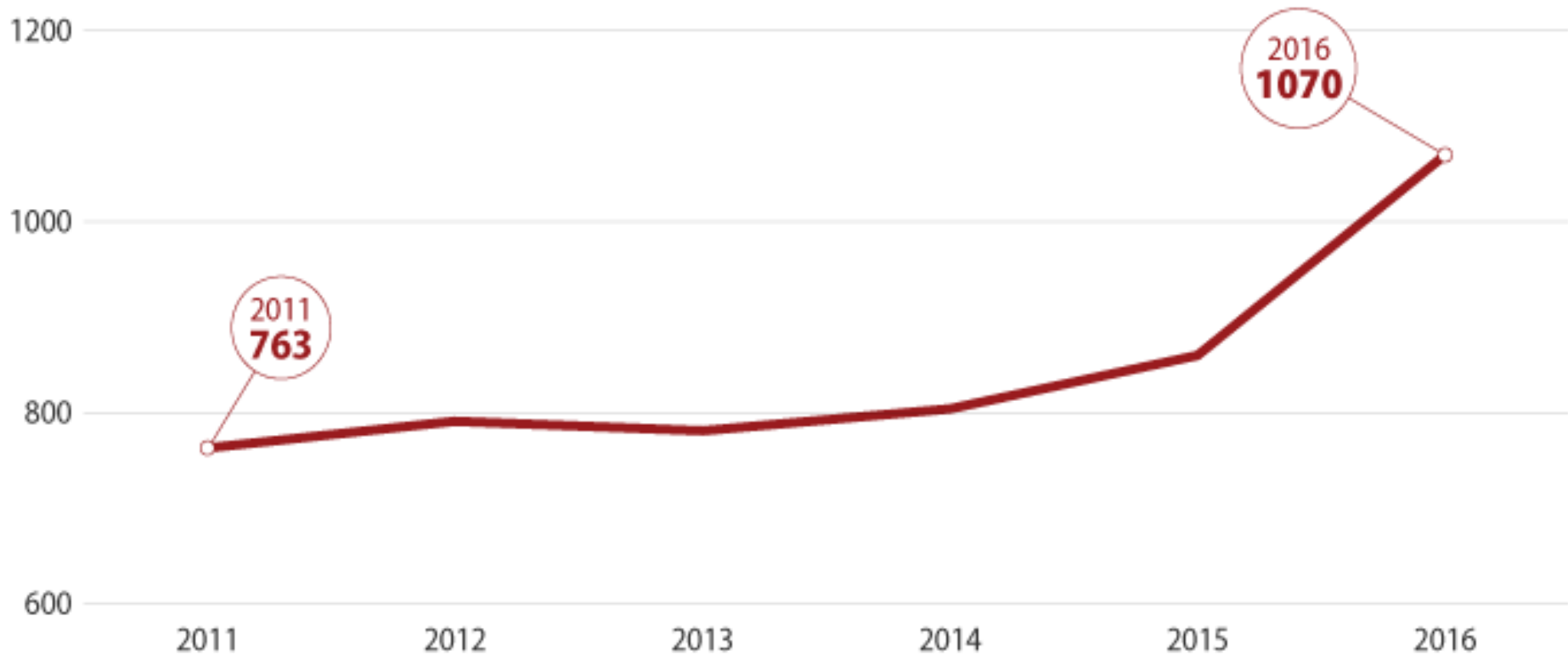
Graphic: Wen Si / NBC News

Source: Anti-Asian hate crimes increased by nearly 150% in 2020, mostly in N.Y. and L.A., new report says (nbcnews.com) March 9, 2021

FIGURE 1

Campus hate crimes have increased dramatically since 2011

Number of hate crimes on college campuses, 2011–2016



Sources: National Center for Education Statistics, "Indicators of School Crime and Safety Reports 2013-2018," available at <https://nces.ed.gov/programs/crimeindicators/> (last accessed July 2019).



What is Racial Trauma?

- “Racial trauma, or race-based traumatic stress (RBTS), refers to the [mental and emotional injury caused by encounters with racial bias and ethnic discrimination, racism, and hate crimes](#) .
- Any individual that has experienced an emotionally painful, sudden, and uncontrollable racist encounter is at risk of [suffering from a race-based traumatic stress injury](#). In the U.S., Black, Indigenous, and People of Color (BIPOC) are most vulnerable due to living under a system of white supremacy. “

Source: Mental Health America (2022) [Racial Trauma | Mental Health America \(mhanational.org\)](#)

Examples of Racial Trauma

- Direct Racial Trauma
 - Physical and Verbal Attacks
 - Humiliation
 - Micro-aggressions
- Vicarious Racial Trauma
 - Media
 - Victimization of Loved Ones
- Systemic Racial Trauma
 - Racist Sentencing Practices
- Historical Racial Trauma
 - Slavery
 - Holocaust
 - Colonization

IMPACT OF RACIAL TRAUMA: PSYCHOLOGICAL SYMPTOMS

- Depression and Anxiety
- Stress
- Intrusive memories, thoughts, and images
- Difficulty concentrating
- Negative thoughts about oneself, others, and the world
- Hypervigilance
- Sleep difficulties
- Irritability
- Increased alcohol and drug usage

Clinical Considerations when Serving BIPOC Individuals

- Macro Level

- Disparities in Access to Adequate Housing
- Disparities in Access to Insurance and Health Care
- Disparities in Education and Employment
- Provider Bias and Lack of Culturally Competent Therapists

- Micro Level

- DSM V

- Clinician Misdiagnosis
- Utilizing the Cultural Formulation Interview
- Familiarity with Cultural Concepts of Distress

- Biological Impacts of Racism

- Factors Impacting Treatment

- Stigma
- Language Barriers
- Mistrust
- Cultural Conceptions of Symptoms

- Therapy Do's

- Become culturally competent
- Provide an Interpreter When Needed
- Assess for Racial Trauma
- Assist with building coping strategies and skills for challenging prejudice and discrimination
- Support Systemic Change

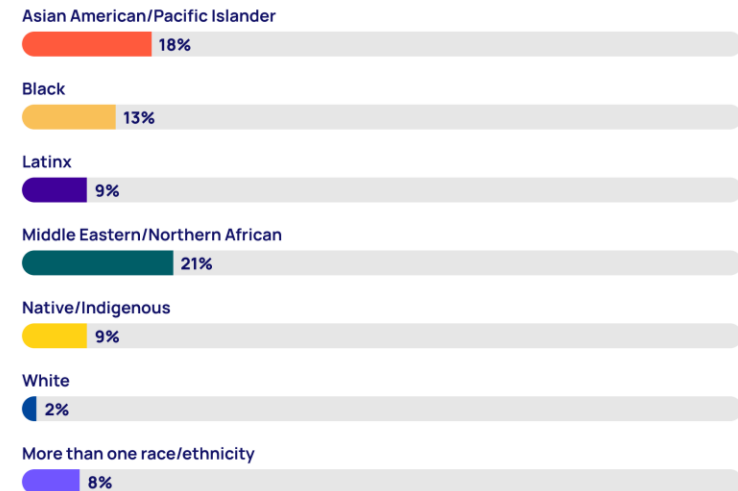
How to Cope with Racial Trauma or RBTS

- **Seek Social Support**
- **Empowerment: Engage in social justice and advocacy**
- **Mindfulness and Relaxation Skills**
- **Self-Care to Reduce Stress**
- **Limit Negative and Discouraging Media Content**
- **Seek Therapy from a trauma-informed therapist.**

Cultural Competence & the LGBTQIA+ Community— An Intersectional Issue

- **LGBTQ youth of color** reported higher rates of attempting suicide than their white peers in the past year.
- **Black transgender and nonbinary youth** report disproportionate rates of suicide risk — with **59% seriously considering suicide & more than 1 in 4 (26%) attempting suicide** in the past year.

LGBTQ youth who did not feel care providers would understand their culture by race/ethnicity



Cultural Competence & the LGBTQIA+ Community— The Numbers

- **45% of LGBTQ youth seriously considered suicide in the past year**
including more than half of transgender & nonbinary youth & 1 in 3 cisgender youth.
- **14% of LGBTQ youth attempted suicide in the past year**
including nearly 1 in 5 transgender & nonbinary youth & 1 in 10 cisgender youth.
 - **transgender & nonbinary youth—**
2 to 2.5 times as likely to experience **depressive symptoms, seriously consider suicide,**
and **attempt suicide** compared to their cisgender LGBTQ peers.

Why are the numbers so high?

- **The Minority Stress Model:¹**

LGBTQ youth who reported experiencing four types of **minority stress** — **LGBTQ-based physical harm, discrimination, housing instability, and change attempts by parents** — were **12 times** at greater odds of **attempting suicide** compared to youth who experienced none.²

1. Meyer I. H. (2003). Prejudice, social stress, and mental health in lesbian, gay, and bisexual populations: conceptual issues and research evidence. *Psychological bulletin*, 129(5), 674–697.

2. [Cumulative minority stress and suicide risk among LGBTQ youth](#) | Amy E. Green, Myeshia N. Price, Sam H. Dorison

LGBTQ+ Boundaries, Barriers & Cultural Considerations

- **Discrimination**

- **73% of LGBTQ youth** report experiencing **discrimination** at least once in their lifetime
- **Transgender & nonbinary youth** who report experiencing discrimination based on their gender identity had **more than double the odds** of attempting suicide in the past year

- **Rejection and a Lack of Social Support & Affirming Spaces**

- **1 in 3 LGBTQ+ youth** experience **parental rejection**
- **Fewer than 1 in 3** transgender & nonbinary youth found their home to be **gender-affirming**

- **Physical Harm & Bullying**

- **36% of LGBTQ youth** reported that they have been **physically threatened or harmed**
- **52% of LGBTQ youth** reported being **bullied** either in person or electronically in the past year

- **Being “outed”**—having one’s sexuality or identity made public without consent
- **Visibility management and/or code switching**—the practice of guarding one’s LGBTQ+ identity through changes in language, mannerisms, gender expression, or general presentation across social situations, particularly out of a concern for one’s physical, emotional, or mental safety.

- **Anti-trans legislation**

- **Legislative threats to marriage equality** following the overturn of Roe v. Wade
- **Lack of protections for LGBTQ+ spouses/parents**
 - Many states do not provide secure legal protections for LGBTQ+ families without adoptions and/or court judgments in place—many spouses must go through the expensive process of adopting their own children after birth.
 - LGBTQ+ couples seeking to adopt can legally be turned away by many adoption agencies.

Conversion Therapy

- **“Conversion therapy,”** sometimes known as **“reparative therapy,”** is a range of dangerous and discredited practices that falsely claim to change a person’s sexual orientation or gender identity or expression.³
- An estimated **698,000 LGBT adults** in the U.S. have received treatment to change their sexual orientation or gender identity at some point in their lives, including about **350,000** who received treatment as adolescents.⁴
- Youth who reported **undergoing conversion therapy** were **more than twice** as likely to report having **attempted suicide**.
- **17%** of the 34,000 LGBTQ youth surveyed reported being **threatened with** or **subjected to conversion therapy**, including more than 1 in 5 transgender and nonbinary youth and more than 1 in 10 cisgender youth.

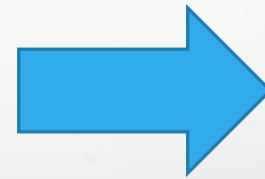
3. Human Rights Campaign | <https://www.hrc.org/resources/the-lies-and-dangers-of-reparative-therapy>

4. UCLA School of Law, Williams Institute | <https://williamsinstitute.law.ucla.edu/publications/conversion-therapy-and-lgbt-youth/>

Cultural Competence & the LGBTQIA+ Community—

- cultural competence:

a set of skills that enable professionals to provide services that are appropriate for diverse populations



- Empathy
- Self-awareness
- Authenticity
- Intention

What can you do?

- Having at least **one accepting adult** can **reduce** the risk of a suicide attempt among LGBTQ young people by **40 percent**.
- Transgender and nonbinary youth who reported having **pronouns respected** attempted suicide at **half the rate** of those who did not have their pronouns respected.
- The Trevor Project's research consistently finds that LGBTQ young people report lower rates of attempting suicide when they have access to **LGBTQ-affirming spaces**.

Five most common ways that LGBTQ youth reported feeling supported by their parents or caregivers

Been welcoming to their LGBTQ friends or partners



Talked with them respectfully about their LGBTQ identity



Used their name and pronouns correctly

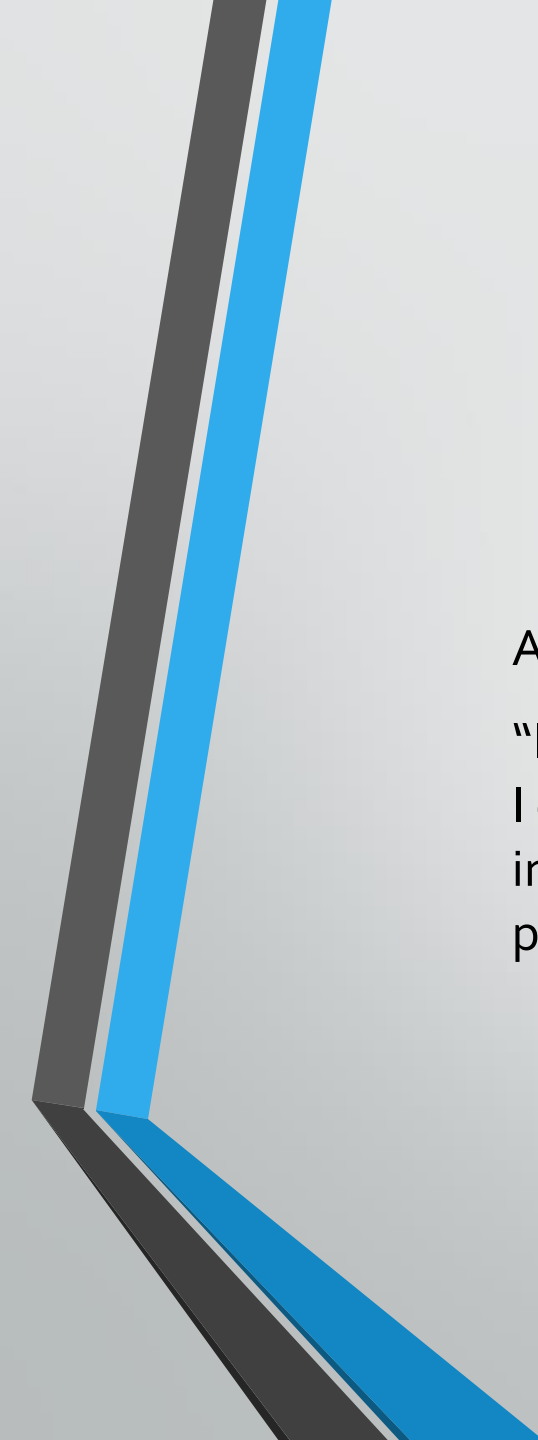


Supported their gender expression



Educated themselves about LGBTQ people and issues





What can you do— in conversation?

Acknowledge your **social location** and **invite education-**

“I know that I am a white, straight, cisgendered woman, and there’s probably a lot I don’t know about your experiences—as we go forward, if I say something that’s incorrect, or if there’s an idea or concept you think I should know more about, please feel free to jump in and let me know—I want to learn.”

What can you do— on campus?



Request a Green Dot Overview!

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Transcultural Model: Professional Code

Adapted from the Mental Health Professional Code, Psychology International (2011)

- It is committed to diversity, social justice, and activism.
- It is concerned with promoting and optimizing communication and understanding across cultural boundaries.
- It is concerned with empowering individuals, groups, and cultures.
- It is concerned with offering hope, opportunity, and optimism.
- It is concerned with addressing major societal problems including poverty, oppression, racism, sexism, violence and abuse, and inequality.
- It locates these problems within the societal contexts, such as ecological, historical, interactional, and contextual factors.
- It encourages multicultural, multidisciplinary, multisectorial, and multinational understanding and action.
- No acceptance or tolerance of injustice.

Discussion Questions

Brainstorming and Discussion:

- What practices would you like to see more of in mental health care for diverse groups of people?
- What existing resources do you find the most helpful in mental health care for diverse groups of people?



Call To Action

Start where you are. Use what you can. Do what you can.

Arthur Ashe, American tennis athlete and civil rights activist

Resource List

- Marsella, (2011). Twelve Critical Issues for Mental Health Professionals Working with Ethno-Culturally Diverse Populations. Psychology International. [Marsella-Twelve-Critical-Issues.pdf \(multiculturalmentalhealth.ca\)](#)
- Mental Health America. [Mental Health America | Homepage | Mental Health America \(mhanational.org\)](#)
- **White Fragility: Why It's So Hard for White People to Talk About Racism** by Dr. Robin DiAngelo
- Self and Agency Assessments
- The Trevor Project – [thetrevorproject.org](#)
 - <https://www.thetrevorproject.org/survey-2022/#suicide-by-sexual-orientation>
 - <https://www.thetrevorproject.org/resources/article/facts-about-lgbtq-youth-suicide/>
- FORGE -- [forge-forward.org/](#)
 - <https://forge-forward.org/resource/self-assessment-tool/>
- <https://www.reachingvictims.org/wp-content/uploads/2020/06/Supporting-LGBTQ-Youth-is-Violence-Prevention.pdf>

