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PSYCHIATRY ACADEMY

Anti-Racism in the School Setting

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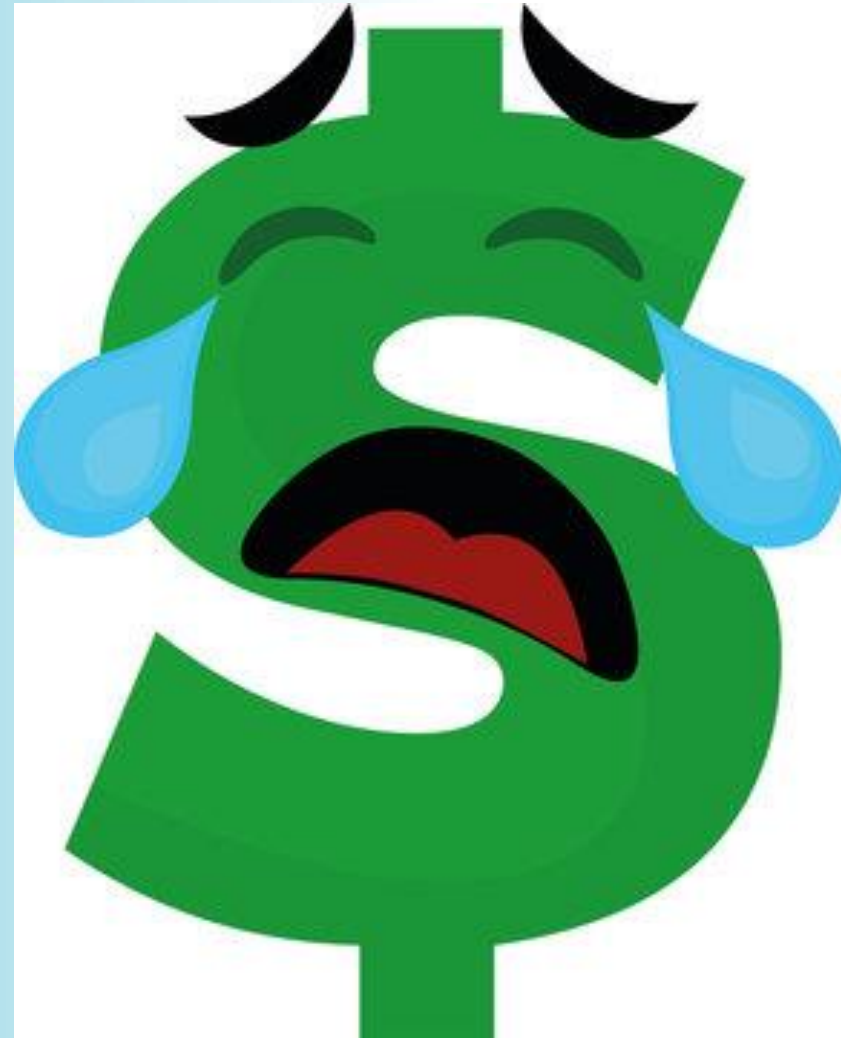
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Disclosures

No disclosures to report.

I have no ties to pharmaceutical industries or other corporate entities to disclose.





Objectives



Learners will be able to ...

1. Understand racism and its various forms
2. Understand the impact on youth and the learning environment
3. Understand the role and importance of empathy toward those who have experienced racism
4. Understand bias, implicit and explicit bias
5. Understand the impact of bias on students in schools
6. Define and understand the role of an upstander
7. Understand the importance of creating an inclusive school environment



Ground Rules – Rule #1

Treat one another with *Dignity*,
Courtesy, and *Respect*



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Ground Rules – Rule #2





Reflection...

- Why are you here today
- What do you hope to gain
- Do I have an open mind
- Am I going to be uncomfortable
- Am I going to be upset
- Will I be enlightened
- Where are the commonalities
- Is racism really something that happens in school and why might this be something for me to address (*as an educator, clinician in the school, staff, etc....*)



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Racism is one of the most pernicious and trauma-causing factors impacting US children's healthy development.

Effects of Racism on Child Development: Advancing Antiracist Developmental Science

Iheoma U. Iruka, Nicole Gardner-Neblett, Nicole A. Telfer, Nneka Ibekwe-Okafor, Stephanie M. Curenton, Jacqueline Sims, Amber B. Sansbury, Enrique W. Neblett

Annual Review of Developmental Psychology 2022 4:1, 109-132



Racial Discrimination in Schools

- For many Black youth, racial discrimination exposures at school are not uncommon, including reported experiences of
 - Negative treatment from teachers (e.g., stereotype-based treatment, harsher punishment than for other children)
 - Negative treatment from peers (e.g., social exclusion, verbal or physical harassment) (Fisher et al., 2000)
- Documented race differences in teacher/administrator disciplinary practices indicate Black adolescents' likelihood of experiencing racial bias and discrimination in school (Sellers et al., 2003)



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**More than 95% of U.S. youth spend
much of their daily lives in school.**

Education

Skill-building

Social growth

Emotional development



Youth Mental Health Crisis

*Pediatricians, Child and Adolescent Psychiatrists, and The Children's Hospital Association Declare National Emergency in Children's Mental Health and call on All Policymakers to Act Swiftly to Address Mental Health Crisis
- October 19, 2021*

... This worsening crisis in child and adolescent mental health is inextricably tied to the stress brought on by COVID-19 and the ongoing struggle for racial justice and represents an acceleration of trends observed prior to 2020.

https://www.aacap.org/aacap/zLatest_News/Pediatricians_CAPs_Childrens_Hospitals_Declare_National_Emergency_Childrens_Mental_Health.aspx



There is Great Disparity

3 in 5 girls experienced persistent sadness or hopelessness (36%-57%)

More than 1 in 4 girls seriously considered suicide (19%-30%)

1 in 5 teen girls experienced sexual violence 2017-2021: Significant increase



Disparity Cont'd

LGBTQ Youth

- 1 in 4 experiences sexual violence
- 1 in 4 bullied in school
- 50% seriously considered suicide
- 1 in 4 attempted suicide
- 3 in 4 were persistently sad or depressed



Racial and Ethnic Disparities

- Hispanic and Multiracial students were more likely than students from other racial and ethnic groups to report persistent depressive symptoms
- Reported suicide attempts were higher among Black students than students from many other racial or ethnic groups



Suicide Among Black Youth

- Suicide rate is growing fastest among Black youth
- Between 2007 and 2020, the suicide rate among Black youth ages **10-17** increased by **144%**



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Racism

Racism is the belief that some people are inferior, and others are superior based on their race, ethnic group, or the color of their skin. This leads to treating certain people as if they are worth less than others. Racism can cause problems at school, work and in relationships.

Children and Racism

American Academy of Child and Adolescent Psychiatry - 2021



What comes to mind when you think about racism in schools?

What are some examples of racial or structural inequities you've seen at school?



Racial segregation in public schools has had a long and traumatic history. To this day, Black students still feel the effects of segregation.

Historical Context



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Jim Crow laws (1865). Following the 13th Amendment in 1865, which abolished slavery in the United States, the Jim Crow state and local codes and laws mandated racial segregation in public life, including schools. As a result, Black students attended separate schools, which were underfunded, and the schools were seen as inferior to schools white students attended. Black people experienced increasing race-based violence from white people, including destroying Black schools, homes, and other property.

Plessy v. Ferguson (1896). This Supreme Court ruling upheld racial segregation with laws mandating “separate but equal” facilities for Black people, including separate schools for Black children. Despite these laws, Black people still experienced inequality.



Historical Context Cont'd

Brown v. Board of Education (1954)

The Supreme Court overruled Plessy v. Ferguson with Brown v. Board of Education, a decision to end racial segregation in U.S. public schools.



Little Rock Nine (1957)

Nine Black students enrolled at Central High School in Little Rock, Arkansas. Before Brown v. Board of Education, Central High School was attended by only white students. On the first day of school in 1957, the Arkansas National Guard blocked the Black students' entry to the school as directed by Arkansas Gov. Orval Faubus.



Despite legal actions of civil rights lawyers, most children continued to attend segregated schools, especially in the south.



Historical Context Cont'd

Green v. County School Board of New Kent County (1968)

Alexander v. Holmes County Board of Education (1969)

Swann v. Charlotte-Mecklenburg Board of Education (1971)

Secession (2000)

Since 2000, communities across the country have separated themselves from their larger school districts to create smaller, new school districts in predominantly white areas. This occurred to obtain greater control and funding while segregating themselves from more diverse student populations

Negatively impacting desegregation goals

Gentrification -->Private School

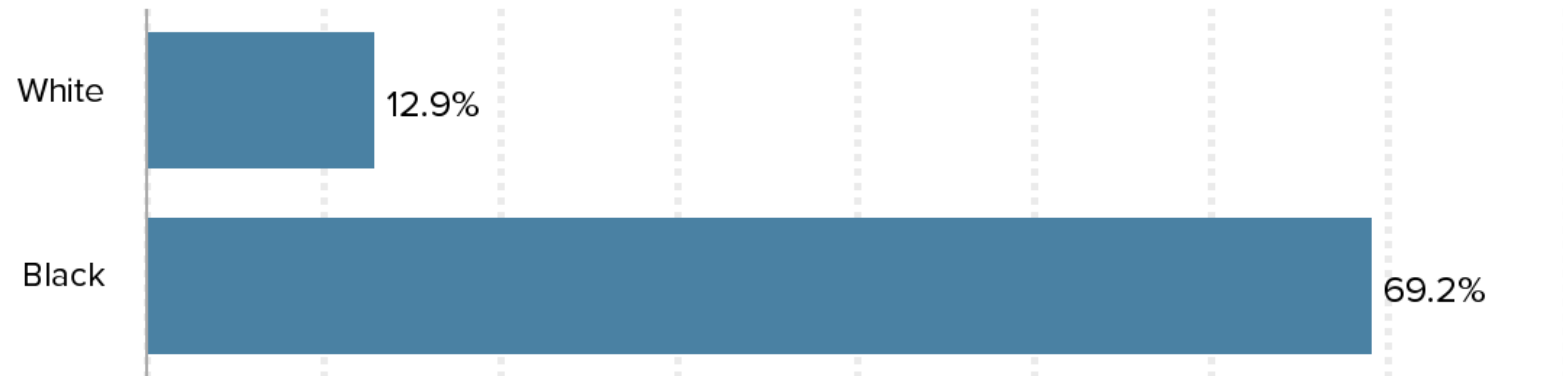
Charter Schools

Voucher Programs



Black children are five times as likely as white children to attend schools that are highly segregated by race and ethnicity

Shares of white and black eighth-graders attending schools with a high concentration of students of color, 2017



Note: Schools with a high concentration of students of color are those in which 51–100% of students are black, Hispanic, Asian, or American Indian.

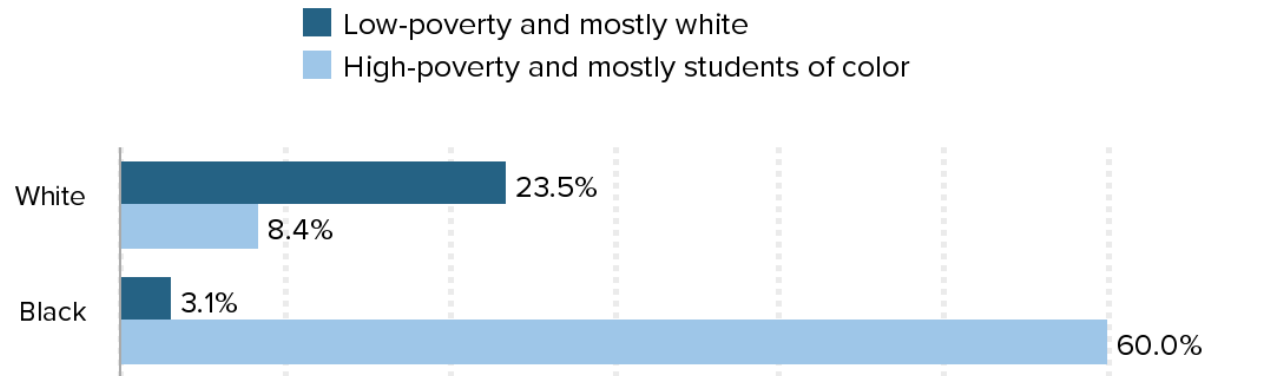
Source: Author's analysis of microdata from the National Assessment of Educational Progress (NAEP).

Economic Policy Institute



Black children are highly likely to be in high-poverty schools with a high share of students of color, but white children are not

Share of black and white eighth-graders attending low-poverty mostly white schools and high-poverty schools with high shares of students of color, 2017



Notes: Schools with a high concentration of students of color are those in which 51–100% of students are black, Hispanic, Asian, or American Indian. Mostly white schools are those in which more than 75% of students are white. High-poverty schools are schools in which 51–100% of students are eligible for free or reduced-price lunch (FRPL). Low-poverty schools are those in which up to 25% are FRPL-eligible.

Source: Author’s analysis of microdata from the National Assessment of Educational Progress (NAEP).

Economic Policy Institute



The Faces of Racism

- Implicit
- Explicit
- Habitual
- Systemic
- Structural
- Institutional
- Internalized
- ...





Biases

- We can have biases not only based on **race** and **ethnicity** but also based on religion, gender, sexual orientation, marital status, age, weight (obesity), health or disability, a belief or creed, pregnancy, ...
- Our tendencies, prejudice or inclination against something or someone
- Misconception/Stereotypes



We ALL Have Biases



Implicit Bias

- Unconscious or subconscious
- Involuntary
- Typically, unknown to us



Implicit Bias

Implicit bias refers to *unconscious* attitudes, reactions, stereotypes, and categories that affect behavior and understanding.

Boysen, et. al 2009



The power of implicit bias is unconscious and is very dangerous because it drives our behaviors, but we are not aware of it.

–Dr. Robin DiAngelo



Instructors can hold assumptions about students' learning, behaviors, and their capability for academic success which are tied to students' identities and/or backgrounds, and these assumptions can impede student growth.

(Staats, et. al, 2017)



Harvard Implicit Association Test

- The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report
- The IAT measures the strength of associations between concepts and evaluation
- It could reveal that you have an implicit attitude that you did not know about



Explicit bias

- Conscious
- Deliberate
- Easy to self report



Case of Dr. Sutton-Ramsey

Dr. Sutton-Ramsey walked into a patient's room at Bellevue Hospital in Manhattan. The mother of the patient demanded that a physician come in. "Well you've got it. I'm here," responded Dr. Sutton-Ramsey a 3rd year ER resident at NYU. The mother didn't believe that Dr. S-R, who is African-American, was a doctor (*implicit vs. explicit?*). She asked to the physician-in-charge. His supervisor was also black. The patient ended up refusing medical care and left the ER. "I've had patients request reassignment since I was an intern." He has been called the N word (*implicit vs. explicit?*) and patients have handed him trays assuming he is there to clean (*implicit vs. explicit?*).



Systemic and Structural Racism

- ***Systemic racism*** emphasizes the involvement of whole systems, and often all systems—for example, political, legal, economic, health care, school, and criminal justice systems—including the structures that uphold the systems
- ***Structural racism*** emphasizes the role of the structures (laws, policies, institutional practices, and entrenched norms) that are the systems' scaffolding.
- *****Systemic racism includes structural racism*****

Braveman PA, Arkin E, Proctor D, Kauh T, Holm N. Systemic And Structural Racism: Definitions, Examples, Health Damages, And Approaches To Dismantling. *Health Aff (Millwood)*. 2022 Feb;41(2):171-178. doi: 10.1377/hlthaff.2021.01394. PMID: 35130057.



Systemic Racism

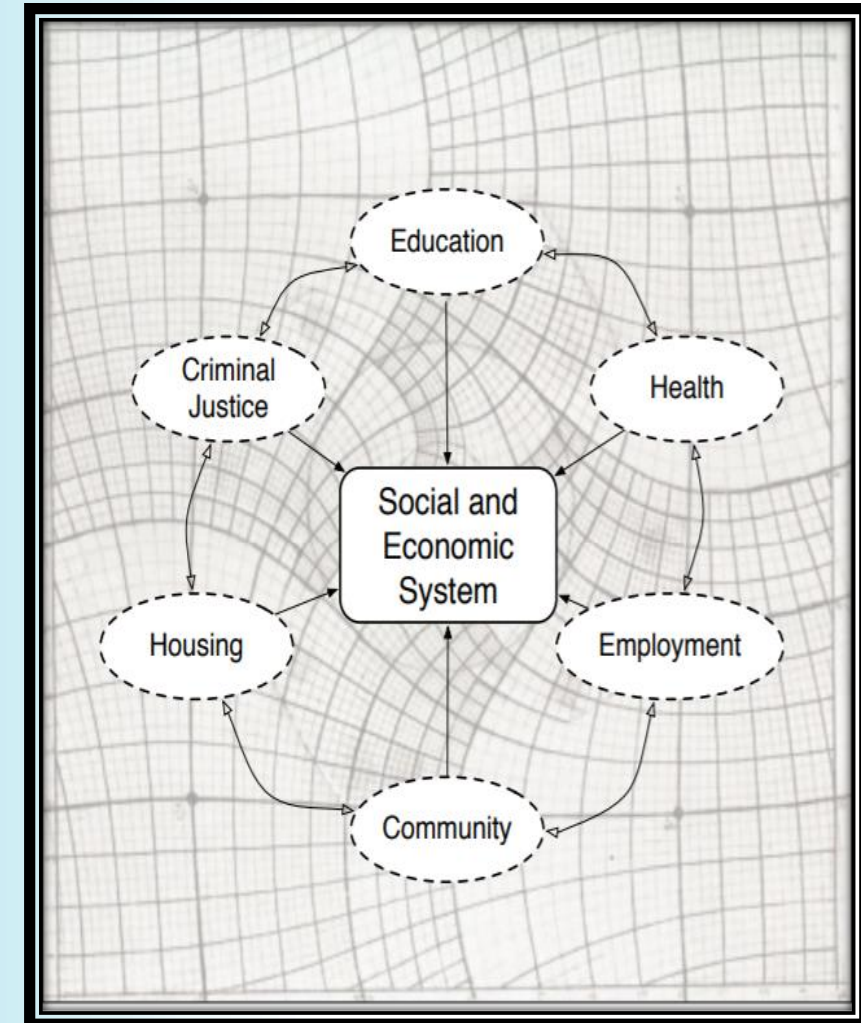
- The term systemic racism refers to a system in which **public policies, institutional practices, cultural representations** and other norms work in various, **often reinforcing ways to perpetuate racial group inequity....**
- Systemic racism reflects how **historically accumulated white privilege, national values**, and contemporary culture have interacted to **preserve the gaps between white Americans and Americans of color.**

<https://www.racialequitytools.org/act/strategies#ACT18>

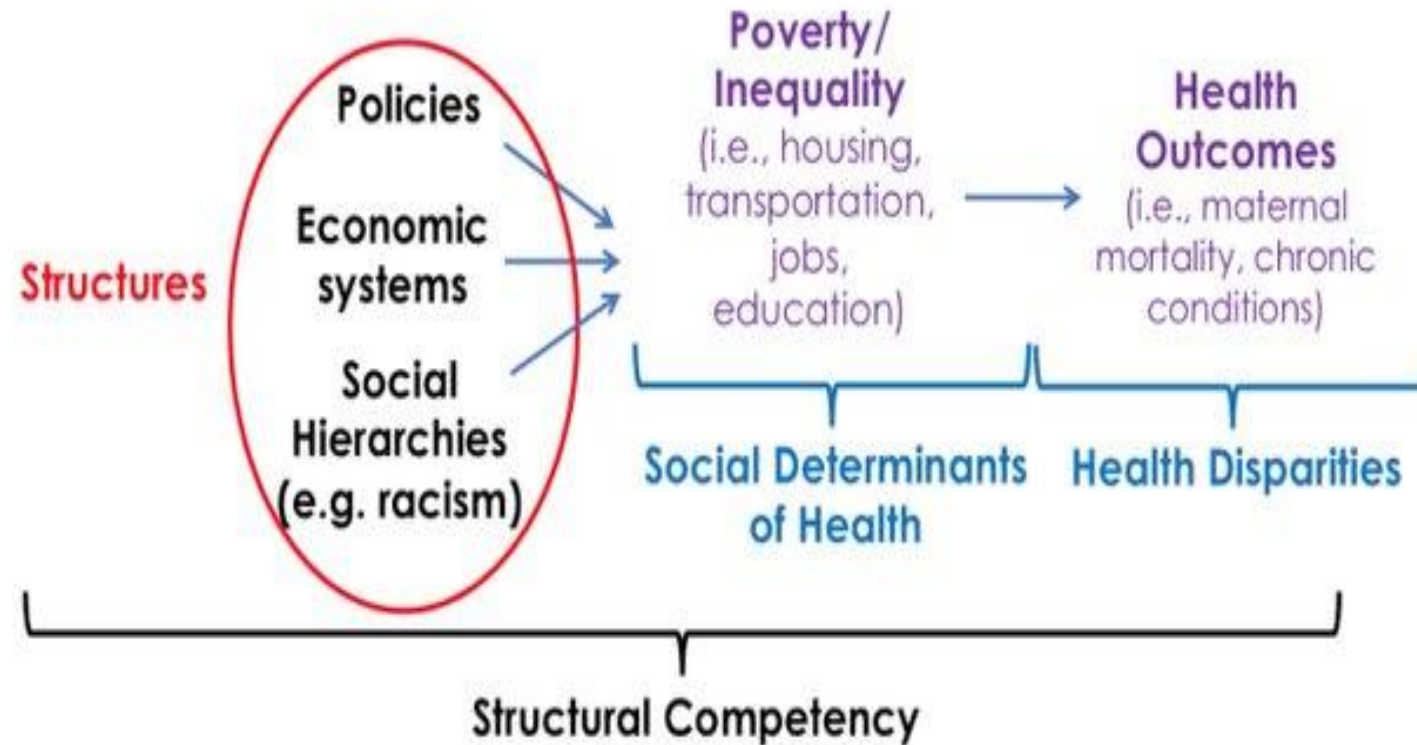


Systemic Racism in the United States

- Housing discrimination
 - Redlining, real estate steering, restrictive covenants
- Criminal Justice
 - Policing, racial profiling systems, the War on Drugs, mandatory sentencing, mass incarceration
- Healthcare
 - Access, availability, quality, preventative screenings
- **Education and Employment**
 - **Access, discrimination, unequal school funding**



Structural Competency



“Structural determinants of the social determinants of health”

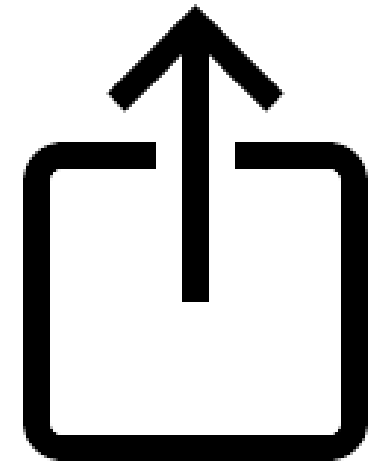




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Share: Examples of systemic racism in the school environment?





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How Do We Know It Exist in Schools





Measurements of Structural Racism in Schools

➤ **Contextual Disadvantage Index (CDI)**

Looks at differences in resources and opportunities across schools that have been partly determined by socio-historic structural racism that has sorted Black students into more disadvantaged schools

➤ **Structural Racism Index (SRI)**

Measures differences in resources and opportunities between Black and white students within schools.



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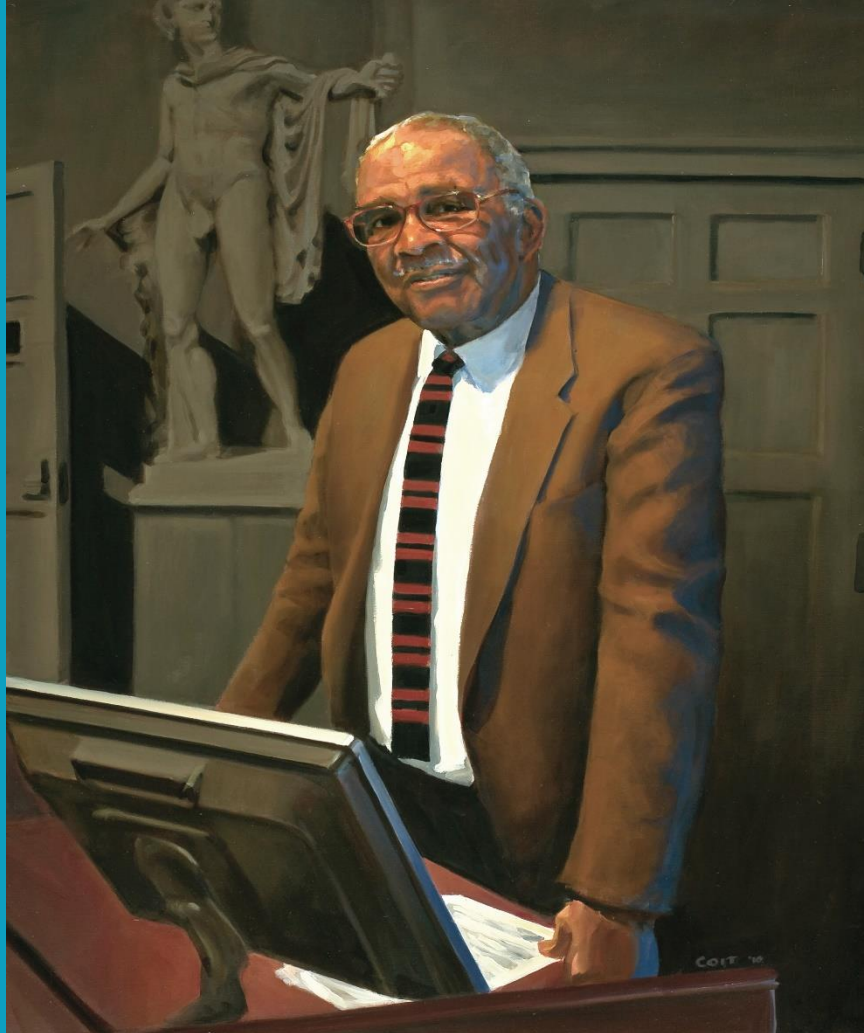
Microaggression

Chester M. Pierce, M.D.



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- Psychiatrist, researcher, and academician dedicated to addressing health disparities and promoting human rights and **youth education**
- Senior advisor on creation of "Sesame Street"
- First proposed term racial "**microaggressions**"
- This Harvard University psychiatrist coined the term in 1970 to *describe insults and dismissals which he regularly witnessed non-black Americans inflicting on African Americans - "subtle and stunning" daily racial offenses*



Microaggression – Revised

Brief and commonplace daily verbal, behavioral (nonverbal), and/or environmental indignities whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of underrepresented communities.

Pierce, 1970; Sue 2007



Types of Microaggressions

- **Microassault**
- **Microinsults**
- **Microinvalidation**



Microassault

Explicit derogations characterized primarily by a violent verbal, nonverbal, or environmental attack to hurt the intended target through name-calling, avoidant behavior, or purposeful discriminatory actions

Example:

Racial epithets, displaying White supremacist symbols - swastikas



Microinsults

Communications that convey rudeness and insensitivity and demean a person's identity. Can be verbal, nonverbal, and/or environmental communications.

Examples:

Asking a student of color how they got into this school, implying they may have landed it through an affirmative action or quota system.



Microinvalidation

Communications that exclude, negate, or nullify the psychological thought, feelings, or experiential realities of people who experience micro-aggressions (subtly or overtly)

Examples:

Asking where they were born, conveying the message that they are perpetual foreigners in their own land.



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Share: Examples of microaggressions in the classroom





Microaggressions in the Classroom

- Continuing to mispronounce a student's name after being corrected multiple times
- Setting due dates for test and/or projects on religious or cultural holidays
- Denying the experience of a student by questioning their credibility and/or the validity of their story
- Setting lower expectations for a student based on their background or school they previously attended
- Assigning projects that ignore socioeconomic differences
- Having students engage in required readings/assignments where the protagonists are always white



Microaggression – Definition Broadened

“Microaggressions are the brief and commonplace daily verbal, behavior and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or ***negative racial, gender, sexual-orientation, and religious slights and insults to the target person or group***. Perpetrators are usually unaware that they have engaged in an exchange that demeans the recipient of the communication.”

- Sue, 2010



Microaggressions and the School Environment

- Students of color often describe microaggressions as a pattern of being overlooked, under-respected, and devalued because of their race.
- When microaggressions occur, they often present a highly charged racial situation that challenges both teacher and students.
- A lot of microaggressions are delivered by well-intended professors (individuals).



Negative Impact Resulting from Microaggressions

When instructors see or experience microaggressions in the classroom, they may be tempted to simply let the moment pass. But ignoring microaggressions can actually impose further harm on those targeted by the microaggressions.



School-Based Racial Discrimination

Linked to a variety of outcomes relevant to school success for Black students —such as

- Declines in grades
- Decline in academic self-efficacy
- Decline in school utility values
- Decreased school bonding
- Other school problem behaviors

(Chavous et al., 2008; Wong et al., 2003)
(Smalls, White, Chavous, & Sellers, 2007)
(Thomas, Caldwell, Faison, & Jackson, 2009)
(Smalls et al., 2007)



Racism in Schools is Uniquely detrimental to academic engagement

- Youth spend a significant proportions of their time, in curricular, extracurricular, and social activities at school.
- Interactions with teachers and peers at school influence how youth think about themselves as learners and, subsequently, their motivation and engagement (*Daniels, 2011; Ladson-Billings, 1994*).
- Stereotype-based treatment and overt harassment may undermine Black students' personal sense of value and belonging in the academic context, increasing the likelihood of school disengagement (*Dotterer, McHale, & Crouter, 2009; Wong et al., 2003*).



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Anti-Racism

Actively and intentionally promoting school policies and practices that lead to equity and oppose racism and other forms of oppression.



Nondiscrimination Laws and Regulations

Title VI of the Civil Rights Act of 1964 (Title VI)

prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance

Title IV of the Civil Rights Act of 1964 (Title IV)

authorizes the Attorney General to address denials of equal protection based on race, color, national origin, sex, or religion in public schools



The Key Ingredients





The Continuum Through Which Students Traverse





Everyone Has a Role

- ✓ Students
- ✓ Teachers
- ✓ School Admin
- ✓ Caregivers/Family
- ✓ Coaches/Mentors
- ✓ Professionals
- ✓ Community





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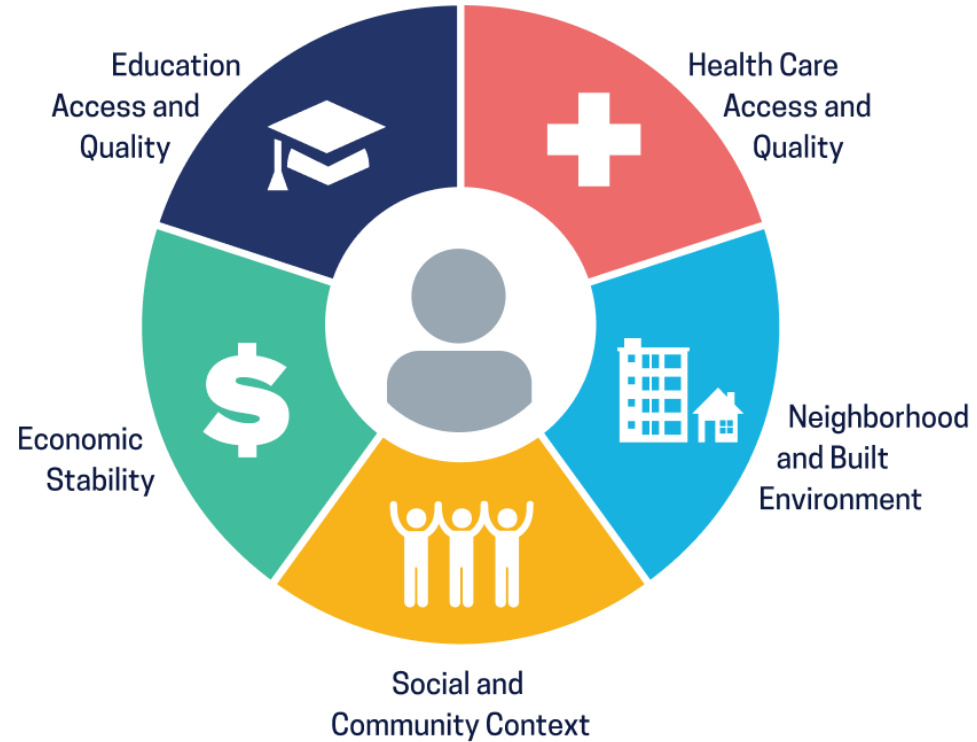
How Racism Impacts Kids in Schools

Spoiler Alert!!! There can be serious potential consequences for these children's outcomes throughout life.



Social Determinants of Health

Social Determinants of Health



Social Determinants of Health

Copyright-free





How Racism Manifest Schools

- Discriminatory Practices (Discipline)
- Bullying and Harassment
- Curriculum and Instructional Bias
- Lack of Diverse Representation
- Cultural Insensitivity
- Access to Resources
- Parental and Community Involvement



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Racialized Anger Bias

Interpreting anger based on race rather than behavioral cues and can lead to unfair treatment from other people.

Racial Bias When Judging Emotions



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- Research suggests that individuals are racially biased when judging the emotions of others (Elfenbein & Ambady, 2002) and particularly regarding attributions about the emotion of anger (Halberstadt, Castro, Chu, Lozada, & Sims, 2018; Hugenberg & Bodenhausen, 2003)
- A 2020 study of 178 students in a teacher-training program found that prospective teachers' recognition of children's facial expressions between Black and white children wasn't equally accurate
 - incorrectly reading anger more often on Black boys' and girls' faces than the children's white peers.



Research Re Racial Stereotyping Toward the Very Young

- Research has found that young children and youth of color in the U.S. face significant racial stereotyping from adults who work with them.
- That these negative attitudes have been found toward even young children aged 0-8 among adults who work or volunteer with them

Priest N, Slopen N, Woolford S, Philip JT, Singer D, et al. (2018) Correction: Stereotyping across intersections of race and age: Racial stereotyping among White adults working with children. PLOS ONE 13(10): e0205614.

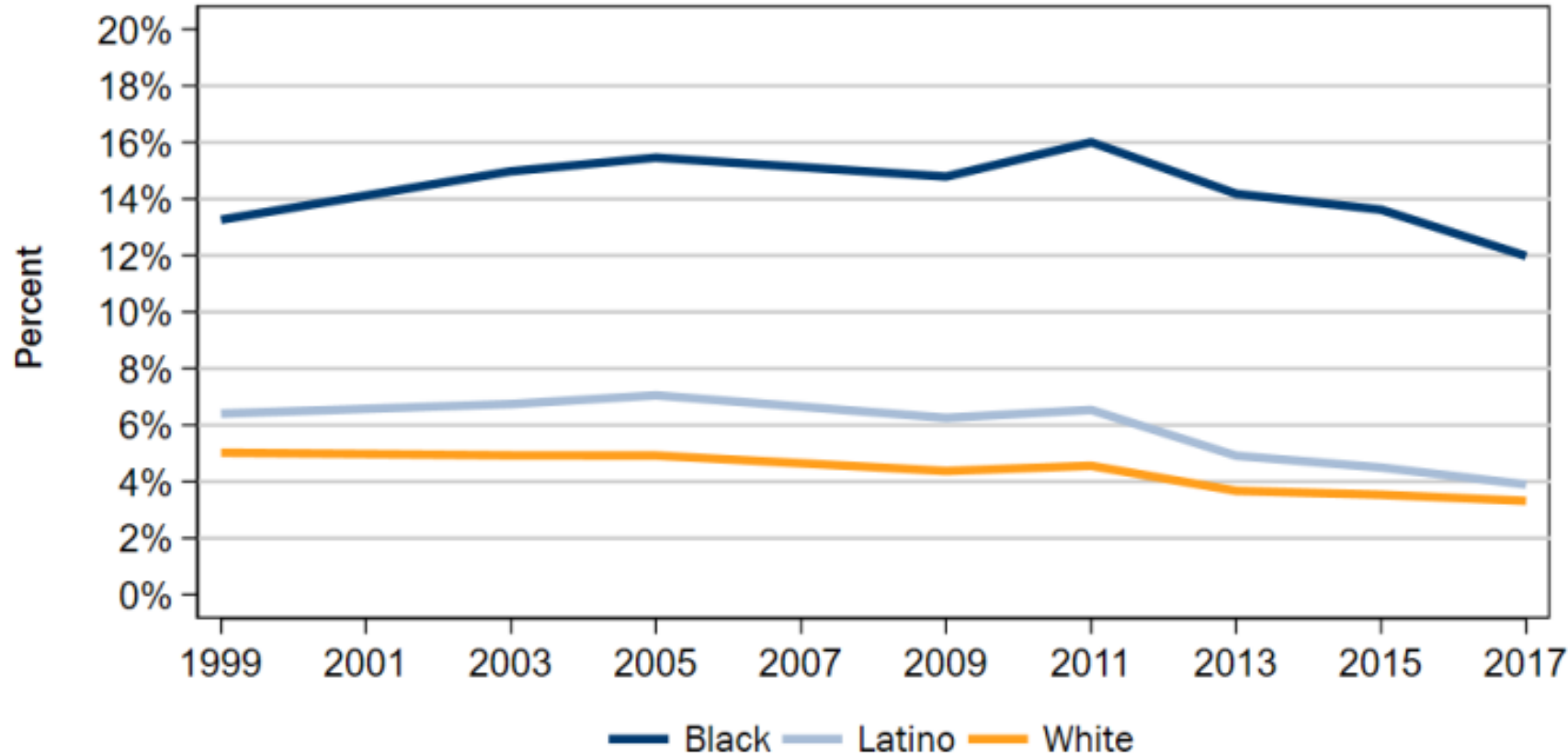


Suspension in Pre-School

- Data from the U.S. Department of Education, black children are 3.6 times more likely to be suspended from preschool than white children.
- Black children account for roughly 19 percent of all preschoolers, but nearly half of preschoolers who get suspended.



Figure 1: Schools suspend Black students at rates 2 to 4 times higher than Latino and white students



Source: Author's calculations using data from the Civil Rights Data Collection, 1999-2017.





Disproportionate Disciplinary Practices

- Controlling for typical predictors of behaviors, Black and multiracial Black children had *up to 3.5 times* greater odds of receiving a detention or suspension than White children
- Disciplinary actions that can impair typical childhood development, lead to academic failure and dropout, and cause significant emotional and psychological distress ***disproportionately affect Black children, multiracial Black children, and children from single-parent homes.***



Gifted and Talented Programs

- Using national data from the Early Childhood Longitudinal Study, Sean Nicholson-Crotty, PhD, at Indiana University, and colleagues found Black students were **54 percent less likely** than white students to be recommended for gifted-education programs.
- Black students were **three times more likely** to be referred for the programs if their teacher was black rather than white



Consequences of Racism Schools

- Academic achievement gap
- Negative impact on mental health and well-being
- Disparities in discipline
- Unequal access to resources and opportunities
- Higher dropout rates
- Negative school culture and climate
- **Long-term sequela (under employment, poverty, etc...)**



AAP-AACAP-CHA Declaration of a National Emergency in Child and Adolescent Mental Health

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What Are the Unhealthy Consequences of Stress?

- ✓ Poor **sleep** patterns
- ✓ Unhealthy **relationships**
- ✓ **Emotional Problems**: Anger, Anxiety
- ✓ Poor **nutritional** patterns
- ✓ **Substance** misuse
- ✓ Other unhealthy **lifestyle** issues





How Stress Impacts Students' Learning

What happens when *students* are stressed?

- ✓ Poor **concentration** patterns
- ✓ Impairment of **memory, forgetful**
- ✓ Inability to maintain **focus**
- ✓ Difficulty **organizing**
- ✓ **Emotional Problems:** Low Frustration Tolerance, Easily Irritated, Overwhelmed, Anxious, Moody



The Emotional Toll

Racism, being discriminated against, being barred from opportunities and watching images of others resembling you being the victim of violence is demoralizing, scary and ***stressful***.

It takes a ***hefty*** emotional toll on our youth,
leading to poor mental health.



Effects of Racism

Black students continuously experience, fight against and bear emotional scars from racism, which can lead to increased anxiety and poor mental health outcomes.

The educational and health effects of racism are well documented and include

- increased delinquency
- substance use
- poor mental health outcomes

How Do We Get There



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- A process
- A commitment
- Proactive and deliberate
- A way of life
- An integration and application of the principals across all levels



Positive Steps Toward Creating a Supportive and Inclusive Environment

- Promotion of diversity, equity, and inclusion
- Become aware and understand our biases
- Review and update policies and procedures that perpetuate or reinforce
- Professional development; on going basis
- Cultural competency/cultural humility education and training
- Restorative justice programs



Children Need to See Themselves Reflected and Represented

- Diversity within curriculum and books
- Recruitment and retention of educators, providers and staff of diverse backgrounds
- Develop and maintain cultural supports
- Create and foster a sense of belonging (peer support/mentorship)
- Encourage and create opportunities for cultural pride



Together We Can



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THANK YOU



Q & A

