

Institutionalized Racism and Mental Health

Key Points

Part 1

Slide 1:

- In this presentation, it is important to establish an agreement between everyone on how the atmosphere of the room will be. Institutionalized racism is a heavy topic that might be triggering to some participants. These agreements are crucial in creating a safe space

Slide 2:

- This slide will introduce a definition of institutionalized racism that will be used throughout the presentation as well as the origins of the term.
- Participants will be asked to think of examples of structures that are examples of institutional racism.

Slide 3:

- This warm-up activity will be dissecting a quote about institutional racism from Charles Blow's work *The Devil You Know: A Black Power Manifesto*.
- Some guiding questions can include:
 1. What is the connection between structures and institutional racism?
 2. What emotional effects do you see in this quote that connect to institutional racism?

Slide 4:

- These discussion questions should be used to have students critically think of the origins and effects of institutional racism. Encourage discussion and everyone to participate.

Slide 5:

- This slide goes over the four levels of racism: Internalized, Interpersonal, Institutionalized, and structural.
- Go over each definition and try to think about how they all work together in society and use specific examples.
- Examples can include colleges and universities, job searching, etc.



Slide 6:

- This slide is meant to talk about schizophrenia and how the illness has a certain stigma around it due to deep-rooted racism.
- The topic of scientific racism is addressed and should be at the forefront of your conversation



Slide 7:

- These discussion questions should be used to have students critically think of the origins and effects of institutional racism. Encourage discussion and everyone to participate.



Slide 8:

- Butterfly tapping/ grounding activity is meant to bring everyone back together to wrap up the activity in a calm manner and calm people down before continuing with the rest of their day or part two of the presentation

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Key Points

Part 2

Slide 1:

- In this presentation, it is important to establish an agreement between everyone on how the atmosphere of the room will be. Institutionalized racism is a heavy topic that might be triggering to some participants. These agreements are crucial in creating a safe space

Slide 2:

- This slide will introduce a definition of institutionalized racism that will be used throughout the presentation as well as the origins of the term.
- Participants will be asked to think of examples of structures that are examples of institutional racism.

Slide 3:

- For this ice breaker question, give a minute for your club members to think positively about themselves. Spend 2-4 minutes having those who are comfortable sharing to share their answers.

Slide 4:

- Review "Institutional Racism" with your club members. Ask if anyone remembers the definition from the previous presentation.
- Encourage club members to try. It could be their definition from what they remember. It doesn't have to be word for word.

Slide 5:

- This slide provides the definition of "institutional racism" based on the previous presentation. Ask club members if they need clarification.



Slide 6:

- This slide provides ways to take action against institutional racism. Acknowledge that these range from tangible to large scale actions, but all are encouraged.



Slide 7:

- New concept! The purpose of learning about Cultural Competency is because it's the first step in fighting against racism. Acknowledge that although the previous actions against institutional racism are important to engage in, developing an understanding for other's history and background is important.



Slide 8:

- This slide supports why the previous slide is important, especially in mental health care. Take a moment to pause here to make sure everyone understands Cultural Competency and its relevance to mental health.



Slide 9 & 10:

- Here you'll learn and teach the Iceberg Model of Culture. This model compares culture to an iceberg; there are parts of culture that we see (the surface on an iceberg) and parts of cultures that we don't see (the part of the iceberg below the water). When we only see cultures for what is on the surface, we aren't allowing ourselves to understand the depth of them. Acknowledging the internal parts of culture allows us to engage in culture competency.



Slide 11:

- **ACTIVITY TIME!** Each club member will create their own iceberg based on their culture and/or identity (see portal for worksheet to print). If members are unaware of their culture(s) or are uncomfortable to participate, encourage them to create an iceberg based on themselves and the identities that are relevant to them.



Slide 12:

- This slide concludes the presentation by acknowledging ways to move forward to develop cultural competency to not only benefit themselves in learning new things, but to create inclusive and understanding spaces.