Land Acknowledgement

We are each likely participating on the unceded land of an Indigenous people. For me, where I work, it is the Lenape homeland.

I'm living in Rochester and Western NY, so I am also acknowledging the traditional territory of the Haudenosaunee and by honoring the sovereignty of the Six Nations–the Mohawk, Cayuga, Onondaga, Oneida, Seneca and Tuscarora.

I ask you to join me in acknowledging their People, their elders both past and present, as well as future generations.

Most of the institutions for which we work must also acknowledge that they were founded upon exclusions and erasures of many Indigenous peoples.

This acknowledgement demonstrates a commitment to begin the process of working to dismantle the ongoing legacies of settler colonialism.

Creating an Antiracist Framework in the Rehabilitation and Recovery Movement

Chacku Mathai (He.Him.His)

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CASRA

A.T. Ariyatne

When we try to bring about change in our societies, we are treated first with indifference, then with ridicule, then with abuse, and then with oppression.

And finally the greatest challenge is thrown at us. We are treated with respect. This is the most dangerous stage.

We Are Always At Risk of Recreating the Qualities that Outraged Us In the First Place

Chacku Mathai

Anti-Racism Framework

Every policy in every institution is producing or sustaining either racial equity or racial inequity between racial groups

Racism is a powerful collection of racist policies that lead to racial inequity and are substantiated by racist ideas.

Anti-Racism is a powerful collection of antiracist policies that lead to racial equity and are substantiated by antiracist ideas.

Racial inequity is when two or more racial groups are not standing on approximately equal footing.

Racist policy is any measure that produces or sustains racial inequity between racial groups.

Antiracist policy is any measure that produces or sustains racial equity between racial groups.

There is no such thing as a non-racist or race-neutral policy.

Focus on the Power.

"Racist" is a descriptor, not a slur (pejorative).

Ibram X.Kendi on Racist Ideas

The consistent function of racist ideas – and any kind of bigotry more broadly - is to manipulate us into seeing people as the problem, instead of the policies that ensnare them.

Initial Tasks for the Anti-Racist Rehabilitation and Recovery Movement to Consider

| Commit	Support each other to engage, sustain, and deepen interracial conversations about race, racism, antiracism, and racial equity.
Co-Analyze	Identify the racist, intersectional policies that produce inequities. Identify antiracist policies and intersectional conditions that create equity.

Some Racist Policies and Ideas to Re-think

- Coded, euphemistic, system language such as: *peer, consumer, AOT, stigma, compliance*

- Any system coded language we use that the general public cannot immediately understand confines us

- Community Integration might as well be assimilation – behave like "us"

- Inclusion without equity is racism, e.g. employment and education outcomes

- Financing strategies for peer support
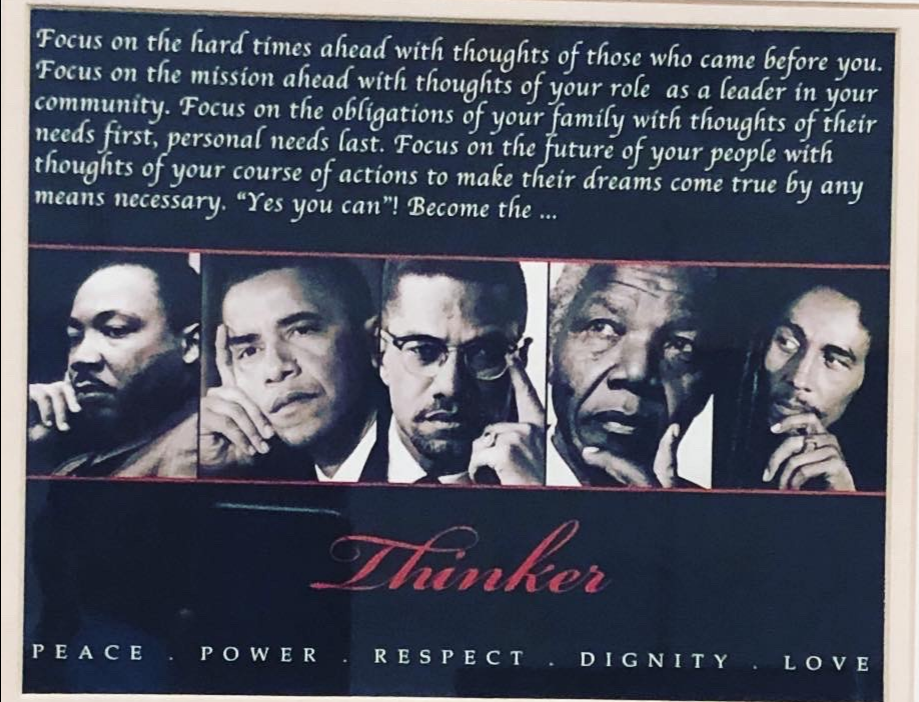
Some Racist Policies and Ideas to Rethink (cont.)

- Leadership or skill development strategies in the absence of equity strategies

- Token BIPOC on boards, conference/research committees, and featured keynote lineups without a commitment to authentic involvement

- Limiting recognition of BIPOC to BIPOC award categories

- Weak attempts to hire BIPOC in leadership roles; inequitable leniency and discipline

- Volunteer interpreters instead of hiring multilingual staff or trained interpreters
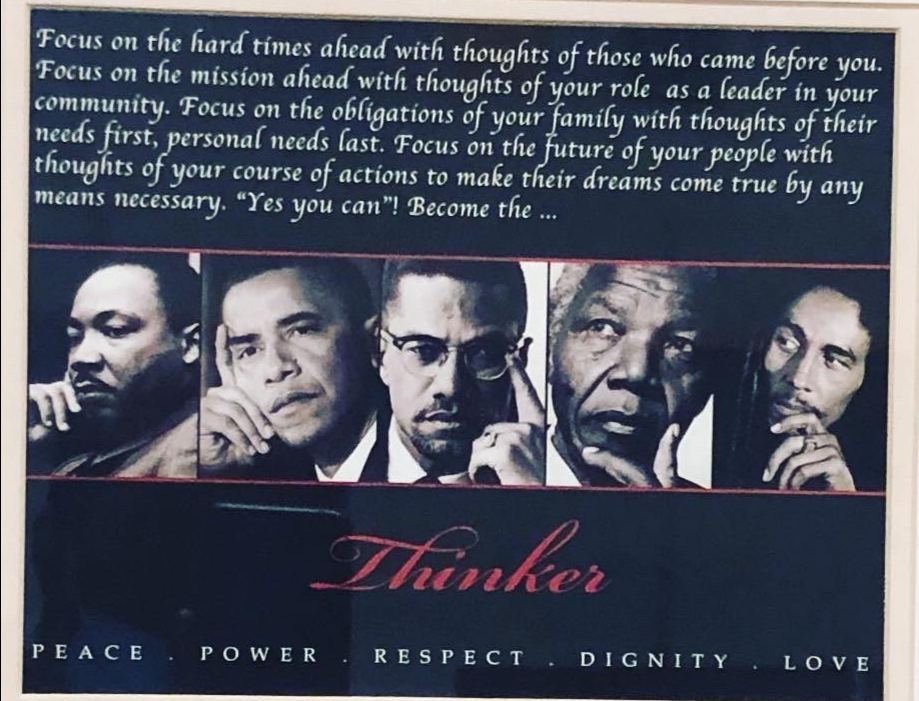
Some Racist Policies and Ideas to Re-think (cont.)

- Fear or discomfort in Black and Brown neighborhoods and spaces - diverting peer specialists from outreach

- Colorism, Biology, Body, Behavior

- Model Minority Myth, Classism

- Rejection or exclusion of survivor/ex-patient language, perspectives, and literature, including critical and anti-psychiatry perspectives, and rights

- Gender, Sexuality, e.g. Queer exclusion and Transphobia

- Research methodologies that exclude or do not prioritize involvement of ex-patients/psychiatric survivors at all levels
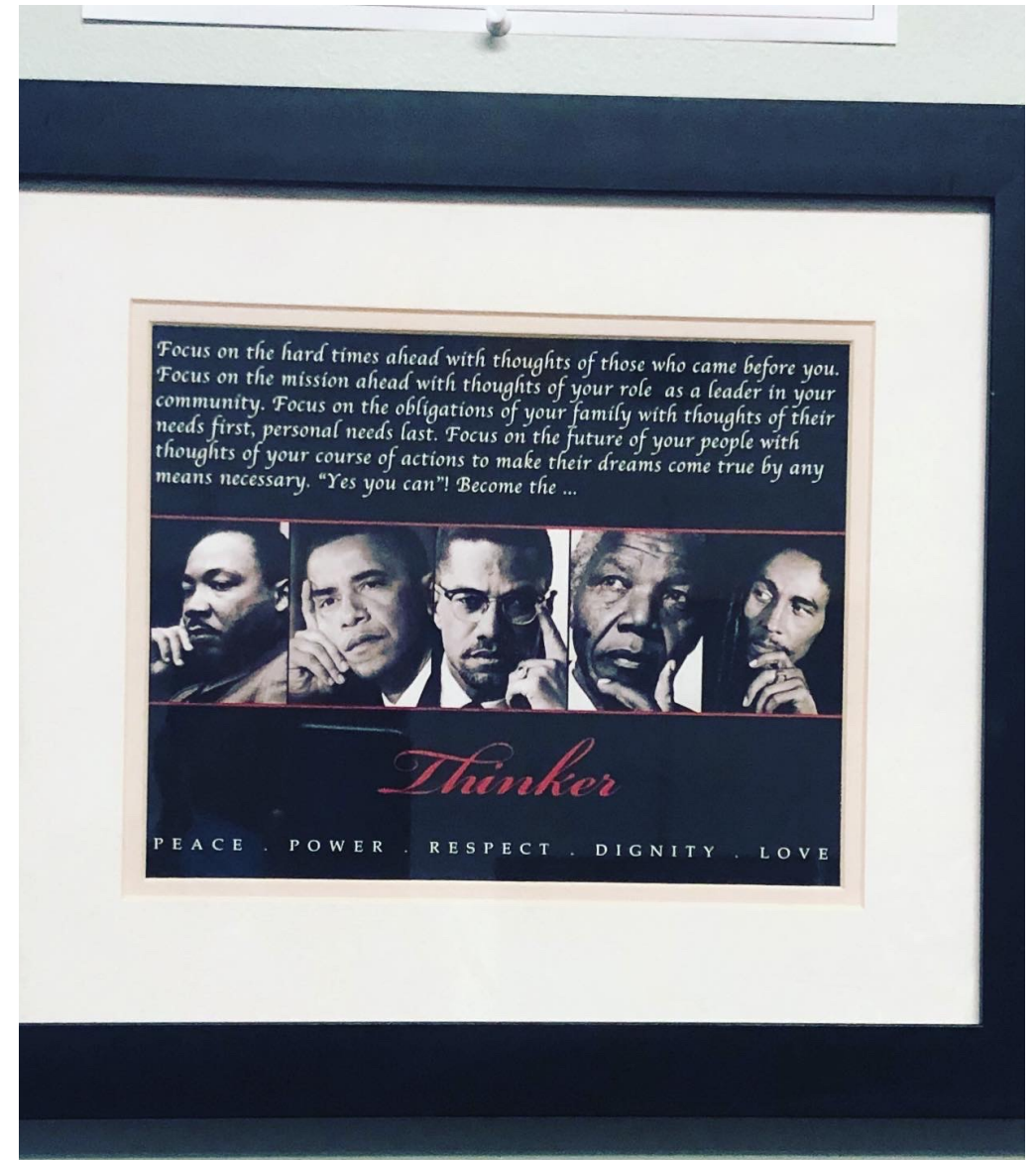
The Disparities Are Real – IOC policy is Racist

- Place the Blame Where it Belongs – not on the person

- Involuntary Outpatient Commitment in NYS impacts African-Americans 5 times more frequently than Whites (Swanson, 2009)

- "Whether this overrepresentation under court-ordered outpatient treatment is unfair depends on one's view: is it access to treatment and a less restrictive alternative to hospitalization, or a coercive deprivation of personal liberty?" (example of a racist idea)

  - Swanson J, Swartz M, Van Dorn RA, et al. Racial disparities in involuntary outpatient commitment: are they real?. *Health Aff (Millwood)*. 2009;28(3):816-826. doi:10.1377/hlthaff.28.3.816

Racism Operates in Several Ways

- *Structural racism* results from a system of social structures that produces cumulative, durable, race-based inequalities.

- *Institutional racism* results from policies, practices, and procedures of institutions that have a disproportionately negative effect on racial minorities' access to and quality of goods, services, and opportunities.

- *Individually-mediated racism* - an individual with racial bias treating individuals from other racial groups poorly and/or in a discriminatory manner.

- *Internalized racism* – the acceptance by marginalized racial populations of negative societal beliefs and stereotypes about themselves—beliefs which can lead to the perception of oneself as worthless and powerless.

Intersectionality and Recovery

Intersectionality is a concept and frame coined by Professor Kimberlé Crenshaw in 1989, to describe the ways in which race, class, gender, and other aspects of our identity "intersect" overlap and interact with one another, informing the way in which individuals simultaneously experience oppression and privilege in their daily lives interpersonally and systemically. Intersectionality promotes the idea that aspects of our identity do not work in a silo.

Intersectionality, then, provides a basis for understanding how these individual identity markers work with one another.

Many organizations, while saying we want to be multicultural, really only allow other people and cultures to come in if they adapt or conform to already existing cultural norms.

Minnesota Historical Society Department of Inclusion and Community Engagement
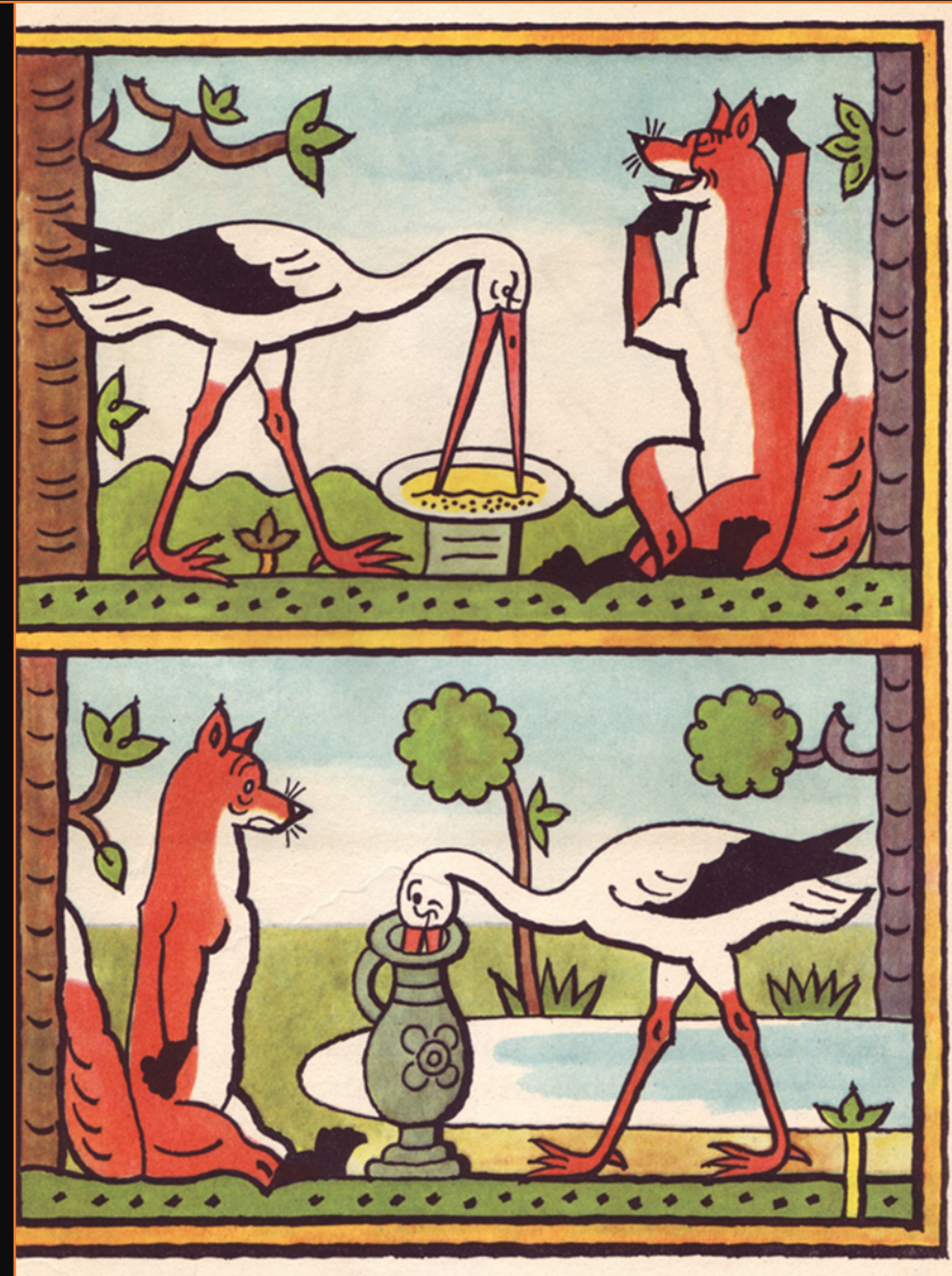
Steps We Can Take As Organizational Leaders

- Advance and embed race equity and inclusion in your organization as an explicit priority

- Utilize an equity and inclusion framework that is explicit about racism

- Support your community/staff to identify and analyze the root causes of racial inequities

- Learn the key terms, concepts and definitions relevant to race equity

- Develop the capacity to talk about race issues and establish shared values and a common understanding

- Set goals for racial equity and track and measure progress

- Assess the impact of policies and other actions on racial and ethnic groups

Four Agreements of Courageous Conversations (Glenn Singleton)

Stay Engaged	*Speak Your Truth*
Experience Discomfort	*Expect/Accept Non-closure*

The Six Conditions of Courageous Conversations

Race in My Life

Isolating Race

Engaging Multiple Racial Perspectives

Keeping Us All at the Table

Defining Racial Identity

De-Centering Whiteness

Key Strengths and Shifts We Need to Dismantle Racism

- Release beliefs in practice about:
  - Being neutral, objective, or value-free; replace with transparency, authenticity, and antiracism
  - Expert Status; replace with full partnership and the right to say no
  - Diagnosis; replace with an exchange of meaning and purpose
  - Force; replace with solidarity, relationship, and restorative, liberating structures
- Center narratives of racialized psychiatric survivors in research and policy
- Embrace the role of extreme states, including Protest, Resistance, and Love as alarm systems, rhythms, and catalysts for policy change
- Center Collectivist values and healing practices that elevate resistance to oppression and restoration

# Some Lessons from Racialized Psychiatric Survivor Narratives

- Racism has not only shaped our experience of the psychiatric system; it may have caused experiences with madness or what is viewed as mental illness

- Race and mental illness are collaborative and intersecting social constructions for maintaining power and dominance that manifest self-fulfilling and justifying experiences and conclusions

- Separating the experiences of racism, ableism/sanism as additive permits them to continue

- Collectivist values such as love and family can be oversimplified, romanticized, and co-opted by well intentioned people and systems if not elevated and centered in resistance to oppression

Healing through Hip Hop Team

Saying What's Really On Our Minds

We are a part of a social justice movement that intersects with other movements and marginalized experiences. People's experiences with systemic oppression are accepted as real, and there is a commitment on the part of the group to interrupt words or actions rooted in racism, sexism, ableism, homophobia, transphobia, psychiatric oppression and other types of systemic oppression when they come up. (HVN-USA Charter)
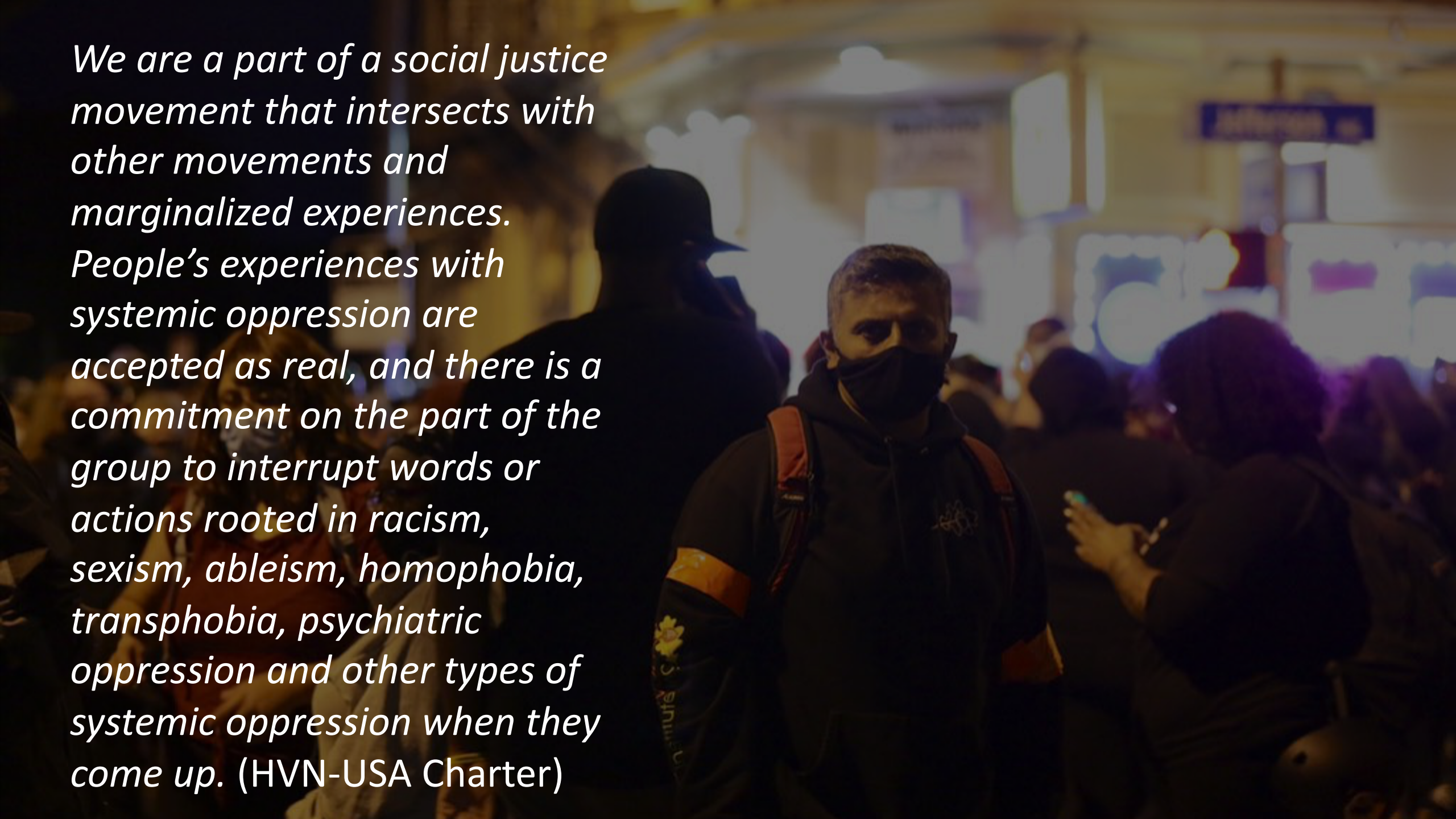
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