School Mental Health Virtual Learning Series
July 2020-June 2021

Addressing Systemic Racism: Creating Safe and Equitable Schools

Cultural Responsiveness and Equity Specialty Track
National Center for School Mental Health
Facilitators

Dana Cunningham, Ph.D.
She/her/hers

Perrin Robinson, M.S.
He/him/his
Technology Support

- Slides will be posted on the NCSMH website ([www.schoolmentalhealth.org](http://www.schoolmentalhealth.org)) and emailed after the presentation to all registrants
- Use chat box for sharing resources, comments, and responding to speaker
School Mental Health Webinar Series

**Description**

The Central East MHTTC in collaboration with the National Center for School Mental Health is hosting a school mental health webinar series with a focus on advancing high quality, sustainable school mental health from a multi-tiered system of support, trauma sensitive, and culturally responsive and equitable lens.

**Objectives**

- Gain increased awareness of high quality, sustainable multi-tiered system of school mental health supports and services
- Support trauma-informed systems in schools
- Discover the impacts of social determinants of health on student academic and social-emotional-behavioral success
- Learn to provide more culturally responsive and equitable services and supports
- Hear perspectives on school mental health from school, district and state levels
- Obtain insight into how youth, families, schools and communities can best work together to address student mental health needs
Acknowledgements

• Panelists

• National Center for School Mental Health schoolmentalhealth.org

• Central East Mental Health Technology Transfer Center (MHTTC), https://mhttcnetwork.org/centers/central-east-mhttc/home Central East MHTTC is managed by the Danya Institute

• Cultural Responsiveness and Equity Specialty Track CREtrack@som.umaryland.edu
Commitment

• Racial and social justice lens
• Cultural responsiveness and equity
• Developing and modeling equitable and anti-racist policies and practices
• Learn, heal, grow together
What do you hope to learn from this webinar?

Please type your responses in the chat box.
Meet the Panel
Manal Al-ansi
MAT, Esq.
she/her/hers
Robert V. Mayo
PhD, NCC
he/him/his
Traditional Components of School Safety Frameworks

- Effective service collaboration
- Multi-tiered system of supports
- Provide a continuum of mental health support
- Crisis prevention/preparedness/response/recovery
- Effective school discipline policies
- Substance abuse/bullying
- Physical and emotional safety
Definitions

• **Institutional Racism:** Refers to the discriminatory policies and practices within organizations and institutions; leads to advantages for those in the majority group and often leads to discrimination, oppression, and disadvantage for Black people and other groups that are not in power.

• **Systemic Racism:** Ongoing racial inequalities that are maintained by societal standards and policies that reinforce inequities between groups. Systemic racism is maintained by the current social, economic, and political systems in our society.

• **Anti-racism:** Actively supporting antiracist policies and ideas; Actively working to identify and oppose racism and change the policies and behaviors that perpetuate racism; Requires self-awareness and constant self-examination.
Examples from the Continuum on Becoming an Anti-Racist Multicultural Organization

Exclusive
Exclusionary
Institution

- Intentionally excludes specific groups
- Formal practices/policies that support institutional racism

Passive
A “Club”
Institution

- Secretly limit or exclude People of Color
- Engages issues of diversity and social justice only on club member’s terms and within their comfort zone

Symbolic
Change
A Compliance
Organization

- Official policy pronouncements regarding diversity
- Make intentional efforts at inclusiveness
- Still unaware of patterns of privilege and control

Identity
Change
An Affirming
Institution

- Develops analysis of systemic racism
- Increased commitment to dismantle racism and eliminate white advantage
- Institutional structures/culture maintain white power and privilege

Structural
Change
A Transforming
Institution

- Commit to struggle to dismantle racism in the wider community
- Redefines and rebuilds all relationships and activities based on anti-racist commitments

Fully
Inclusive
Anti-Racist
Multicultural
Organization

- Members across all identity groups are full participants in decision-making
- Sense of restored community and mutual caring
- Allies with others to combat social oppression

Download the full continuum resource at http://www.schoolmentalhealth.org/Cultural-Responsiveness--Equity/
Go to 2/3 Addressing Systemic Racism Webinar Link and click on Resources
Impact of Systemic Racism on BIPOC

Education
- Over-representation in special education
- Under-representation in gifted and talented programs
- Disproportionate disciplinary referrals

Health
- Diminished access and quality of care
- Heart disease
- Diabetes
- Shorter life span

Economic
- Over-representation in undervalued positions
- Disparate pay
- Generational wealth
  - 171K (white): 17K (black)

Criminal/Juvenile Justice
- Over-representation in JJ
- Over-representation in Prison
- Longer prison terms
Tell us in one word how you would describe your reflections on current events and one word to describe a hope you have for 2021.
Why is addressing systemic racism in education important and how is it connected to school safety?
Let’s hear from participants
What are traditional views of school safety? Who benefits from those views and policies and who does not?
Let’s hear from participants
What are key considerations when moving toward anti-racist systems change in education? Should Black and Brown students be centered in moving for anti-racist systems change?
Let’s hear from participants
What is a first step for schools or districts to engage in today as they work toward creating safe and equitable schools?
Let’s hear from participants
**Resources**

1. **Cultural Responsiveness & Equity > Racial Trauma**, SchoolMentalHealth.org
2. **Racial equity analysis tool** (Go to Webinar-Addressing Systemic Racism Link and click on Resources)
3. **Community engagement toolkit** (Go to Webinar-Addressing Systemic Racism Link and click on Resources)
4. **School climate improvement resource package**
6. **Trauma Sensitive Schools Training Package**
7. **Creating Safe, Equitable, Engaging Schools: A Comprehensive, Evidence-Based Approach to Supporting Students (Book)**
8. **Keeping Students Safe and Helping Them Thrive: A Collaborative Handbook on School Safety, Mental Health, and Wellness (Handbook):**
Join Us!

• This webinar series is part of a larger School Mental Health Virtual Learning Series, created in collaboration with the National Center for School Mental Health and the Central East Mental Health Technology Transfer Center.

• Follow the NCSMH on Twitter or Facebook for more information and registration links as they are available.
Upcoming Webinars

Register at SchoolMentalHealth.org > Connect > Webinars

- **Wednesday, March 3, 2021, 3:00-4:00 PM ET** Safe and Equitable Schools: Tier II Interventions and Considerations [Register]
- **Wednesday, April 7, 2021, 3:00-4:00 PM ET** National Association of School Psychologists: School-Community Partnerships [Register]
- **Wednesday, May 5, 2021, 3:00-4:00 PM ET** Youth MOVE: Leveraging Youth Advocacy [Register]
- **Wednesday, June 2, 2021, 3:00-4:00 PM ET** Supporting Students Impacted by Racial Stress and Trauma [Register]
Evaluation

Please complete the evaluation for this webinar.

- P
Thank You

- Panelists
- NCSMH schoolmentalhealth.org
- Central East MHTTC (managed by the Danya Institute)
  https://mhttcnetwork.org/centers/central-east-mhttc/home
- Cultural Responsiveness and Equity Practice Group
  CREtrack@som.umaryland.edu