



Central East (HHS Region 3)

MHTTC

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

## 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

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**Dana Cunningham, Ph.D.**

She/her/hers



**Perrin Robinson, M.S.**

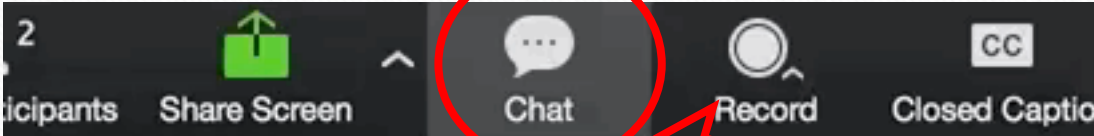
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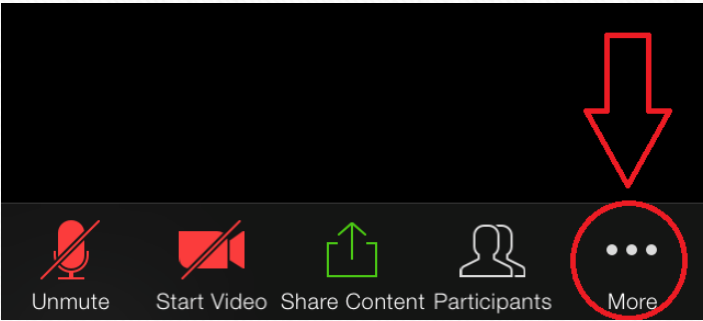
# Technology Support

- 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

Web



Mobile App





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NATIONAL CENTER FOR  
SCHOOL MENTAL HEALTH

# 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





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**Oscar Morgan**  
MHTTC Project Director



**Michael Thompson**  
MHTTC Sr. TA Specialist



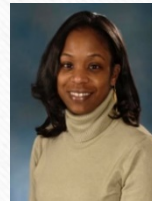
**Tiffany Beason**  
NCSMH Faculty



**Lorraine Bernstein**  
Coordinator



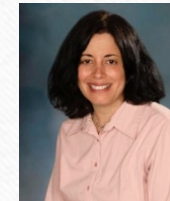
**Taneisha Carter**  
Senior RA



**Dana Cunningham**  
PGSMHI Director



**Sharon Hoover**  
NCSMH Co-Director



**Nancy Lever**  
NCSMH Co-Director



**Perrin Robinson**  
Communications Director



**Britt Patterson**  
NCSMH Faculty



**Kris Scardamalia**  
NCSMH Faculty

# Acknowledgements

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- Panelists
- National Center for School Mental Health [schoolmentalhealth.org](https://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](mailto:CREtrack@som.umaryland.edu)





**BLACK  
LIVES  
MATTER**

## Commitment

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- 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?**

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Please type your responses in the chat box.



# Meet the Panel

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# Manal Al-ansi

## MAT, Esq.

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she/her/hers





# Robert V. Mayo

## PhD, NCC

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he/him/his



**Sensitive  
Content**



## 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.

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Why is addressing systemic racism in education important and how is it connected to school safety?

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Let's hear from participants

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What are traditional views of school safety? Who benefits from those views and policies and who does not?

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Let's hear from participants

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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?

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Let's hear from participants

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What is a first step for schools or districts to engage in today as they work toward creating safe and equitable schools?

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Let's hear from participants

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# 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](#)
5. [Addressing the Root Causes of Disparities in School Discipline: Acting Planning Guide](#)
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!

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- 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.





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# Upcoming Webinars

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Register at [SchoolMentalHealth.org](https://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

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Please complete the evaluation for this webinar.

- P

# Thank You

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- Panelists
- NCSMH [schoolmentalhealth.org](https://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](mailto:CREtrack@som.umaryland.edu)