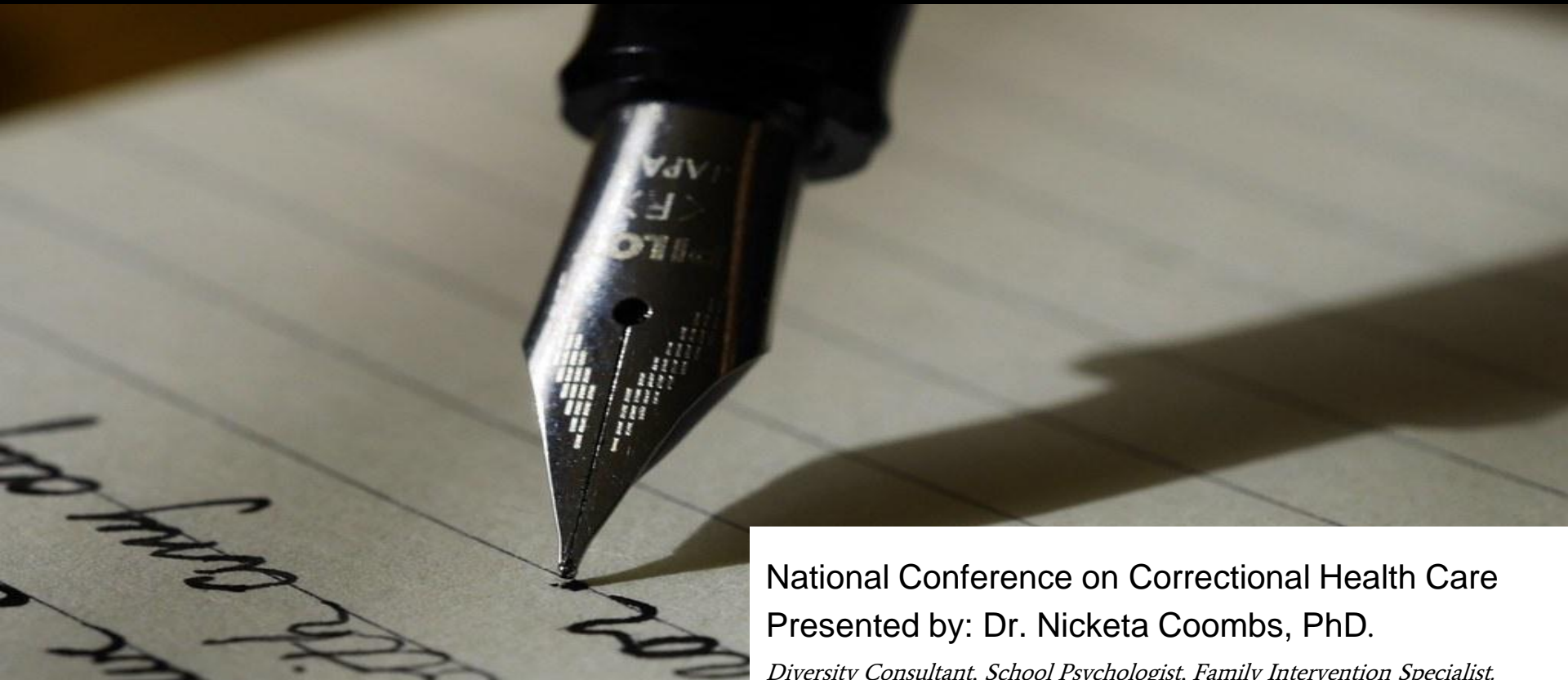


# The Write on Race Cultural Humility Training Tool: Improving Mental Health Care in Juvenile Corrections



National Conference on Correctional Health Care  
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# Disclosure and Disclaimer Statement

I do not have any relevant financial relationships with any commercial interests.

# Learning Objectives

- Describe the main tenets of Cultural Humility.
- Discuss the importance of Cultural Humility within the correctional setting.
- Identify specific strategies from the *Write on Race* intervention to practice and improve Cultural Humility.



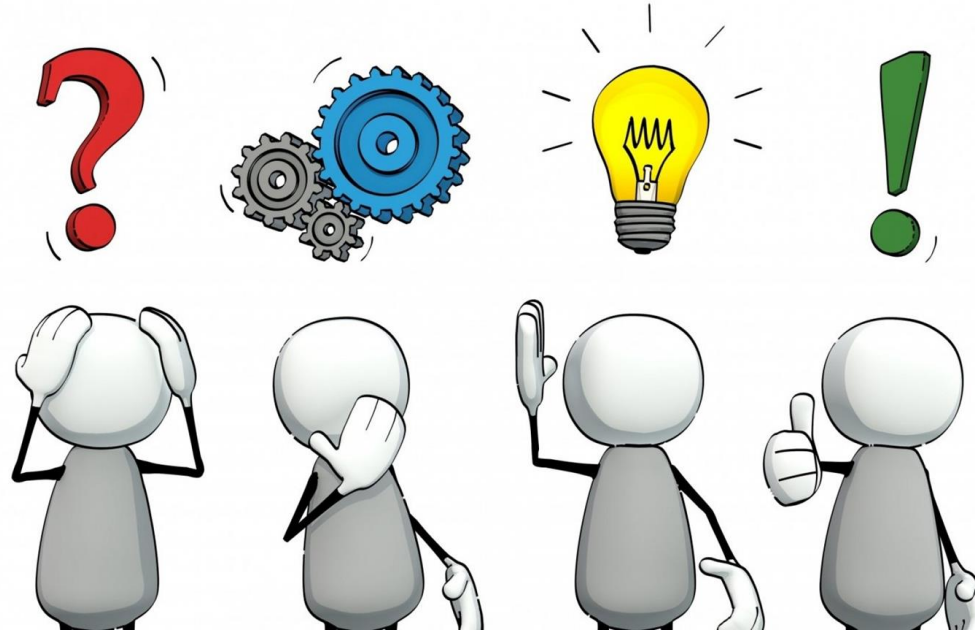
# Sensitivity Considerations

- One of the complexities of multicultural teaching and cultural humility training is that the content inevitably relates to personal experiences of privilege and oppression among both consultants and consultees or presenter/attendees.
- Though we will discuss identities that may be represented in this space, you are not expected to speak for an entire group, or use your trauma as a teaching tool.
- There is no “cultural expert” since culture consists of various factors that are constantly changing both in-group, out-group, and between groups.
- There are no stupid questions; we are all here to learn and grow.
- This presentation is meant to be interactive with some sensitive topics. Take breathers if needs be.

- The concept of cultural humility has emerged in health and mental health fields to help practitioners better address the needs of diverse individuals.
- Cultural humility is the keen awareness of how culture shapes all individuals' experiences and perspectives, (Fisher-Borne, Montana Cain, & Martin, 2015), including practitioners' understanding of how their own culture impacts their interactions with others, ensuring that they are capable of effectively meeting the needs of clients, coworkers, and other individuals regardless of cultural background (Fisher, 2020).



## What is Cultural Humility?



Cultural humility is a **dynamic** and **lifelong process** focusing on **self-reflection** and **personal critique**. It acknowledges the importance of *skill-building* and *continuous growth* throughout the process, rather than a focus on a specific level of knowledge that can be achieved in a finite amount of time. Cultural humility focuses less on those of diverse backgrounds, and more on *personal growth*, *self-reflection*, *self-awareness*, and *self-evaluation*. (Tervalon & Murray-Garcia, 1998).

# Cultural Humility Principles

**1. Lifelong commitment to learning and critical self-reflection**

**2. Desire to fix power imbalances within provider-client dynamic**

**3. Institutional accountability & mutual respectful partnership based on trust**

Becoming **culturally competent** and practicing **cultural humility** are ongoing processes that change in response to new situations, experiences and relationships. Cultural competence is a necessary foundation for cultural humility.

## CULTURAL HUMILITY

Competence  
v.  
Humility

### GAINING CULTURAL KNOWLEDGE

*What are other cultures like, and what strengths do they have?*

### DEVELOPING CULTURAL SELF-AWARENESS

*What is my culture, and how does it influence the ways I view and interact with others?*

### HOLDING SYSTEMS ACCOUNTABLE

*How can I work on an institutional level to ensure that the systems I'm part of move toward greater inclusion and equity?*

### UNDERSTANDING AND REDRESSING POWER IMBALANCES

*How can I use my understanding of my own and others' cultures to identify and work to disrupt inequitable systems?*

## CULTURAL COMPETENCE



# Rationale: Why is this

- The need for a multicultural perspective in the juvenile system arose in part because of the increasingly disproportionate incarceration rates of minority juveniles nationwide.
  - (National Center for Juvenile Justice)
- Cultural adaptations to service delivery focus on prevention, decision-making, and treatment services to reduce initial contact, minimize unnecessary restraint, and reduce recidivism.





# The Sentencing Project

“Racial and ethnic disparities weaken the credibility of a justice system that purports to treat everyone equitably. Across the country, juvenile justice systems are marked by disparate racial outcomes at every stage of the process, starting with more frequent arrests for youth of color and ending with more frequent secure placement.”

October is Youth Justice Awareness Month  
**TAKE ACTION**

African-American youth are  
**9 TIMES**



and Latino youth are  
**4 TIMES**



more likely than white youth to  
receive an adult prison sentence  
for the **SAME CRIME**.



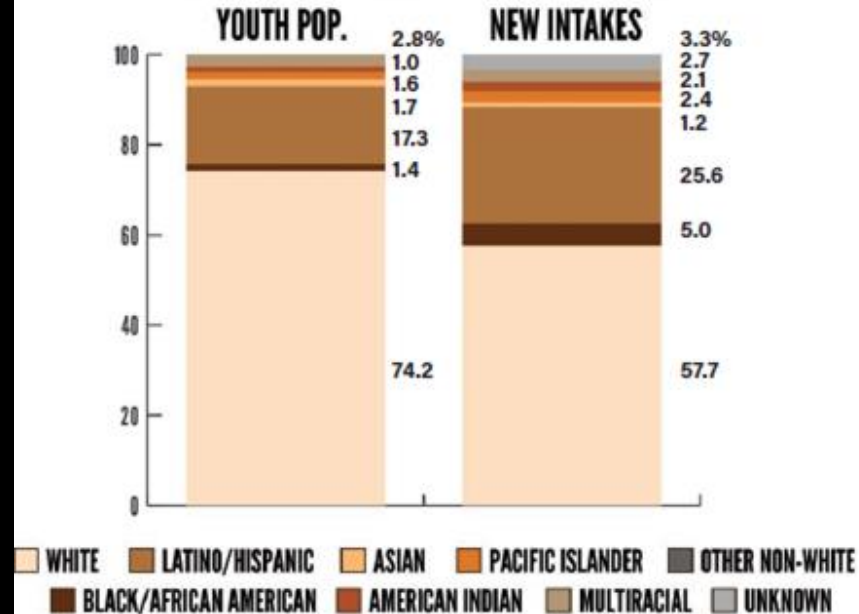
**PUBLIC OPINION**



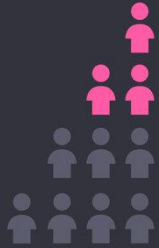
**3** OUT OF **4**

Americans support requiring the juvenile justice system to reduce racial and ethnic disparities in the system.

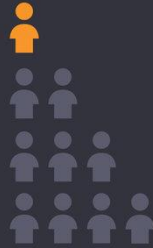
## YOUTH POPULATION VS. INTAKES TO JUVENILE JUSTICE SYSTEM 2019



## Racial Disparities in Mental Health Treatment

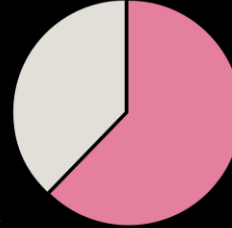


**31%** of white children with mental health problems receive mental health services.



Only **13%** of children from diverse racial and ethnic backgrounds with mental health problems receive mental health services.

**YOUTH OF COLOR**  
make up  
**TWO THIRDS**  
of youth detention



## Racial Disparities in Mental Health Treatment

Groups report feeling that they would have received better mental health care if they were a different race or ethnicity.



**15%**  
African -  
Americans



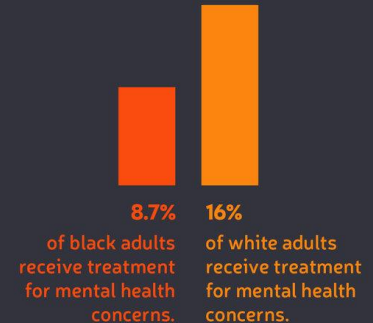
**13%**  
Latinos



**11%**  
Asian-  
Americans

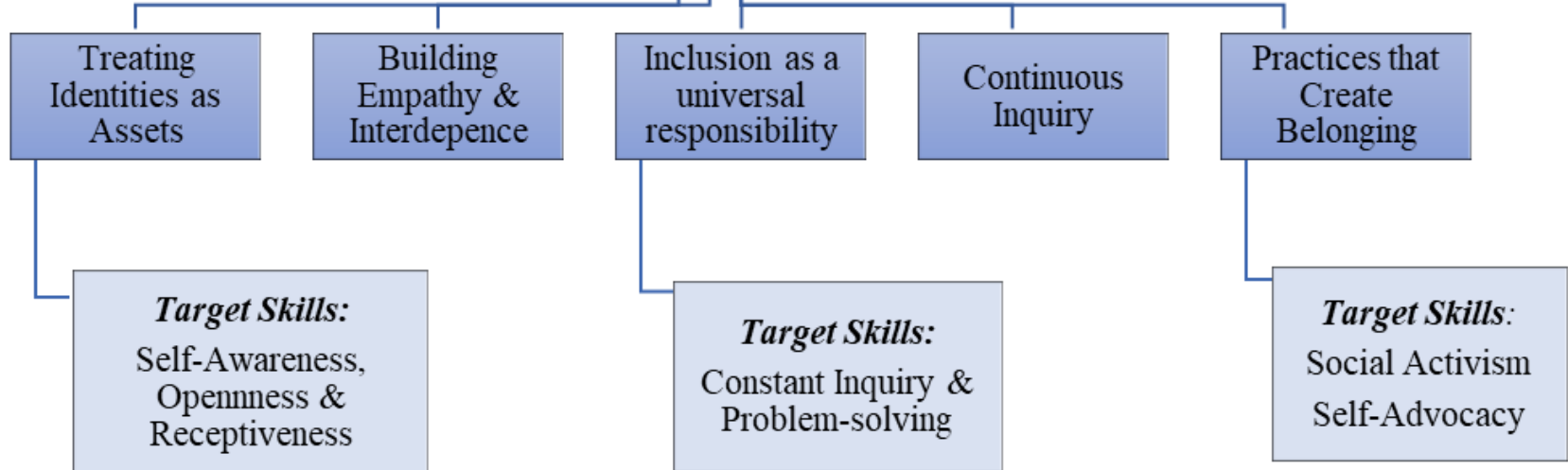
There is nothing “micro” about  
Microaggressions.

## Racial Disparities in Mental Health Treatment



# The Write on Race Intervention

## Engaging Difference Framework: Themes



# Cultural Humility Strategies

Critical Components of the Intervention:

- Guided Journaling
- Self-reflection
- Difficult Dialogue
- Collaboration
- Problem-solving
- Self Assessment
- Group Discussion
- Critical Thinking
- Basic Research Skills



How can you use these strategies in your practice?

***Use these 3 guiding questions as you journal:***

What do you see? (observation) What do you think? (analysis) What do you feel?  
(Emotional reaction).

## **Guided Journal Activity**

**Overarching Themes:** Treating Identities as Assets and Building Empathy & Interdependence

**Target Skills:** Self-Awareness, Receptiveness & Openness

### **Journal Prompt:**

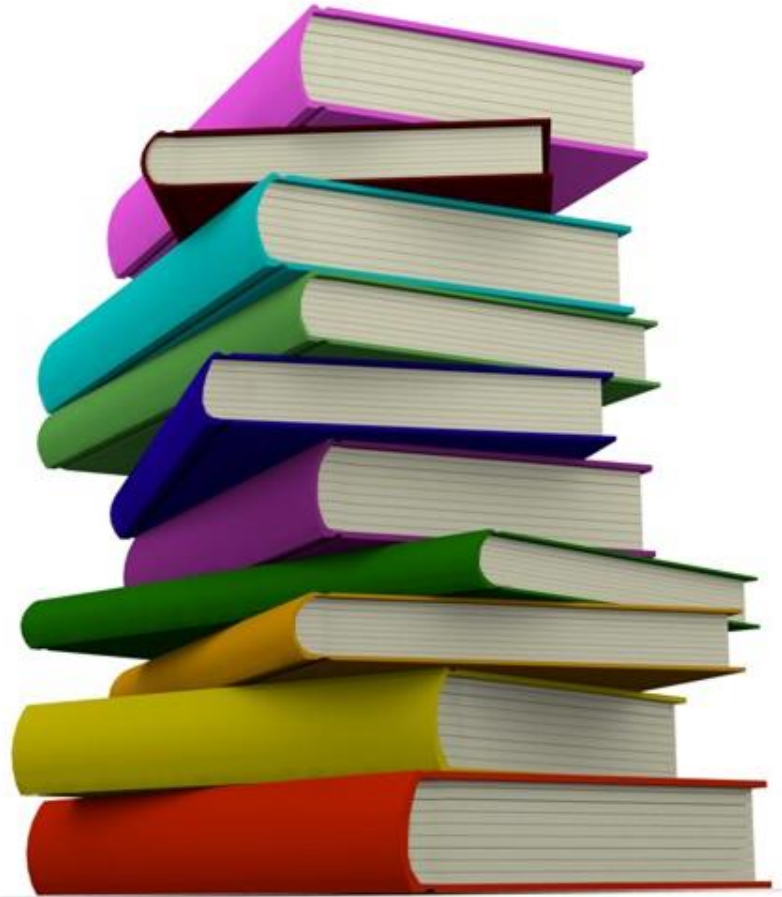
- It is important to be aware of your own identity characteristics, perceptions and biases, especially when involved in a tense situation. Aspects of your identity can include, but are not limited to your race, ethnicity, gender identity, sexuality, affectional preference, class, dis/ability or neurodiversity, geographical and/or national origin, language, familial roles, etc. When part of a person's identity is challenged or threatened, they often respond by reinforcing their allegiance to that part of their identity.
- What are the main parts of your identity? What aspect of your identity is most important to you?

**Think of a time when you have had part of your identity challenged. Describe what happened.**

- How did you respond internally? Externally? How did you respond to the person(s) who challenged you?

# Additional Resources

- Cultural Humility Assessment
- Identity Wheel Activity
- Engaging in Difficult Dialogue:
  - Critical Incident Questionnaire
  - The Five Minute Rule
  - Functional Subgrouping (also called “The Fishbowl Exercise”)
- Bias Self Assessment
- Diversity Toolkit





Questions? Comments? Concerns?



Thank  
You

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