CDC Interview: Dr. Camara Phyllis Jones, MD, MPH, MBA

Institutional, Personally-mediated and Internalized Racism: A Gardner's Tale

Dr. Jones' 3 levels of Racism:

Institutional Racism	Differential Access by race to • Goods • Services • Opportunities Due to acts of Commission (doing) and/or Omission (not doing) that perpetuate the racism	Examples: Differential access to material conditions Quality of health care Cultural appropriateness of care
Personally-Mediated Racism	Differential Assumptions by race about the: • Abilities • Motives • Intents of others That results in different ideas (prejudice) and actions (discrimination) based on those assumptions. Due to act of Commission (doing) and/or Omission (not doing) AND can be either unintentional or intentional. You do not have to be racist to have racist outcomes in your actions.	Examples: Physician disrespect Police brutality Teacher devaluation of students of color Disrespect when shopping Everyday racism that adds to the stress of the stigmatized and directly or indirectly impacts their health outcomes
Internalized Racism	Internalized Acceptance by members of stigmatized groups of the negative messages about their own abilities and intrinsic worth. Accepting the box that they've been put into.	When a person internalizes negative messages it can manifest as hopelessness, helplessness, self devaluation, belief in stereotypes, or just not trying anymore – which can turn into self destructive health behaviors. May believe Blacks don't act a certain way or do a certain thing, e.g. play a certain instrument, do ballet, etc. or that they are not as smart as, or good as Whites, etc.

Questions for Discussion after the Film:

1) Who are the MHSA/Mental Health System Gardener(s)?

3) Who might be considered dwelling/thriving in the Rich Fertile Soil Flower Pots in the MHSA/Mental Health Service Garden?

4) Who are the dwellers of the Poor, Rocky Soil Flower Pots of the MHSA/Mental Health Service Garden?

5) How might racism be operating in the MHSA/Mental Health Service Garden and impacting Consumers/Family member/Stakeholder flowers?

- Institutionally?
- Personally-mediated – via acts of commission (doing) and omission (not doing/ignoring/not taking action) -- whether intentionally or unintentionally?
- Internally?

6) Where do the Gardeners need to look more closely to set things right?

7) Does it appear that the MHSA Gardener(s) prefer one flower over another – intentionally or unintentionally?

8) Besides documenting racial disparities through evaluation, what question must the MHSA/Mental Health System Gardeners ask and commit to answering?

9) Is racism happening in the MHSA/Mental Health system Garden?

10) What has been the historical insults to the various flowers in the MHSA/Mental Health Garden?

11) What are the mechanisms taking place that keep that institutional racism operating in the MHSA/Mental Health Service system.

12) How might the MHSA/Mental Health System Gardener(s) be supporting notions of biological determinism?

13) How can we be brave and vocal about fighting racism on all levels

14) Does the MHSA/Mental Health System Gardeners have a true commitment to equity and to make things right in the MHSA Gardens?

15) What can we do as a Committee to help MHSOAC Commissioners eliminate Institutional Racism?