Racism and Your Health

Justin T. Gibson, PhD
Staff Psychologist
Student Health & Counseling Services
University of California, San Francisco
Two Locations

- Parnassus Clinic
  Millberry Union West
  Level P8, Room 005

- Mission Bay Clinic
  William J. Rutter Center
  3rd Floor, Rm 330

http://studenthealth.ucsf.edu/
The Student Health & Counseling Services *Hump Day Diversity Series* focuses on developing students' cultural humility and cross-cultural communication skills, enhancing self-awareness, and celebrating diversity. @ Parnassus, HSW 301

### February 7: Racism & Your Health

Structural, institutional, and interpersonal racism can have a profound impact on our health, particularly to more marginalized and dis-empowered communities. This workshop will cover the physical and emotional health impacts of both racism and our efforts to confront it. Topics will include strategies for coping and preventing burnout that can occur as a result of racial and historical trauma and stereotype threat, particularly for those engaged in social justice activism.

For more info or to RSVP, visit racismandhealthwinter2018.eventbrite.com

### February 14: Unpacking Microaggressions

Join this interactive conversation about how microaggressions impact marginalized communities and the relevance to your professional work. Explore how to recognize your own biases and gain tools to navigate difficult dialogues. Sign-up limited to 50 students to allow for more interactive dialogue.

Presenters: Alexandra Thurston, PsyD, and Lindsey Brooks, PhD – Psychologists

For more info or to RSVP, visit microaggressionswinter2018.eventbrite.com

### February 21: Developing an Intersectional Lens of Social Identities

Join us for this diversity dialogue exploring the theory of intersectionality, how it relates to power and privilege, how important it is for us all to understand and how greater understanding of this theory can help us better navigate our everyday lives, social interactions, advocacy, and allyship.

Presenters: Justin T. Gibson, PhD, Psychologist LaMisha Hill, PhD, Director of Multicultural Resource Center

For more info or to RSVP, visit intersectionalitywinter2018.eventbrite.com
A Note on Sensitivity

• You, or someone close to you may be struggling with some of the topics I’m going to be focusing on today.

• Be gentle and respectful with comments and humor.

• Be discrete about examples; refrain from using other students’ names.
A few words on comfort ...
A few words on comfort continued ...

Where the magic happens ...

Your Comfort Zone
Creating a Safe Space

• Listen actively -- respect others when they are talking.

• Speak from your own experience instead of generalizing ("I" instead of "they," "we," and "you").

• Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks -- focus on ideas.

• Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.

• Instead of invalidating somebody else's story with your own spin on her or his experience, share your own story and experience.

• The goal is not to agree -- it is to gain a deeper understanding.

• Be conscious of body language and nonverbal responses -- they can be as disrespectful as words.
Decoded: 5 things
Let’s dialogue about it
Critical Race Theory

Guiding Principles:

- The intercentricity of race and racism.
- The challenge to dominant ideology.
- The commitment to social justice.
- **The centrality of experiential knowledge.**
- The interdisciplinary perspective.

Empirical evidence demonstrates that racism raises the risk of many emotional and physical problems.
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<tr>
<th>Category</th>
<th>Study</th>
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From an academic and scholarly perspective, we understand how racism affects “others” (our patients, our communities, etc.) ...but what about you personally?
Racial Battlefield Fatigue (RBF)

- Theory attributed to the psychological attrition that People of Color experience from the daily battle of deflecting racialized insults, stereotypes, and discrimination.

- RBF is the cumulative effect of being "on guard" and having to finesse responses to insults, both subtle and covert.

- In academia, we discuss having an "arsenal of responses" to protect ourselves. This arsenal is deployed as tools of self-protection from racial microaggressions and racialized aggression.

Managing RBF
What you can do...

• Prioritize self-care
• Find or create affirming spaces
• Seek empowerment as you define it
• Become okay with “picking your battles”
• Talk to someone (friend, family, mentor, spiritual advisor, professional counselor, etc.)
• Actively seek out beauty/and titrate ugly
• Take time to focus on that for which you are grateful
Sustainable Activism

• Self Care and Boundary Setting

• Managing Burnout

• Maintaining Hope

• Building Community

• Exercising (Earned) Privilege
I have the Right:

- to be treated with respect
- to say “NO” without feeling guilty
- to make a mistake
- to ask for what you want and need
- to express your feelings and opinions
- to change your mind
- to feel good about yourself no matter what others say
- to act in your own best interest as long as you do not violate others’ in the process
As a professional student and future health care/science professional, how is racism affecting YOU and what can you do about it?
Your Balance Journey...
1. Begin your balance journey by figuring out what your values and priorities are.

- Say "no" to those things that move you further away from your values and priorities and "yes" to those things that are in alignment with your values.

- Personal and Professional Goals are your scaffold

- Define quality of life for yourself.
2. Identify your balance "blockers".

Things that we either think or do that stands in the way of achieving balance. Some examples of blockers are:

- Living *exclusively* for the expectations of others at school, work, and at home
- Consistently putting the needs of others before your own
- Fear of change
- Hung up on appearances
- Perfectionism

- Less guilt, more compassion.
- Recharge.
- Unplug.
- Get physical.
- Remind yourself of past accomplishments.
4. Create "non-negotiable" time blocks in your schedule at least 2 times per week.

- Non-negotiable time is personal time that you set aside for yourself that you absolutely cannot and will not reschedule, cancel or postpone...it's simply non-negotiable.

- Devote at least 30 minutes to these time blocks.

- Use the time for anything **NON-school, NON-extracurricular activity** related. This time is allocated so you can focus on you.
5. Ask for or seek help.

- You need someone(s) to talk to.

- Comparing yourself to others is normal, but can be destructive if it’s your only gauge of success.

- Change is hard to achieve alone.

- Consider meeting with a professional for support.
6. Create a Vision.

- Having a vision of what you want to accomplish is a powerful tool to help you achieve any goal.

- Write down your vision of a more balanced and fulfilling lifestyle.

- In creating your vision consider:
  - If your life was more balanced than it is today...what would you have time to do?
  - What would you no longer do?
  - How would your career improve?
  - What impact would a more balanced life have on your relationships, your quality of life, and those your serve?
Cope...
Short-Term Coping Strategies

• **Escape**
  – Getting away from it all
  – Take a break from social media

• **Rest**
  – Having no goals or timelines
  – Relaxation

• **Play**
  – Activities that make you laugh, lighten your spirits, encourage creativity and wonder
ABC’s of Self-Care

• Awareness
  – Understanding your responses
  – Affirmation and acknowledgment
  – Validation
  – Naming our experiences

• Balance
  – Work-life balance
  – Balancing demanding work with less challenging work
  – Create internal boundaries – mirror vs. sponge

• Connection
  – Social connection
  – Finding community
  – Create space for dialogue
  – Stay connected with what makes your life meaningful
## Commitment to Self-Care

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<thead>
<tr>
<th>Activities</th>
<th>Goal</th>
<th>When, Where &amp; How Often?</th>
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<tbody>
<tr>
<td>Diet/Nutrition</td>
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<td>Rest/Sleep</td>
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<td>Physical Activity</td>
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<td>Relaxation</td>
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<td>Time with (Partner, Friend, Family)</td>
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<tr>
<td>Play/Fun</td>
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Mindfulness Exercise
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<th>Resource</th>
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<tbody>
<tr>
<td>Student Health &amp; Counseling</td>
<td>476-1281</td>
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<td>Student Disability Services</td>
<td>476-6595</td>
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<td>First Gen Support Services</td>
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<td>Learning Resource Services</td>
<td>502-0319</td>
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<td>Multicultural Resource Center</td>
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<td>LGBT Resource Center</td>
<td>476-7700</td>
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<td>Your Peers</td>
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<td>Faculty/Mentors</td>
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<tr>
<td>Veteran Support Services</td>
<td>502-1484</td>
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For Additional Support

• Student Health & Counseling Services (SHCS)
  – 415-476-1281
  – Mission Bay: Rutter Building, 3rd floor
  – Parnassus: Millberry Union, P8

• Student Health Outreach Calendar:
  – http://studenthealth.ucsf.edu/calendar
Thank you for listening