



# AACDP Town Hall

Psychiatric Leadership Addressing the  
Impact of Structural Racism  
on Workforce Development

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**I am past President of the American Psychiatric Association, but *the opinions expressed in my presentation are my own and do not reflect the views or policies of the APA.***

**I have no financial disclosures or conflicts of interest to report regarding the content in this presentation.**



**"It always seems impossible  
until it's done."**

**- Nelson Mandela**

# Why we are here

.....virtual meeting/dialogue on current racial concerns/Black Lives Matter....

.....may listen with an ear of what they could/should change in their Departments, how to engage more faculty/residents with diverse backgrounds, and how to dialogue with others on this important topic....

# Key messages to address the challenges of today (aka 'structural racism')

- Racism exists
- Racism is a system
- Racism saps strength of the whole society
- We can act to dismantle racism

*As of 10/2/2020- 25 states have at least one jurisdiction that has identified Racism as a public health issue*

# How racism operates

- Structures- who, what, when, and where
- Policies- written how
- Practices/norms- unwritten how
- Values - why

*"Healers are called to heal. When the fabric of communities upon which health depends is torn, then healers are called to mend it. The moral law within insists so. Improving the social determinants of health will be brought at last to a boil only by the heat of the moral determinants of health." Donald Berwick*

*"Changing minds is not activism. An activist produces power and policy change, not mental change. If a person has no record of power or policy change, then that person is not an activist." Ibram X. Kendi*



*“Actually, we’re just getting started.”*



# *AADPRT and Diversity*

**President's Column**

**Spring 2018**

**Diversity, Health Inequity, Health Care  
Disparities and Psychiatric Training**

**Mental Health:  
A Report of the  
Surgeon General**



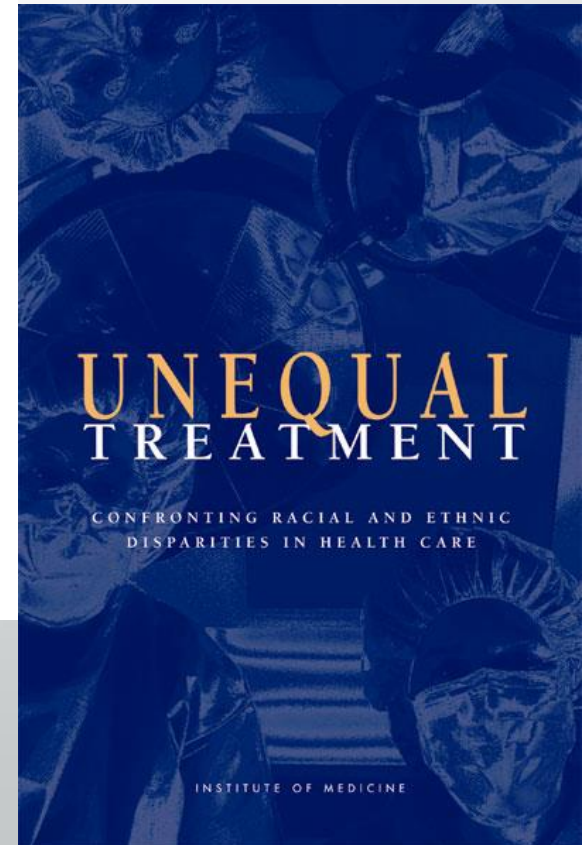
Department of Health and Human Services

# Understanding what we need to do for our patients

## MENTAL HEALTH: CULTURE, RACE, AND ETHNICITY

A SUPPLEMENT TO  
MENTAL HEALTH: A REPORT OF THE SURGEON GENERAL

DEPARTMENT OF HEALTH AND HUMAN SERVICES  
U.S. Public Health Service





# Diversity and Racism

- **Cultural competency curriculum** – [www.psychiatry.org](http://www.psychiatry.org)
- **Racism and Black Mental Health CME - Now Live on APA Learning Center (Free)**

Prepares contemporary psychiatrists to practice with an anti-racism framework. Competency provided through exploration of historical facts underscoring contemporary issues affecting African-American patients at the point of mental health care. Includes discussion of effective interventions for addressing the institutional, interpersonal, and internal manifestations of racism.

<https://education.psychiatry.org/Users/ProductDetails.aspx?ActivityID=7410>



CREATE A STEM PIPELINE



RECRUITMENT,  
ADMISSION AND  
RETENTION STRATEGIES  
(MEDICAL SCHOOL)



RECRUITMENT,  
ADMISSION AND  
RETENTION STRATEGIES  
(RESIDENCY AND  
FELLOWSHIP)



FACULTY DEVELOPMENT  
STRATEGIES (CLINICAL,  
ACADEMIC AND RESEARCH  
SETTINGS)



LIFELONG LEARNING (NOT  
A 'ONE AND DONE' ISSUE)

# Actions

# Diversity and the future of psychiatry

	1	2	3	4	5	6	7	8	9	TOTAL
REALISTS	2	0	1	4	2	1	0	6	2	0
IDEALISTS	0	0	0	0	0	0	0	0	0	1

D. FRADON

**IF YOU THINK YOU'RE TOO  
SMALL TO MAKE A DIFFERENCE,  
YOU HAVEN'T SPENT A NIGHT  
WITH A MOSQUITO.**

**- AFRICAN PROVERB**



Have the  
Courage to  
Challenge the  
Process!



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