

Naming Racism and Moving to Action

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Big Ideas Plenary Speaker

“Why Diversity Matters for Addiction Treatment and Prevention”

ASAM Virtual 2021

American Society of Addiction Medicine

Via StreamYard from Atlanta, Georgia

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**I have no financial conflicts of interest
to disclose**

Key messages

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Racism exists

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Racism is a system

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Racism saps the strength of the whole society

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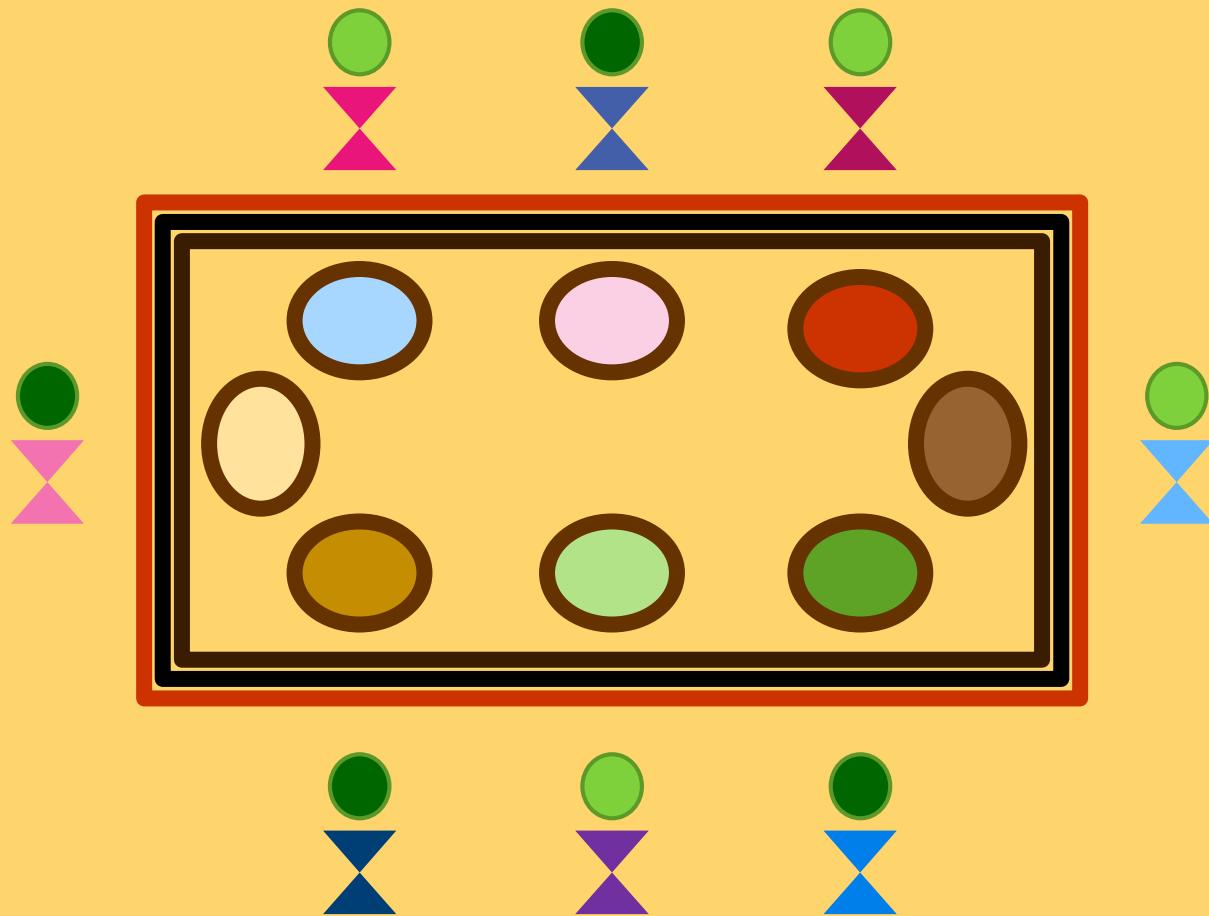
Racism is a system

Racism saps the strength of the whole society

We can act to dismantle racism

Dual Reality: A restaurant saga





I looked up and noticed a sign . . .

OPEN





CLOSED

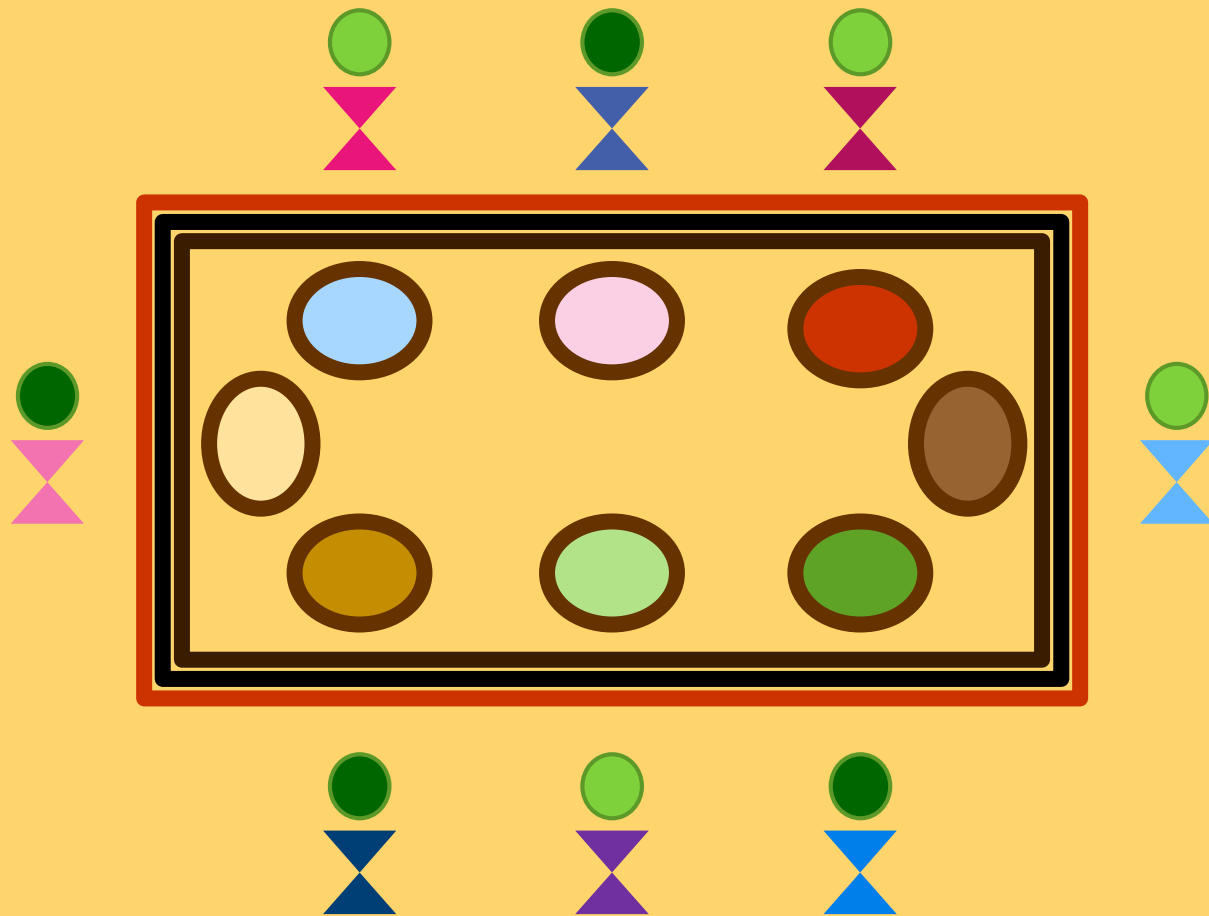


Racism structures “Open/Closed”
signs in our society.



It is difficult
to recognize
a system of inequity
that privileges us.

Those on the outside
are very aware of the
two-sided nature
of the sign.



Is there really a two-sided sign?

Hard to know, when only see “Open”.
A privilege not to HAVE to know.
Once DO know, can choose to act.

What is racism?

A system

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What is racism?

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources

Levels of Racism

- ❑ Institutionalized
- ❑ Personally-mediated
- ❑ Internalized

Institutionalized racism

- ❑ Differential access to the goods, services, and opportunities of society, by “race”
- ❑ Examples
 - Housing, education, employment, income
 - Medical facilities
 - Clean environment
 - Information, resources, voice
- ❑ Explains the association between social class and “race”

Personally-mediated racism

- ❑ Differential assumptions about the abilities, motives, and intents of others, by “race”
- ❑ Differential actions based on those assumptions
- ❑ Prejudice and discrimination
- ❑ Examples
 - Police brutality
 - Physician disrespect
 - Shopkeeper vigilance
 - Waiter indifference
 - Teacher devaluation

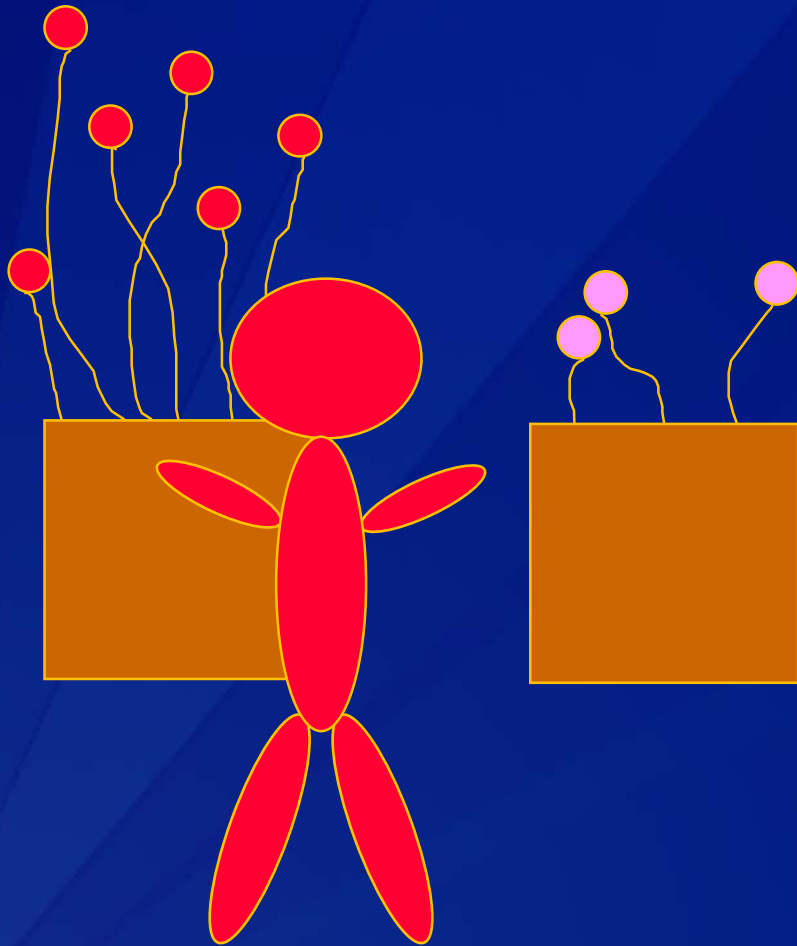
Internalized racism

- ❑ Acceptance by the stigmatized “races” of negative messages about our own abilities and intrinsic worth
- ❑ Examples
 - Self-devaluation
 - “White man’s ice is colder” syndrome
 - Resignation, helplessness, hopelessness
- ❑ Accepting limitations to our full humanity

Levels of Racism: A Gardener's Tale

Jones CP. Levels of Racism: A Theoretic Framework and a Gardener's Tale. *Am J Public Health* 2000;90(8):1212-1215.

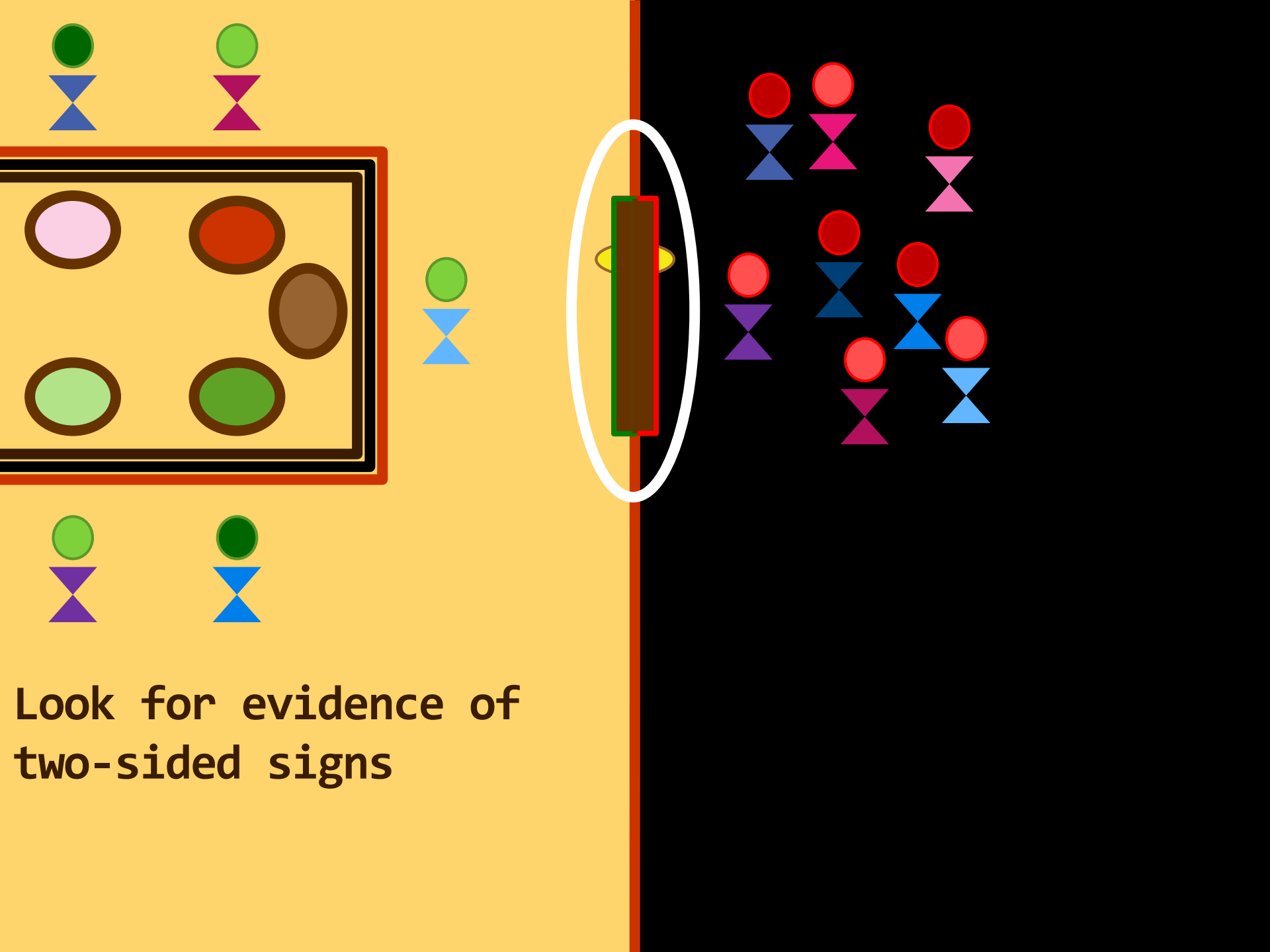
Who is the gardener?



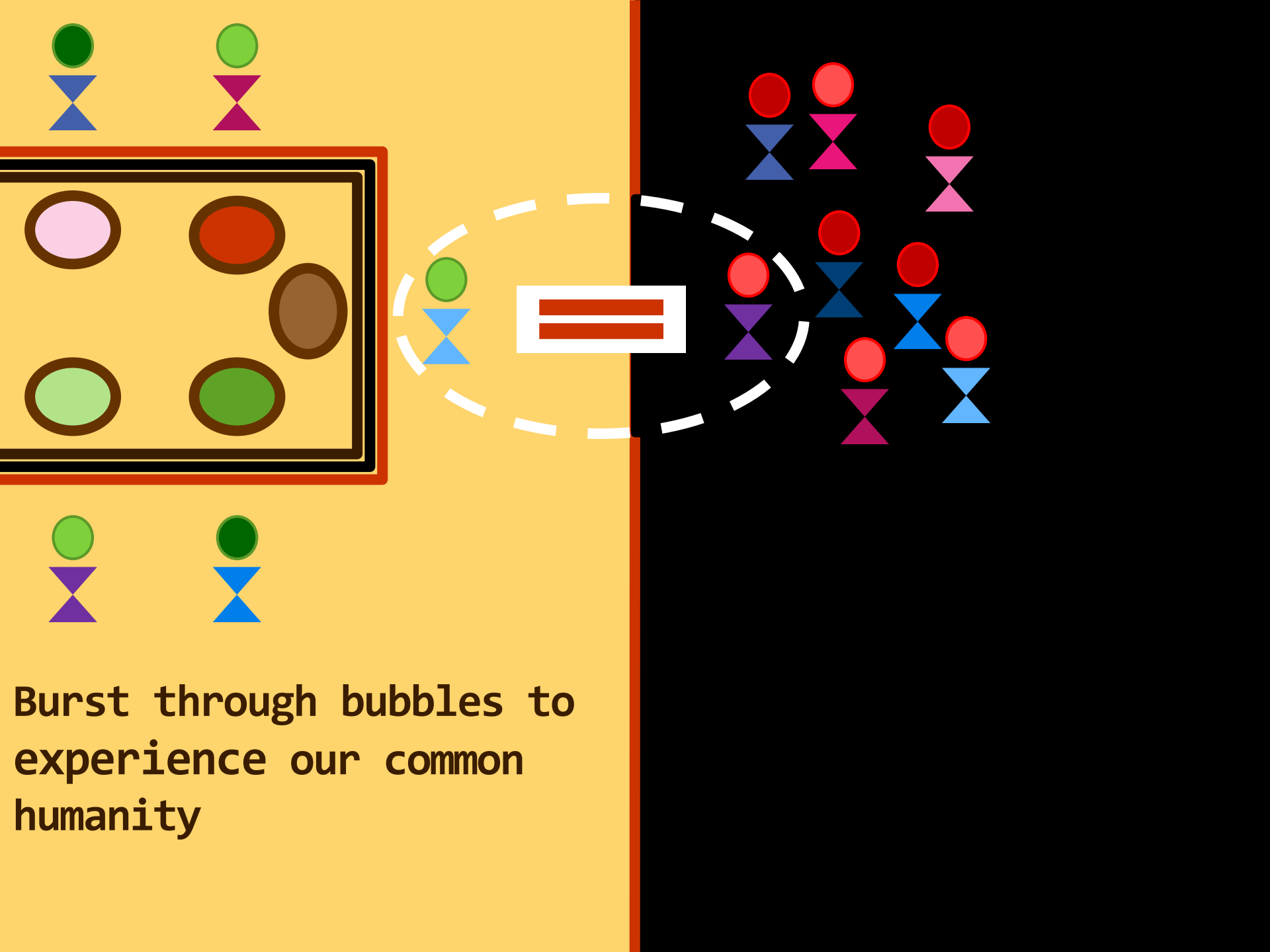
- Power to decide
 - Power to act
 - Control of resources
- **Dangerous when**
- Allied with one group
 - Not concerned with equity



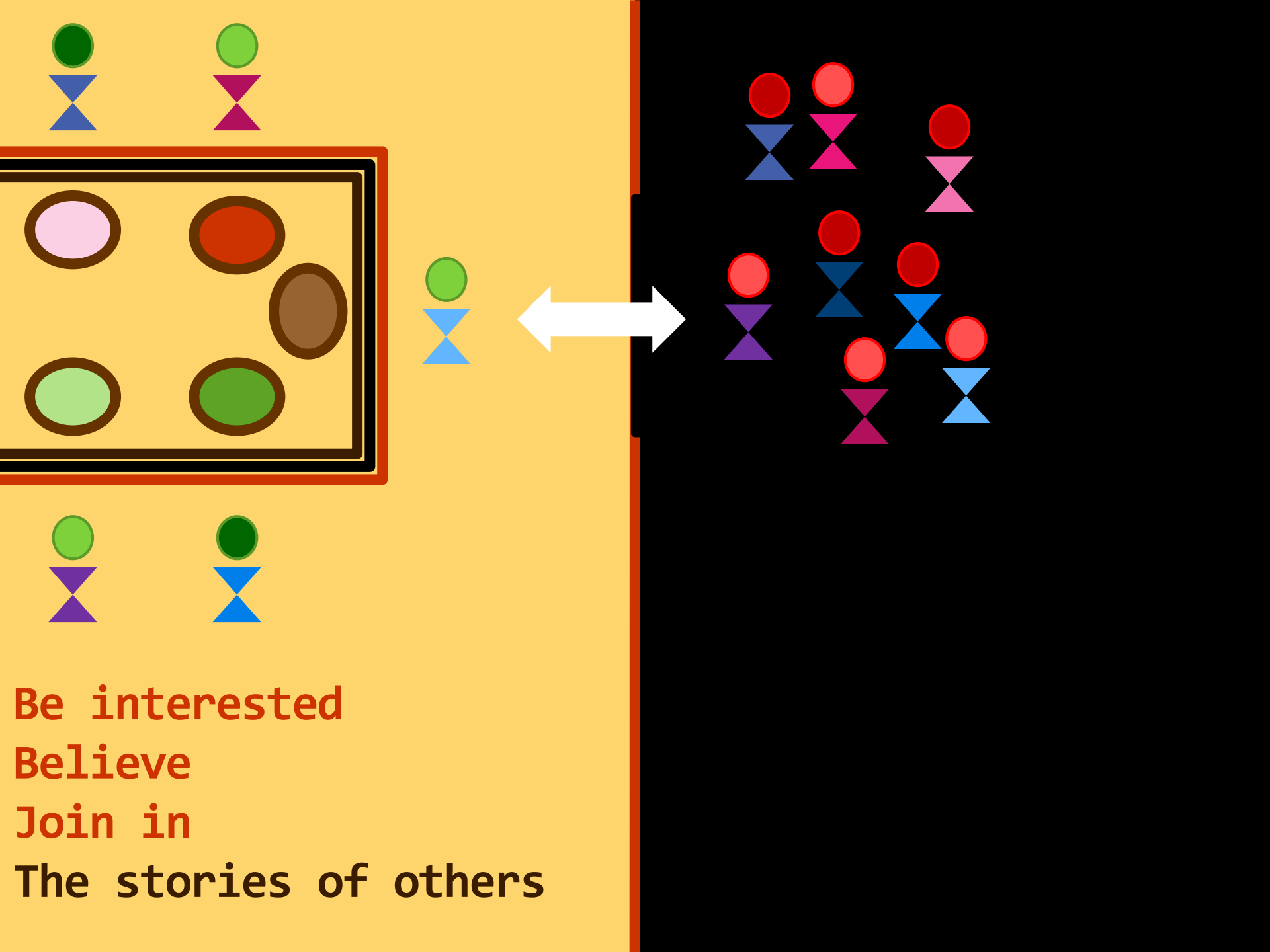
What can we do
today?



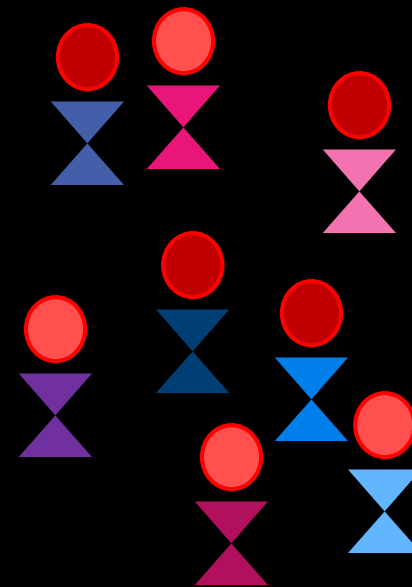
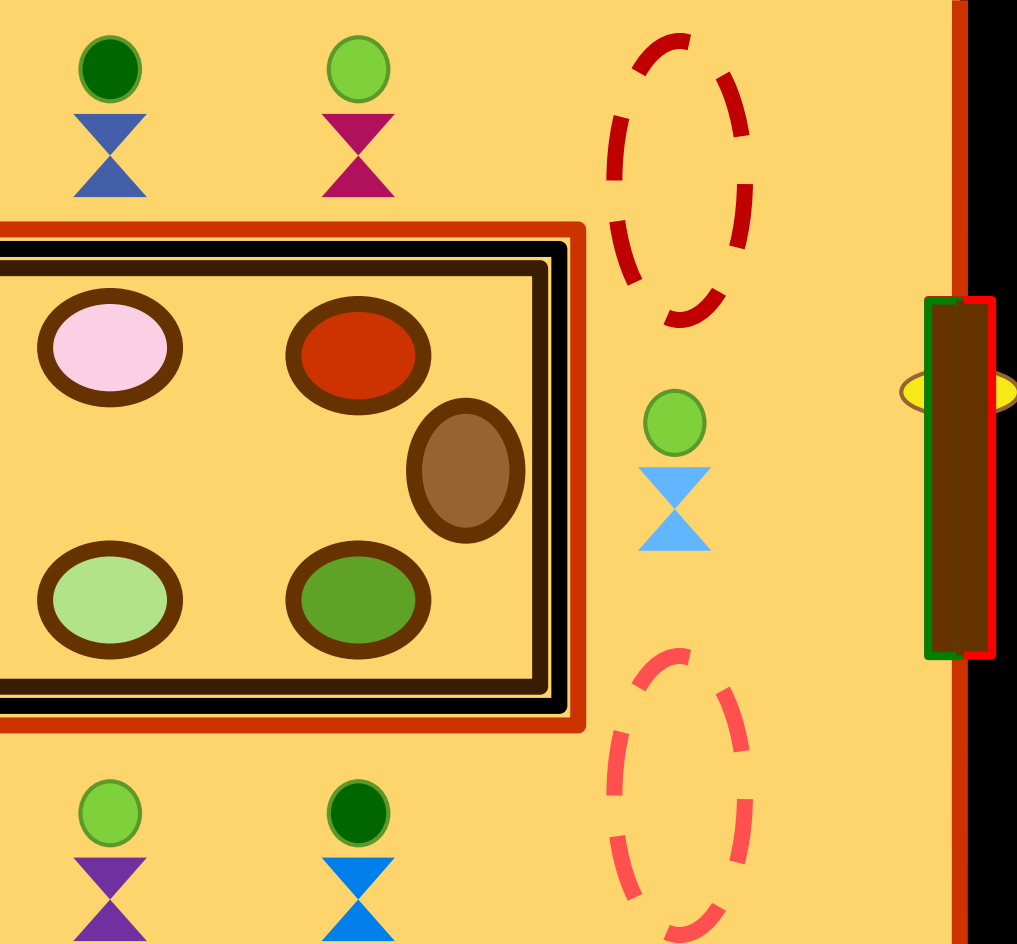
Look for evidence of
two-sided signs



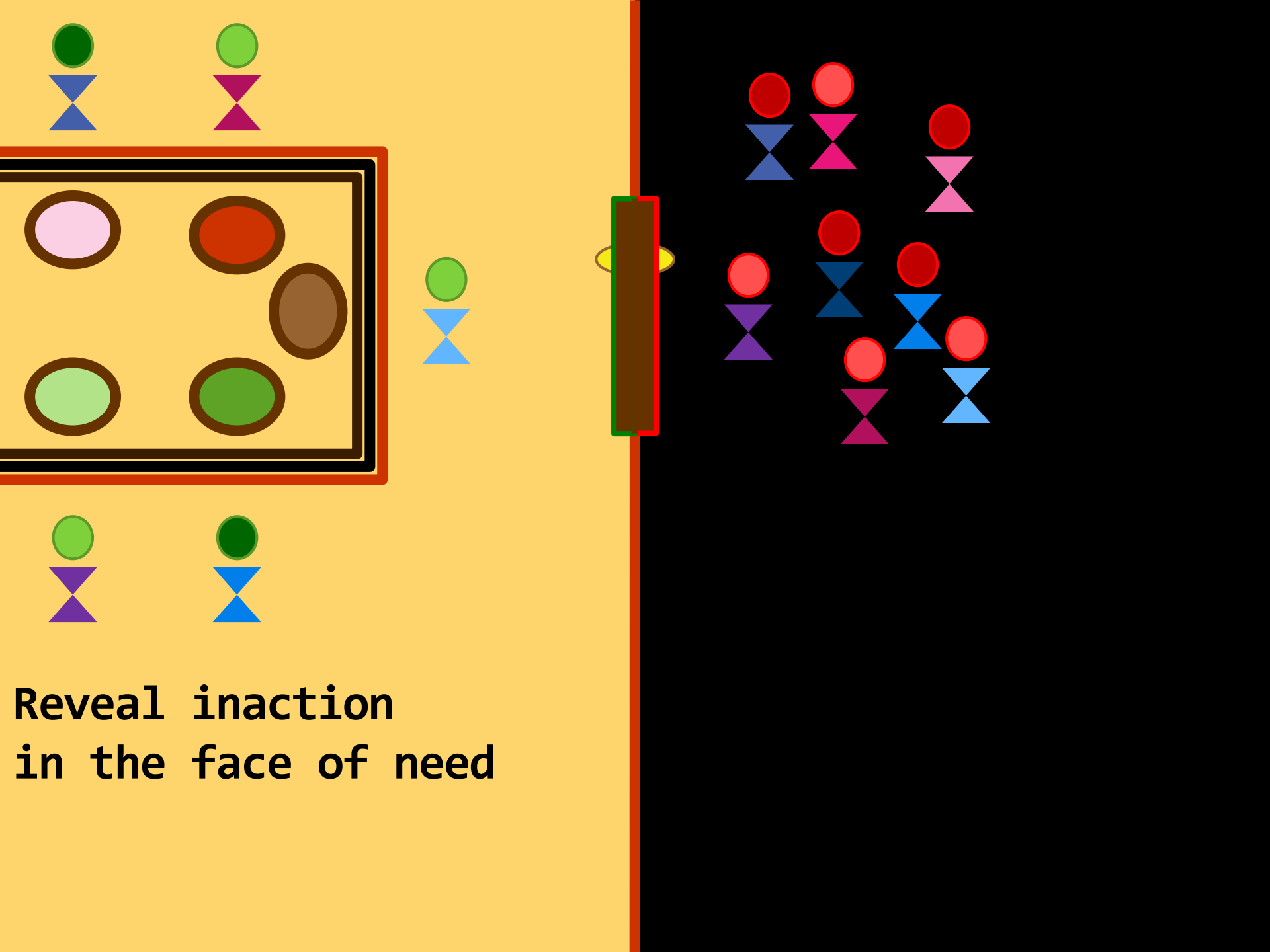
Burst through bubbles to
experience our common
humanity



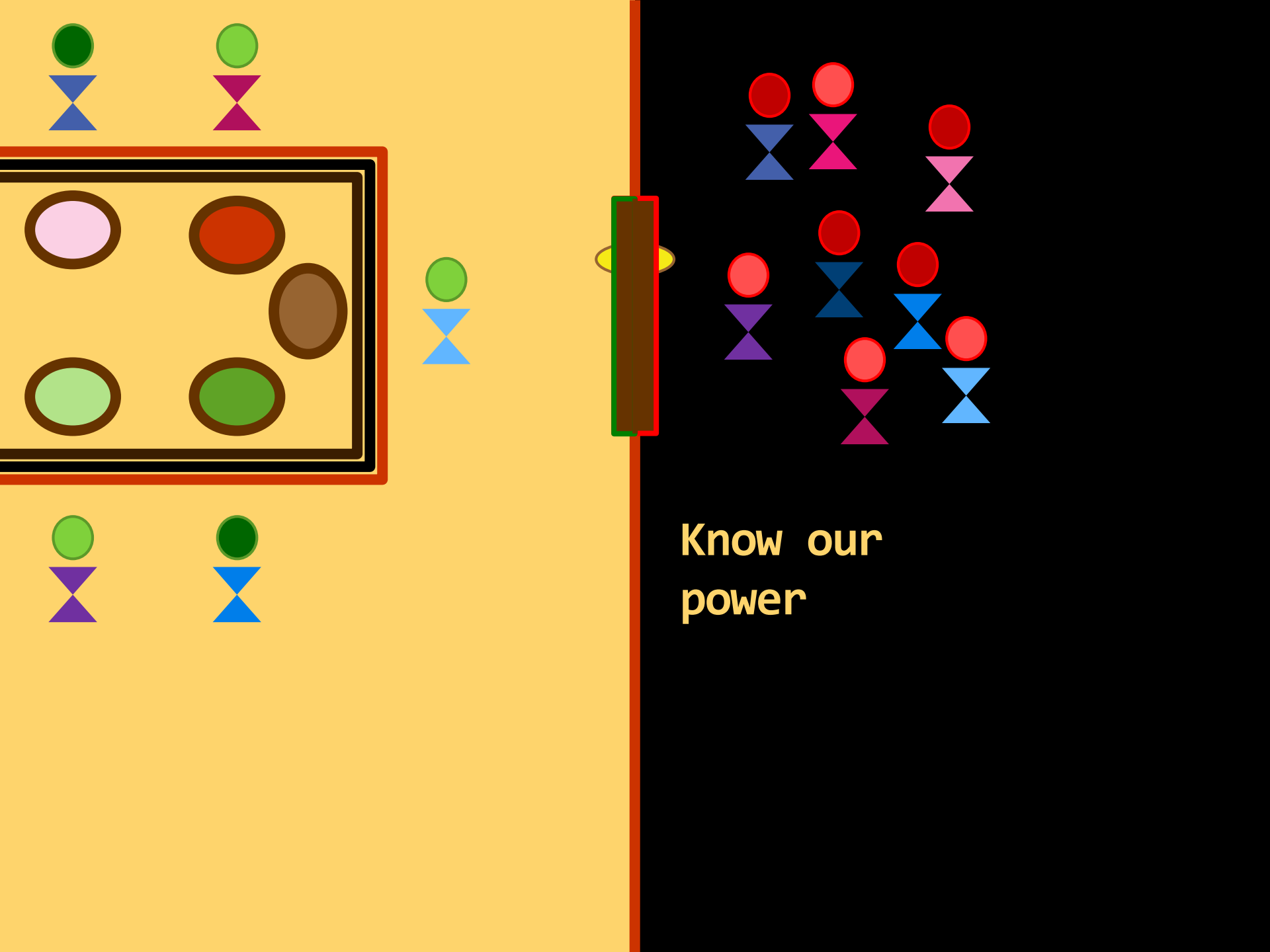
Be interested
Believe
Join in
The stories of others



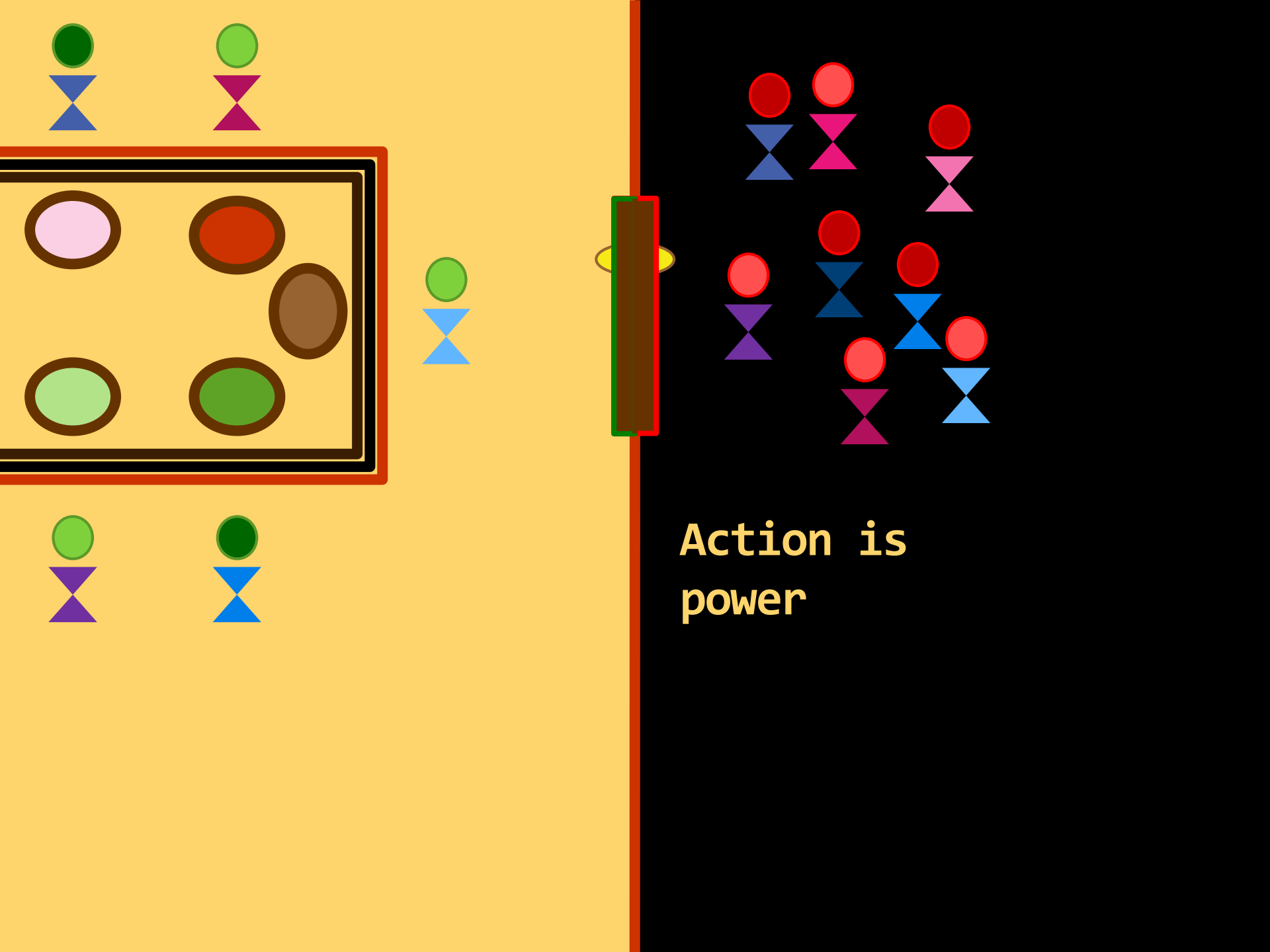
See “the absence of”



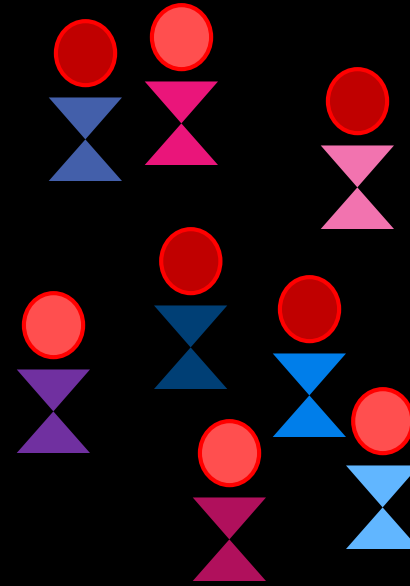
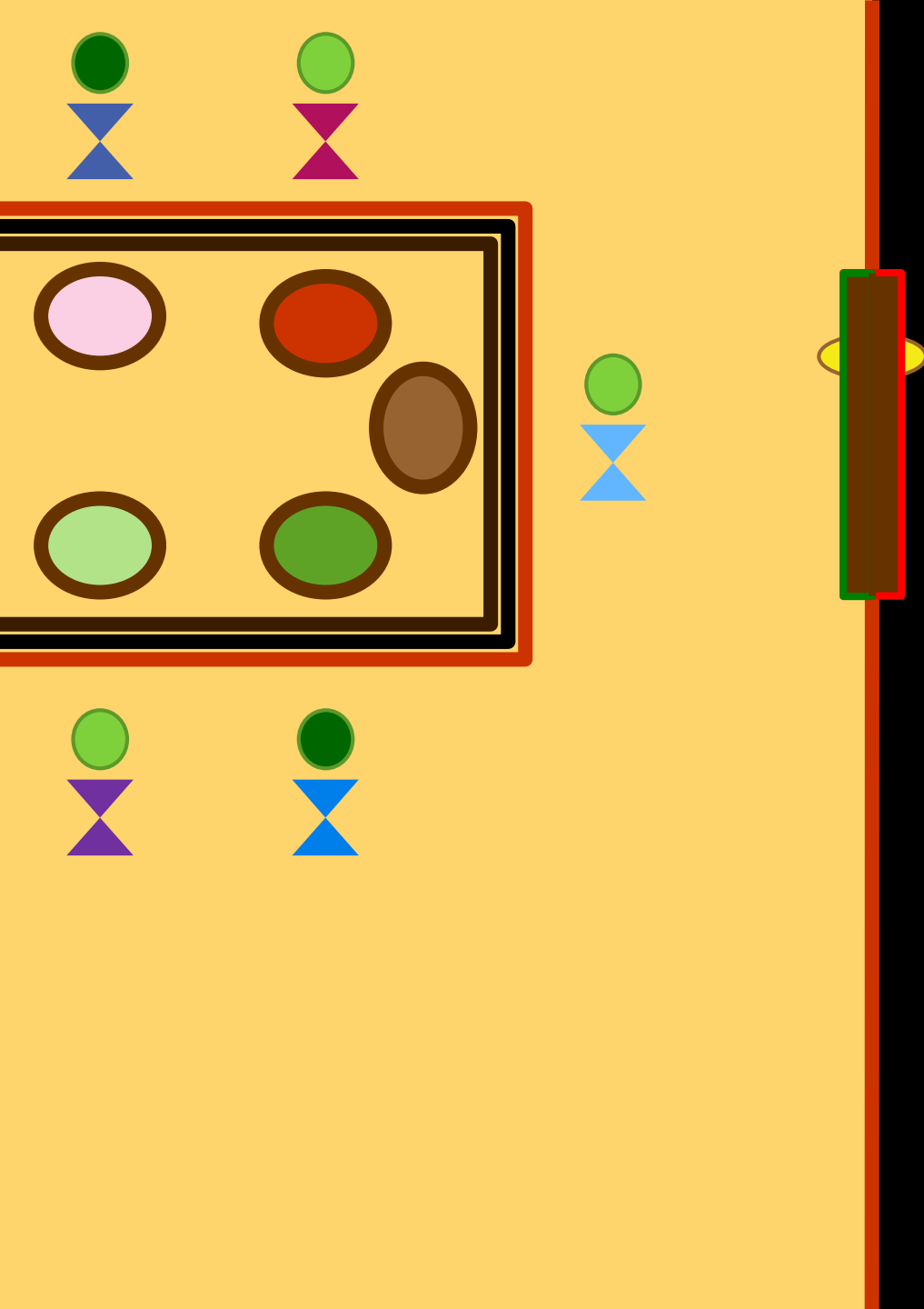
Reveal inaction
in the face of need



Know our
power



Action is
power



Collective action is
power

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ASAM Public Policy Statement

Advancing Racial Justice in Addiction Medicine

- ❑ Adopted February 25, 2021
- ❑ Seven recommendations:
 - Addiction medicine professionals should examine their own motivations, biases, and practices
 - Addiction medicine professionals must lead medical practices and treatment programs that acknowledge and respond to patients' experiences of racism
 - Addiction medicine professionals should develop proficiency in, practice, and demonstrate leadership in trauma-informed care as well as structural competency

ASAM Public Policy Statement

Advancing Racial Justice in Addiction Medicine

□ Seven recommendations:

- Providers of addiction medicine training in medical school, residency, fellowship and continuing medical education (CME) programs should review their curricula to identify gaps related to trauma-informed care, structural competency, and racial understanding
- Addiction medicine professionals should advocate for policies that lead to a more diverse addiction treatment workforce and should seek opportunities to mentor BIPOC clinicians into the field
- Addiction medicine professionals should advocate for policies that ensure BIPOC at risk of, or with, addiction have equitable access to evidence-based prevention, early intervention, treatment, and harm reduction services

ASAM Public Policy Statement Advancing Racial Justice in Addiction Medicine

□ Seven recommendations:

- Addiction-related research should strive to include an equitable representation of BIPOC researchers and participants in study design, implementation, and dissemination of results

ASAM Public Policy Statement Advancing Racial Justice in Addiction Medicine

- ❑ ***Title:*** Does not include the word “racism”
- ❑ ***Second sentence:*** “Racism disproportionately shapes the environment and life experiences of Black, Hispanic/Latinx, Asian, Pacific Islander, Native American, and other racially oppressed and disenfranchised people”
- ❑ ***Second sentence:*** “...collectively referred to as Black, Indigenous, People of Color (BIPOC)”
- ❑ ***Throughout:*** “...white people”