



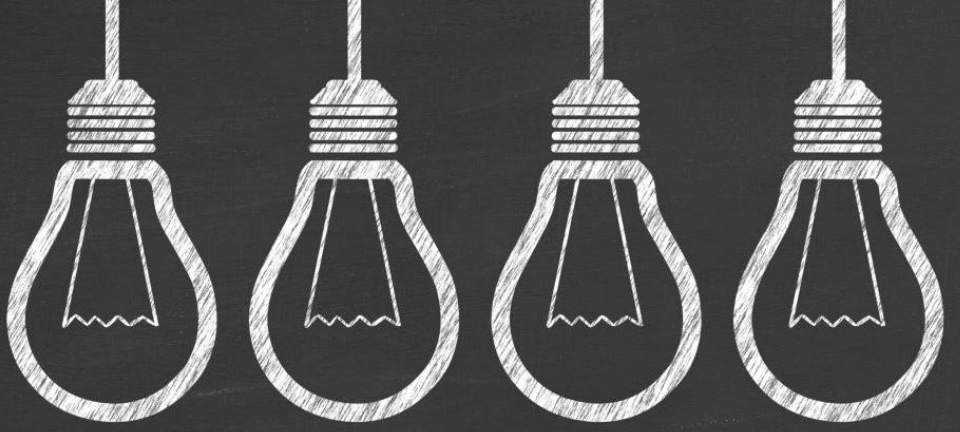
R.E.S.P.E.C.T: Find Out What It Mean's To Me! Culture is Home and DEI Strategies for Gambling Wellness, Prevention, and Treatment

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For the

Maryland Center of Excellence on Problem Gambling

March 10, 2023



Objectives

- Identify differences between cultural competency and cultural humility
- Learn 3 Diversity/Equity/Inclusion/Belonging strategies for consideration in gambling wellness, treatment, and prevention
- Consider creative “outside the box” strategies for practitioner empowerment of DEI efforts

RESPECT...find
out what it
means to me...

[https://youtu.be/A134hShx
gw](https://youtu.be/A134hShxgw)

RESPECT
EXISTENCE
OR
EXPECT
RESISTANCE



Cultural Competency

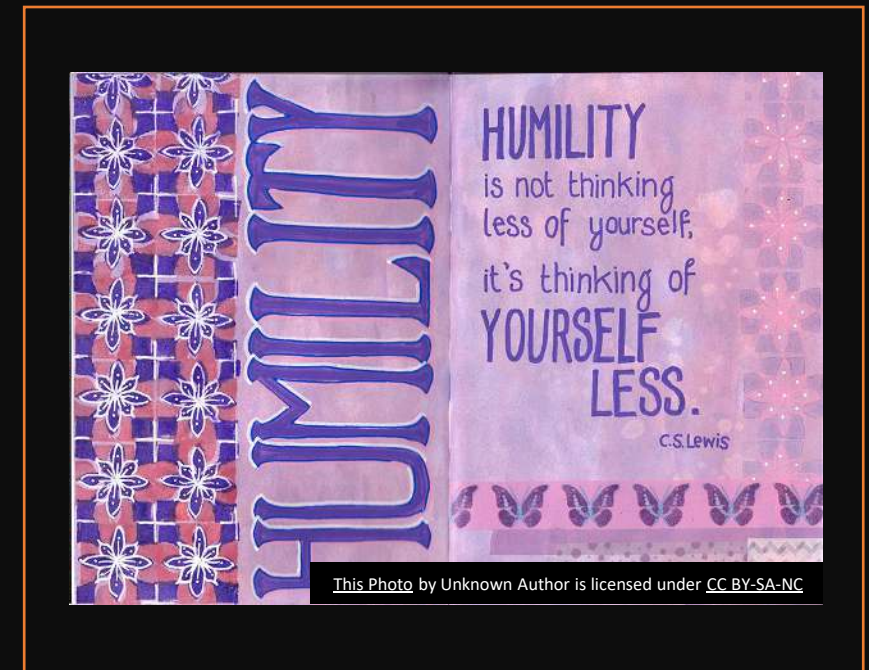
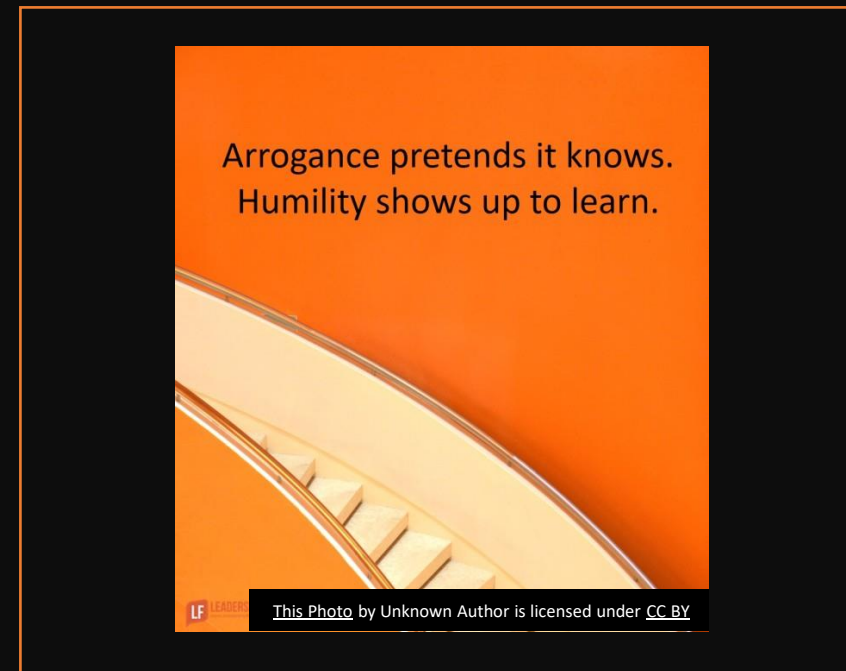
- Ability to sensitively interact and work with persons from a cultural background that is different than your own. “Cultural competence includes cultural awareness, sensitivity, knowledge, and skill” (Cai, p. 272)
- Example: I recognize that my Korean client family does not assert their needs before the group—using an intervention encouraging her to practice assertive training skills could be in opposition than the individualism practiced in European cultures.
- Example: My African-American male with gambling addiction talks about the social injustices in his workplace. I demonstrate respect, sensitivity, and cultural awareness even if I do not understand because I’ve never had that challenge as a European-American.

experience
knowledge
ability
attitude
behavior
competence

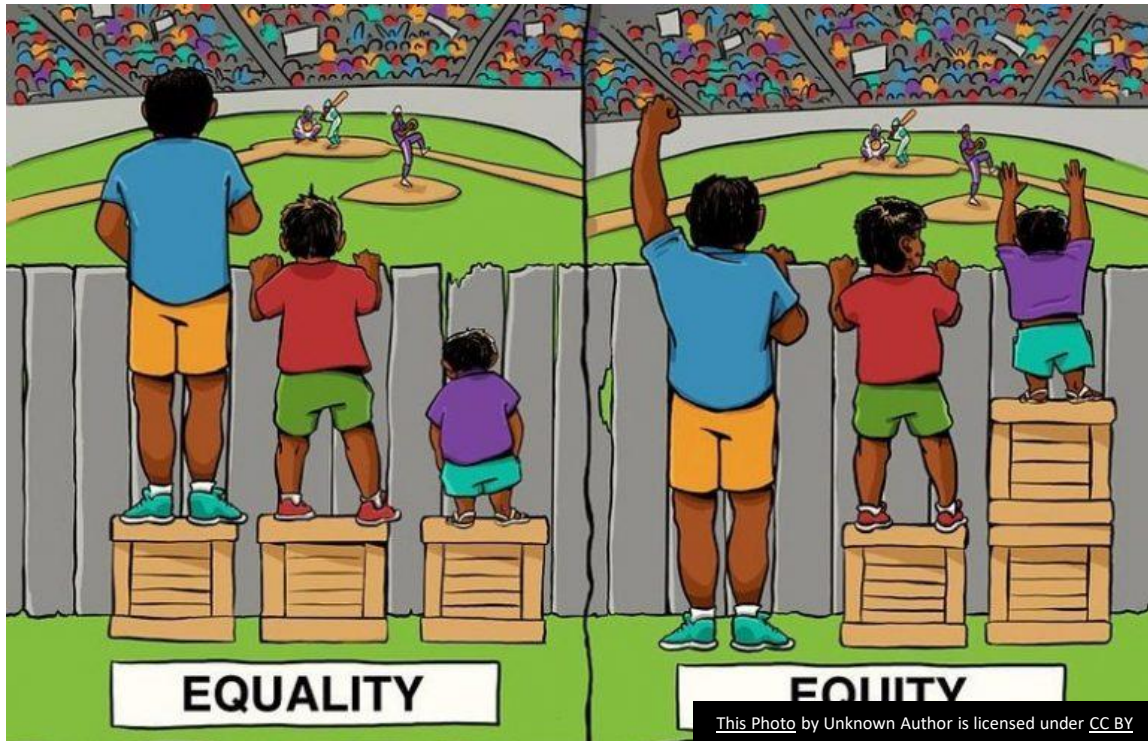
Cultural Humility

(Foronda et al., 2016)

- Process used in every interaction with every person marked by “openness, self-awareness, being egoless, and incorporating self-reflection and critique after willingly interacting with diverse persons (p. 213).
- Process requires persons to be aware of **power dynamics** or imbalances that contribute to a situation.
- Requires an awareness of values and structural factors affecting people and how these values/factors impact how they navigate/experience their environment (Fisher-Borne, Cain, & Martin, 2015)
- Constantly reflecting on one’s own culture/active listening to needs and experiences of those being served in the community.
- Source: A Comprehensive Culturally Responsive Glossary: Concepts to Increase Awareness Towards Health Equity PTTC Network Building Health Equity & Social Justice Working Group, September 2021



Quick primer---DEI




YOU
Belong
Here

Does your
Prevention/Treatment/
Community Wellness
reflect belonging...

- Do your prevention strategy/materials reflect an inclusion where people see themselves?
- Do you incorporate the voices/experiences of consumers/communities in your gambling and co-occurring mental health treatment?
- Make the change!



People Are Doing Group Therapy in their Own Communities!!



DEIB Strategy #1: Need to Develop
a DEIB Strategic Plan (“What we
didn’t learn in graduate school!!!”)

If these DEI conversations are not easy...engage in Self-Assessment reflections to begin your discussions (IUPUI Diversity Planning Resource Guide)

- See Appendix D of the *IUPUI Diversity Planning Resource Guide*, they recommend each Team Member complete this “School/Unit Diversity Self-Assessment” to prompt dialogue or an adapted version of this self-assessment (note this was for a University but you can modify).
- Modified questions can include:
- What is your perception of how the agency is doing in this area?
- What is the agency doing well in this diversity dimension (after you identify dimensions you desire)?
- What are the challenges that the agency is facing in this diversity dimension?
- What does the ideal look like for this area?
- What does the agency need in order to realize the ideal?



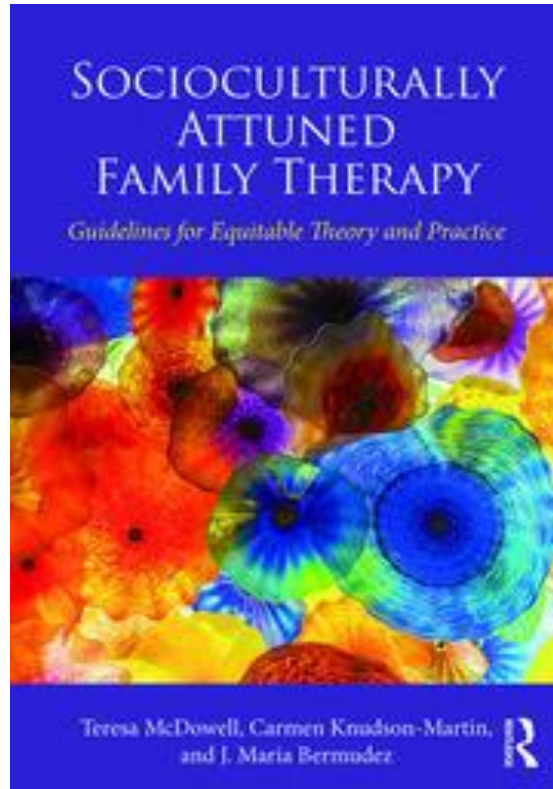
NERVOUS
Emotional Avoidance
Thinking Political
aplicated Vulnerable Hate
Irrelevant Opportunity Necessary
Uncomfortable
Respectful Cancerous
Trigger speech Respect
Responsible Language Stubbornness
Racism
Tension

Illustration of Strategy #1

- Agency “Heal our MD Communities) is a behavioral health agency in Prince George’s county. The community is largely African-descent and Latino/Latina/Hispanic/Latinx and smaller percentage of European-descent.
- The Clinical Director notices that they are not reaching the Spanish or African-descent communities.
- The agency engaged in a self-reflection strategic planning process, identified the needs of the 2 communities experiencing marginalization; updated their vision/mission statements; targeted ACEs and trauma which are the precipitating influences to gambling and co-occurring SUDs/mental health; examination of structural barriers including poverty, acculturation, systemic racism, etc.; hired a bilingual therapist, and expanded service delivery to include home-based and virtual services.

DEIB Strategy #2: Why Sociocultural Attunement and Equity Matter

Why Sociocultural Attunement and Equity Matter (McDowell, Knudson-Martin, & Bermudez, 2017, 1st Ed.)



The Family is the Client!!! (Dr. Joseph W. Ciarrocchi, 2002)

- How can we help persons with risky gambling and their families heal if we do not attend to how societal context and power dynamics affect mental health and relational well-being?

SOCIO- CULTURAL SYSTEMS

FRANK W. ELWELL

Principles of Structure and Change

Second-order/Third-order

- Nice summary: [Six Steps For "Socioculturally Attuned" Family Therapy: A Summary — Family Therapy Basics](#)
- Third order thinking expands 2nd order and critical thinking by taking a metaview of mental health, relational well-being, and the therapeutic endeavor itself as nested in **complex and dynamic systems of systems** that are continuously shaped by collective meaning-making, culture and power dynamics (McDowell, 2015; McDowell, et al., 2019).



Case Illustration:
Cassandra B....”I commit
to thriving...”What are
examples of how you can
incorporate Strategy #2

- Listen to the audio sharing of Cassandra B.
- She is in recovery and we need to focus on:
 - ✓ Gambling addiction
 - ✓ How gambling was an escape from domestic violence from husband and from racial microaggressions at work...

CLINICAL CASES

**Embedded
Biomedical
Assumptions,
Practices**



**Limited
Innovation**

**Inadequate
Research
Methodologies**



Individual-
Level Foci

Researcher
Intrusion

Population
Exclusion,
Privilege

No Changes
to Policies,
Systems

Deficits-
Based
Interventions

Culturally
Inappropriate
Practices

Ongoing
Health
Disparities

**DEIB Strategy #3:
Adopt a health
equity
understanding
and approach**

- Lakidain & Fernandez (2022) and Ortiz et al. (2021) argue for a health equity approach.
- Lecideine & Fernandez (2022) analyzes the specificities of the policymaking and research communities to explain why policies to prevent gambling disorder and other gambling-related harms have seen little change over last 20 years.



Massachusetts
Ambassadors
Health Equity
Strategy (Ortiz, et
al., 2021)

- [Our Voices Matter: Using Lived Experience to Promote Equity in Problem Gambling Prevention | SpringerLink](#)

4000 community
members!!!

Illustration of Strategy #3

The Volunteer Fireman Company in Western Md can “roll in \$7000” during their gambling events. I asked, Why do you sponsor these? Reply: “No one including the State cares about us out here! We’ve got to take care of our own needs because nobody else is.” (2018 Town Hall sponsored by MCPG)



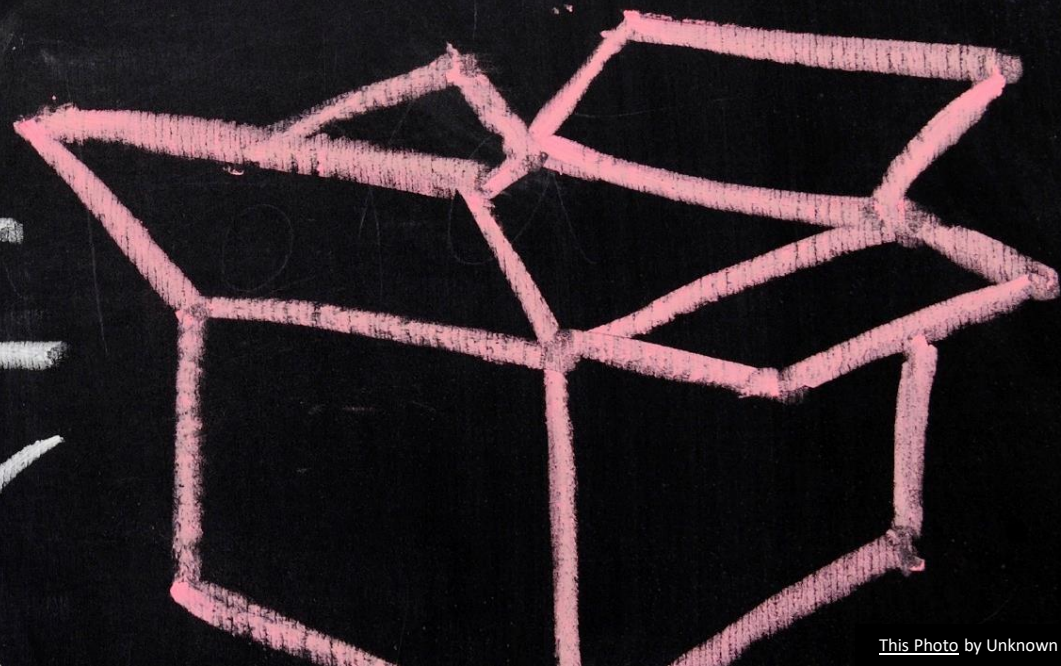
Many urban communities experience “deep poverty” and years of disinvestment in their communities. How do they respond? “We resort to selling drugs, squeegeeing...gambling because I can’t even get to the better jobs...I don’t earn a livable wage...how am I going to get to the better paying jobs...I can earn \$200 day squeegeeing!”

THINK
OUTSIDE

We've got to try "Out-
side the Box"
Techniques....

- Music
- Black literature
- Black art
- Black films
- Nature

THE
BOX



Example: Disney's Lion King: *Let the Darkness In....*

- Has a profound message for everyone: we need to make sense of life's difficulties, not censor them out...
- This is a powerful message for persons struggling with risky gambling, co-occurring SUD, and mental health challenges

(<https://the-take.com>)

Music

Have your client's think of a song that connects with their present emotional stress/distress

https://youtu.be/L6_fzckCE-U

“What’s Going On?” (Marvin Gaye)

[Fly Like A Bird - YouTube](#)

Native/Indigenous Peoples

- Jennifer LeBlanc, MSW (Co-Chair, DEI Subcommittee, NCPG) stated, “All tribes have an honor song. This is played at the beginning of all pow wows, funerals, and special ceremonies. You stand when it is played and you do not clap afterwards.” (Personal Communication, 3/6/2023)

Example: <https://youtu.be/vWtjpwnnKcU>

- Jennifer also says for the purpose of acceptance for DEI is the use of the 7 Grandfather Teachings: Love, Respect, Bravery, Truth, Honesty, Humility, and Wisdom. These concepts are taught to children and re-taught at spiritual gatherings. Traditional teachers talk about acceptance of all and avoid divisions with others when possible.



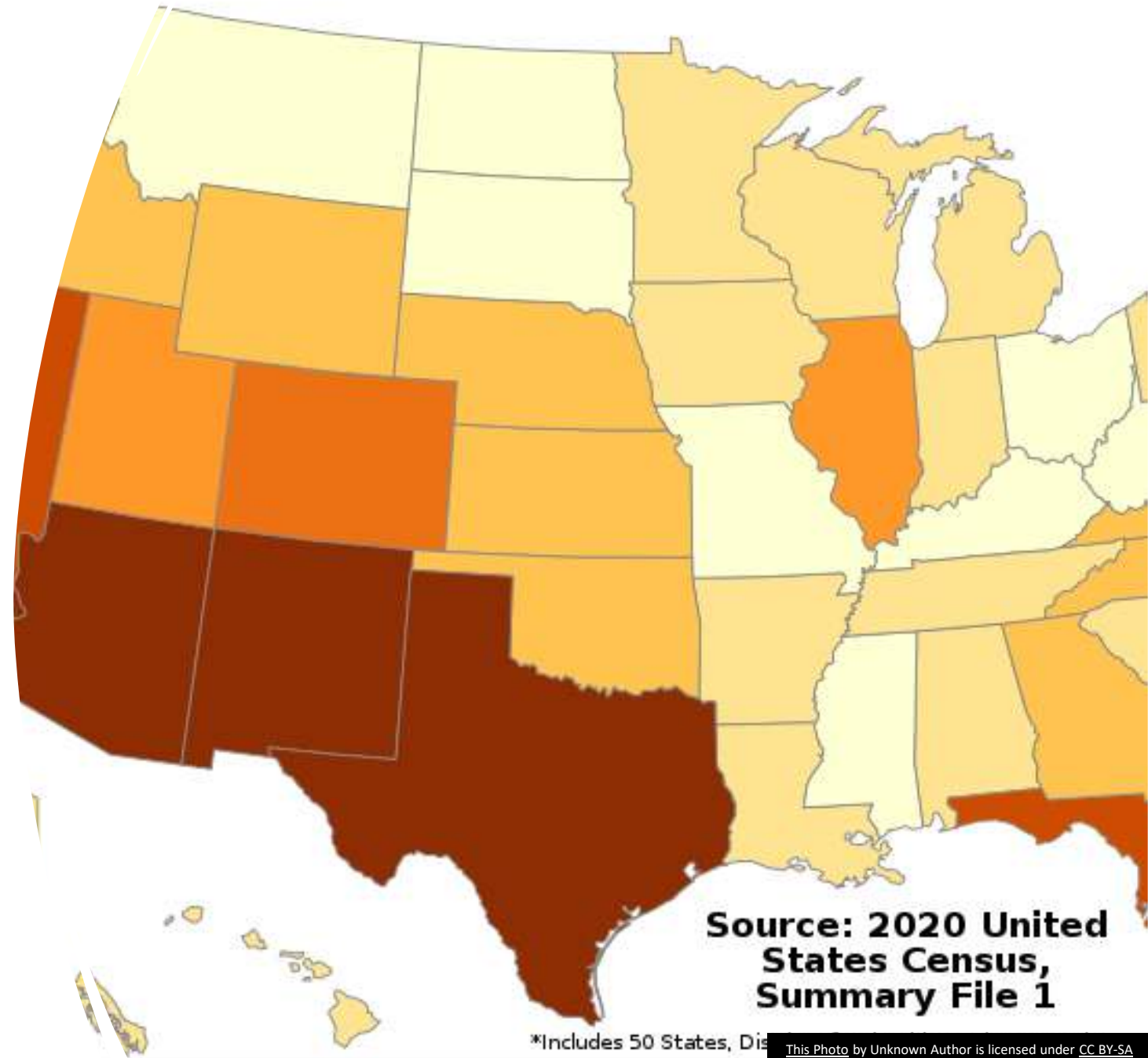
Latina/Latino/ Hispanic/Latinx


- Marylin Marquez-Beckley, LPC and a Joanna Franklin-Robertson Friend of the Maryland Council on Problem Gambling who assists MCPG with Spanish community outreach stated that a song by the “greatest artist of all time” (Personal Communication, 3/4/2023)
- Pequena Serenata Diurna (Silvio Rodriguez) “A Short Serenade”:

[https://youtu.be/ B2etGWimM8](https://youtu.be/B2etGWimM8)

For Silvio, the Revolution means light. This symbol has already been used in many songs. The song is dedicated to the Revolution and its homeland; I live in a free country which only can be free on this earth, in this instant, and I am happy because I am giant.

Silvio deals with the Revolution as a woman he loves without asking too much. In the end, apologize for the dead. I understand that he apologizes for the war or wars that have led his country to the situation in which he has had to live (explained by Daniieldedos2 in Hive Open Mic)



A framed calligraphic quote by Ralph Ellison from 'Invisible Man'. The text is written in a cursive script on a white background within a black frame. To the left of the frame, a small golden bowl sits on a dark surface.

*I am an invisible man, no I am not
a spook like those who haunted Edgar Allen
Poe; nor am I one of your hollywood movie
ectoplasms. I am a man of substance,
of flesh and bone, fiber and liquids...and
I might even be said to possess a mind.
I am invisible, understand simply
because people refuse to see me*

RALPH ELLISON
Battle Royal, from the prologue to Invisible Man

Ask are their cultural authors/others they connect with in the narrative; you can choose literature and help them process their feelings/experiences..
Example--Ralph Ellison:
The Invisible Man (for Black men)



Films as technique...

- [126 Best Bipoc Stories Movies to Watch - A Good Movie To Watch](#)
- **Is there a character that connects with your story/journey?**
- **Can you identify any parts of the film that connect with your struggle?**
- **Can you identify any emotions that are difficult—how does the character help you heal in an area that is hard**

Assign Podcasts as interventions; play in session; promote on community wellness

African-American podcasts:

<https://player.fm/featured/african-american>

Started for Women with risky gambling behaviors/addiction due to gendered differences (Featured Jody Bechtold, ICGC-II, March 2023):

<https://podcasts.apple.com/us/podcast/how-to-tell-a-loved-one-about-our-gambling-problem/id1575593868?i=1000602224277>





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Where is the Public in Public Health!!!!???

(Evans, Davis & Wathington, 2022)

Community Wellness. These Black Women scholars say researchers/theorists/scientists are doing public health work but we do not include the public. We must collaborate with the public because they know what they need better than we do. (MHPA.gov)

Wrap Up--

- Remember “Culture is Home” for many community members— help them feel at home in our safe spaces
- Expand your “safe place” and locate where it is accessible (virtual, in person...consider getting in-kind space to offer community accessible therapy)
- Be flexible, be creative, be confident, and collaborate with your clients/community members to heal



References

Deas, D., Pisano, E. D., Mainous, A. G., Johnson, N., Singleton, M. H., Gordon, L., Taylor, W., Hazen-Martin, D., Burnham, W. S., & Reves, J. G. (2012). Improving diversity through Strategic planning: A 10-Year (2002-2012) Experience at the Medical University of South Carolina.

McDowell, T., Kundson-Martin, C., & Bermudez, J. M. (2017). *Why sociocultural attunement and equity matter*. NY: Routledge.

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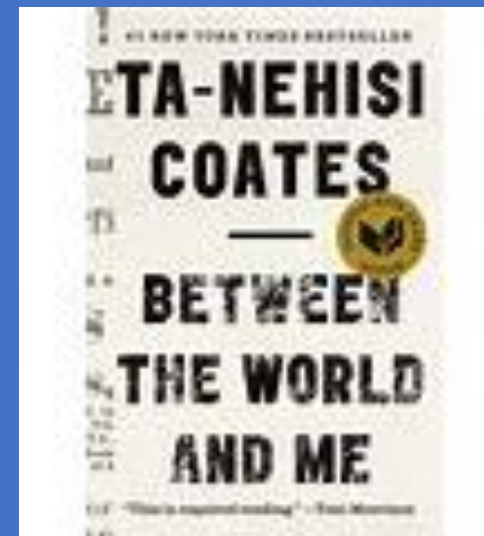
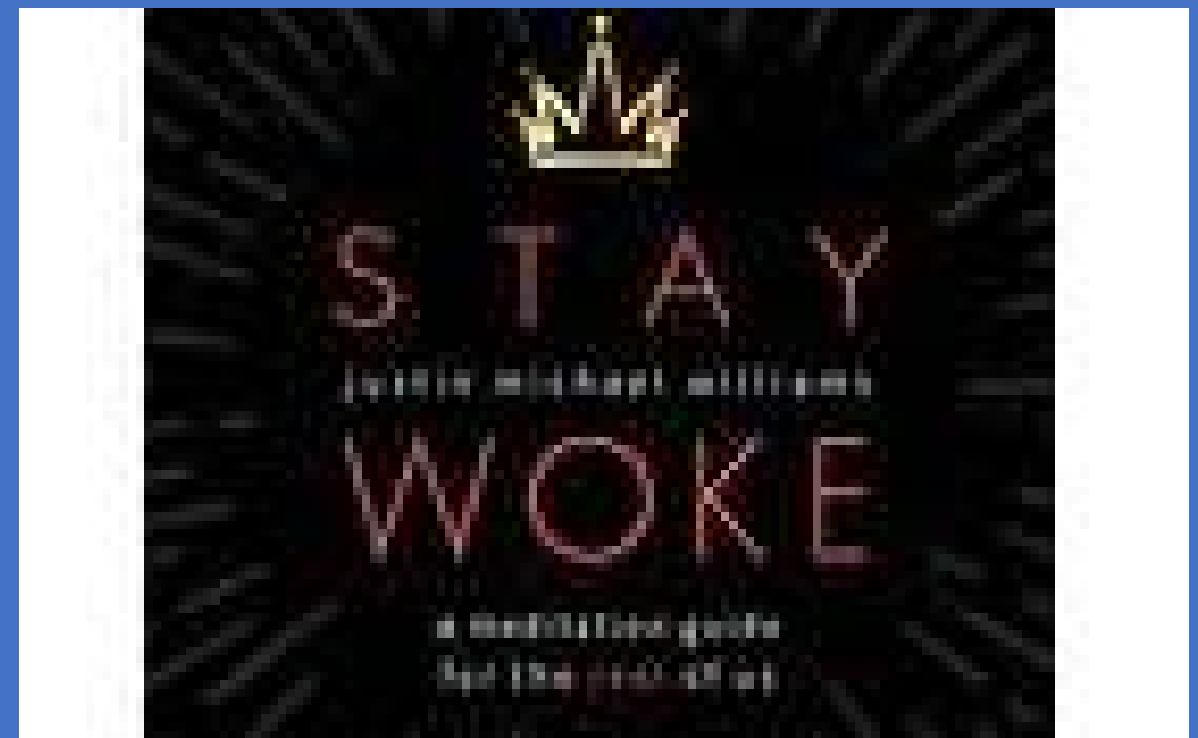
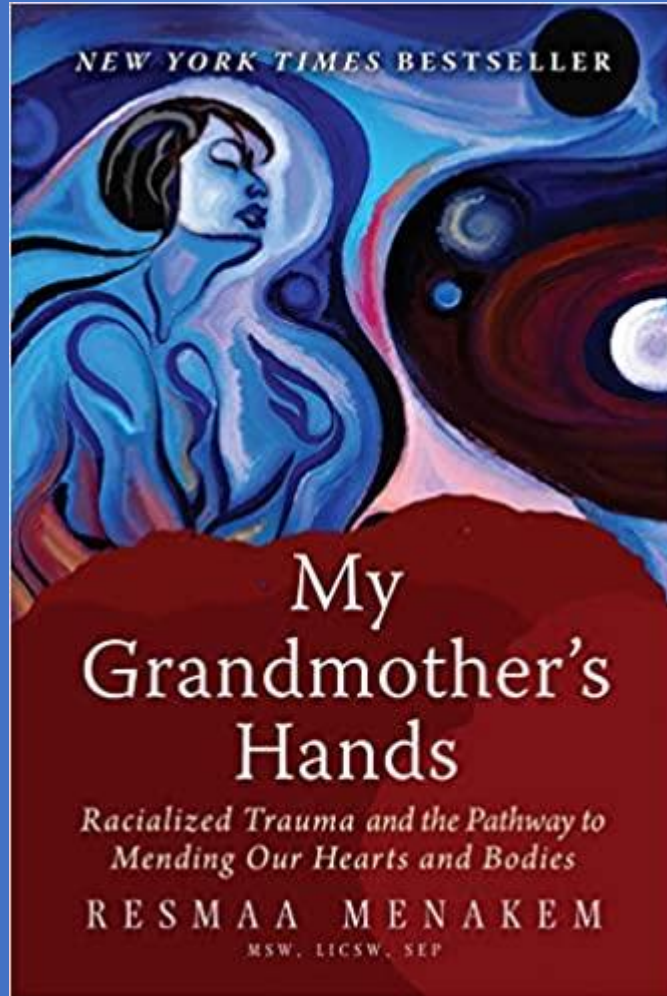
McDowell, T., Kundson-Martin, C., & Bermudez, J. M. (2023). *Socioculturally attuned family therapy: Guidelines for equitable theory and practice*. NY: Routledge.

Moore, L. A., Aarons, G. A., Davis, J. H., & Novins, D. K. (2015). How do providers serving American Indians and Alaska Natives with substance abuse problems define evidence-based treatment? *Psychological Services, 12*(2), 92.

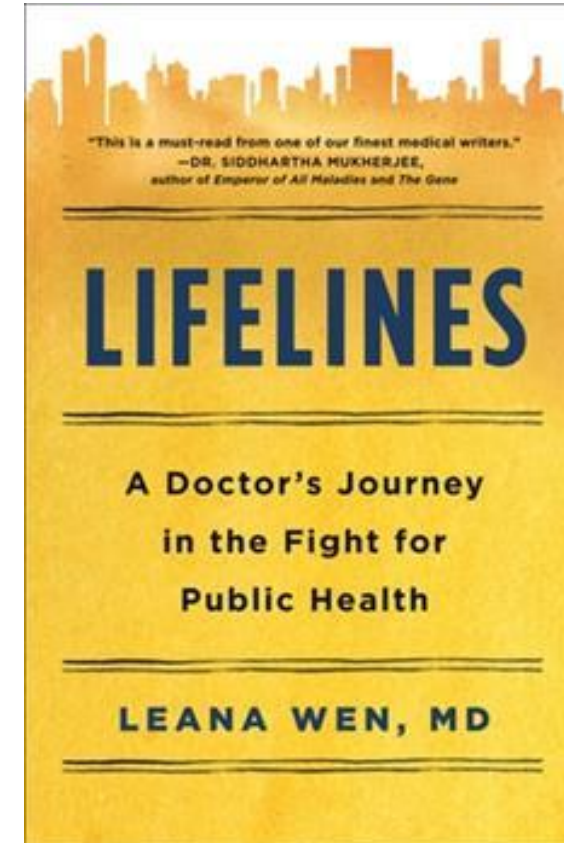
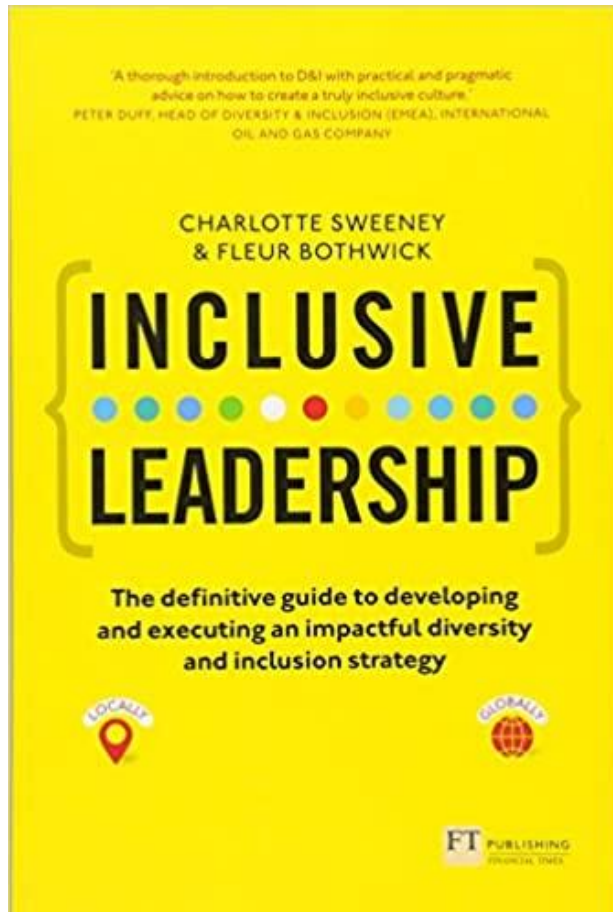
The image features a 3x4 grid of colorful ring binders. Each binder has a white label with horizontal lines. The colors of the binders vary across the grid, including shades of blue, red, yellow, green, and black. In the top-left corner, there is a large black circle with a white border. Inside this circle, the word "Resources" is written in a white, sans-serif font.

Resources

Resources

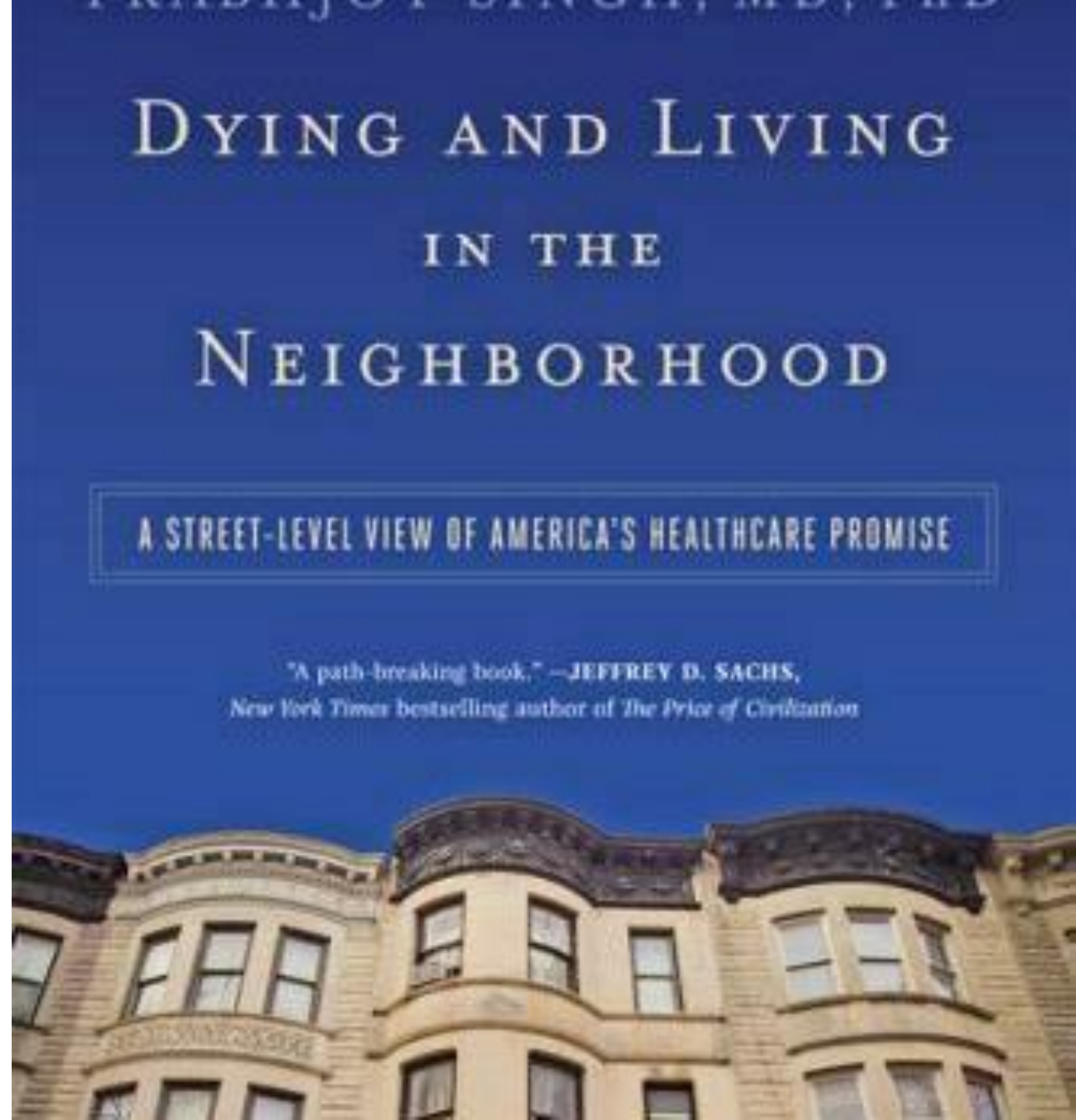


Resources



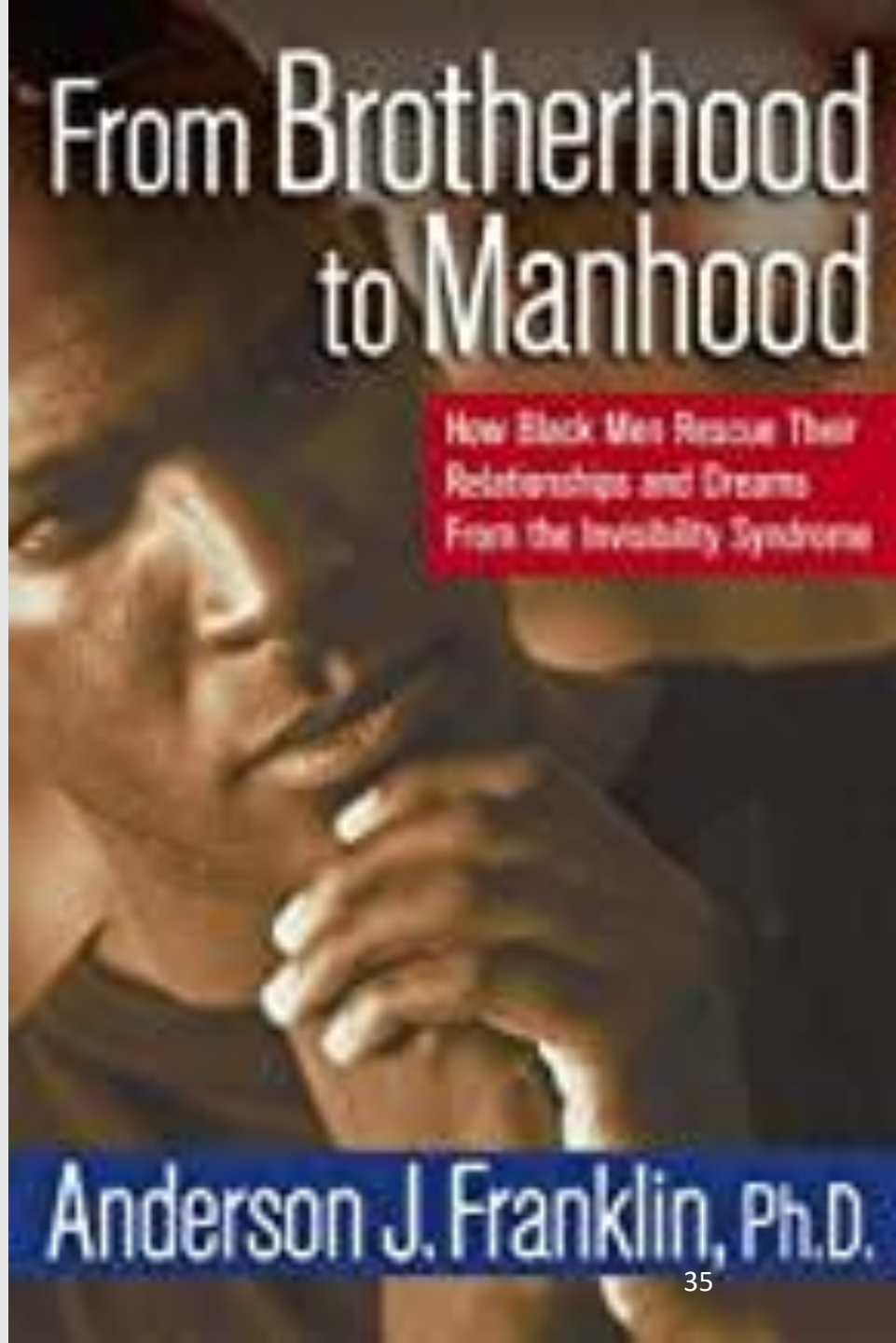
Resource: Reinvisioning Healthcare

- Check out his website from his organization “Take Off My Shoes” also with collaborations with community-based wellness practitioners



Excellent Book

- While dated, this is an excellent book on the invisibility syndrome among African-American males and sheds light on the impact of systematic racism and effects on African American males and impact on mental health.
- Updated scholarship by Dr. Lillian Comas-Dias and scholars on the psychological effects of racism as trauma should be accessed to.





Thank you for learning...
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