

<p style="text-align: center;"><b>ENDING RACIALIZED VIOLENCE: A WEBINAR CONVERSATION</b></p> <hr/> <p>Apryl A. Alexander, Psy.D. Associate Professor Graduate School of Professional Psychology (GSPP)</p> <p>Safer Society June 25, 2020</p>	  <p><b>UNIVERSITY of DENVER</b></p> <p>Denver FIRST <i>The Denver Forensic Institute for Research, Service, &amp; Training</i></p>
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 <p style="text-align: center;"><b>JUNETEENTH</b></p>	<p>On January 1, 1863, the Emancipation Proclamation had gone into effect— “freeing” enslaved people in the United States.</p> <p>However, a quarter-million enslaved people in Texas (and many areas of the South) did not receive this announcement until June 19, 1865—Two and a half years later.</p>
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**SLAVERY**  
1619 - 1865

**JIM CROW**  
1877 - 1960s

**REDLINING**  
1934 - 1968

**MASS INCARCERATION**  
1970s - present

COLORED WAITING

Credit: Ben and Jerry's

# WHAT IS FREEDOM?

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NEW YORK TIMES BESTSELLER

10<sup>th</sup> ANNIVERSARY EDITION

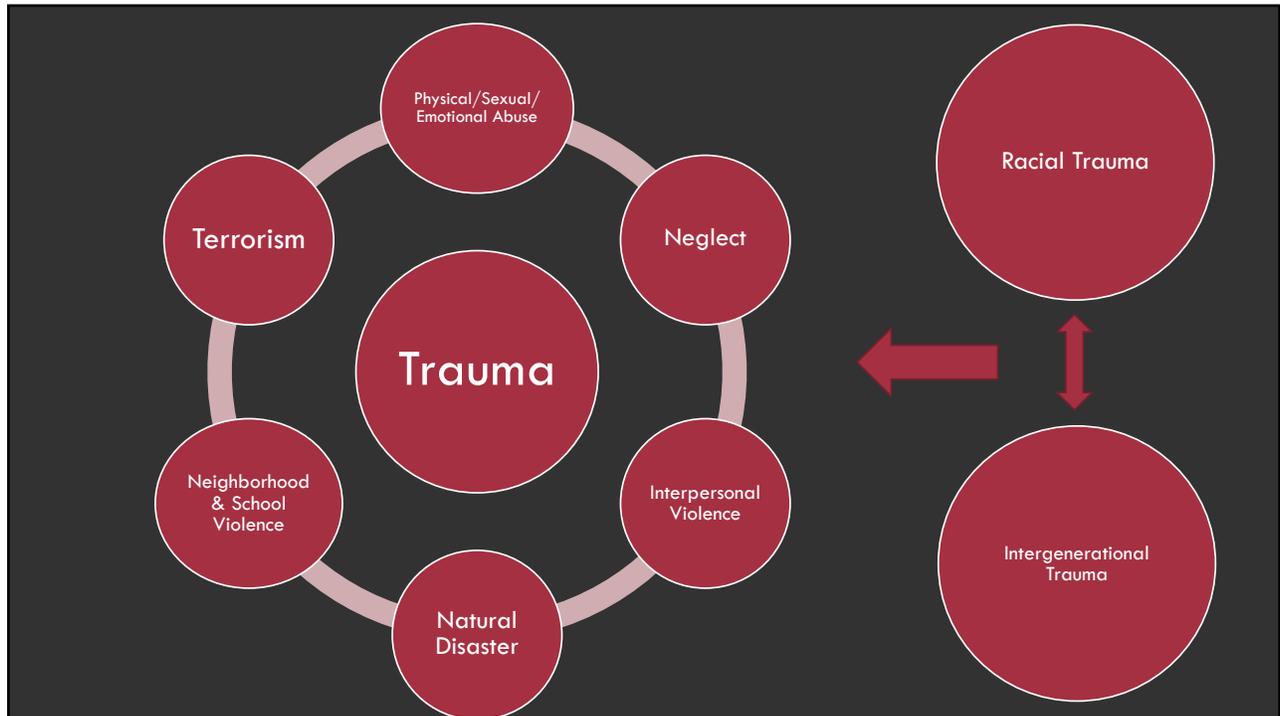
# THE NEW JIM CROW

MASS INCARCERATION IN THE AGE OF COLORBLINDNESS

MICHELLE ALEXANDER

WITH A NEW PREFACE BY THE AUTHOR

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## RACIAL TRAUMA

- **Racial trauma**—experiences with racial discrimination posited as one of the reasons why People of Color experience higher rates of PTSD
- Racial discrimination is a stressor that:
  - Induces distress, frustration, and anxiety
  - Adversely affects mental and physical health
  - Leads to increased substance use and risky sexual behavior
- Correlations between perceived discrimination and symptoms have been observed across several studies.

See William, Metzger, Leins, & DeLapp (2018)

### Racial Trauma and PTSD in the DSM-5

Racist Event

A negative, unexpected, uncontrollable violation, assault to one's personhood

Traumatic Reaction

Shock, disbelief, fear, shame, humiliation, confusion

May be facilitated by cumulative small prior assaults

Symptom Clusters

May be exacerbated by invalidating responses by others

May be maintained by unique barriers to treatment, i.e., structural racism, cultural prohibitions

Reexperiencing Intrusion

Avoidance

Negative Mood & Cognitions

Physiological Arousal

Distressing Memories, Nightmares, Intrusive Thoughts, Flashbacks, Distress Over Reminders of Event

Trying Not to Think About it, Avoiding Law Enforcement or White People, Agoraphobia/Isolation

Depression, Anxiety, Belief that World is Unsafe, Self-Blame, Self-Doubt, Guilt, Anger

Hypervigilance, Increase Startle, Poor Sleep, Concentration Problems

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# RACIAL TRAUMA

**Cultural trauma**—stigmatized minoritized individuals may be further traumatized by familial, historical or sociopolitical accounts of discrimination in their communities

See William, Metzger, Leins, & DeLapp (2018)

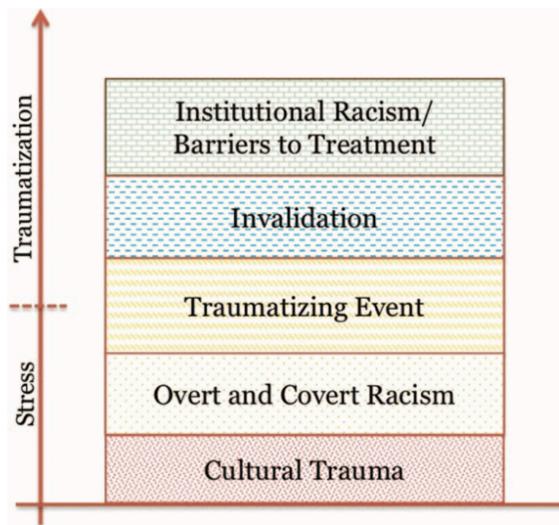
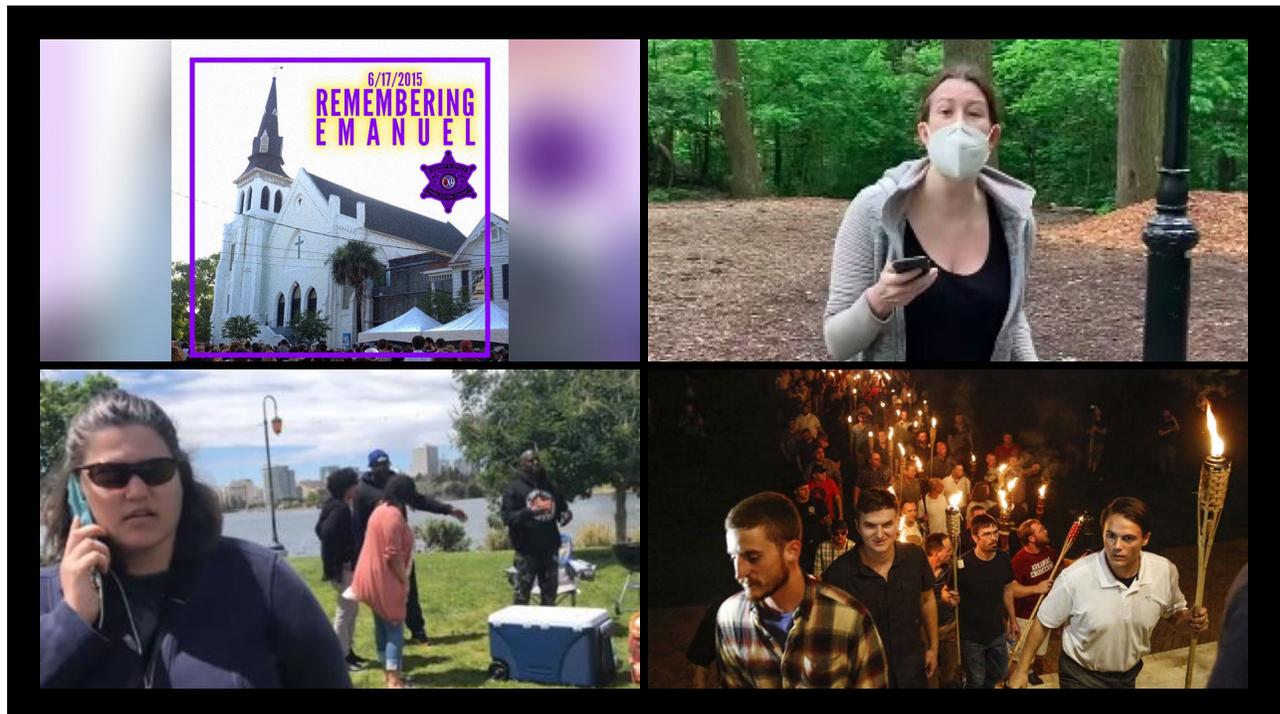


Figure 1. Model of the cumulative effects of racial stress and trauma. See the online article for the color version of this figure.

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## POLICE VIOLENCE

Black Americans are nearly three times more likely than white Americans to be killed by police—approximately 40% of victims of all police killings nationwide.

Police killings are the 6<sup>th</sup> leading cause of death among Black men ages 25-29.

- 2.5x more likely than white men to be killed by police
- 1 in 1000 deaths

Black women are 1.4x more likely than white women to be killed by police.

Police violence also heightened with LGBTQ+ populations.

- According to the 2015 U.S. transgender Survey, 58% of transgender people reported mistreatment by police—verbal harassment, being misgendered, physical assault or sexual assault.
- Police violence is over 3x greater in the transgender population compared to cisgender populations.

Police officers are charged with a crime in a fraction of all cases (1%) despite the fact they are most often responding to non-violent offenses.



Chestnut et al. (2012); Edwards et al. (2019); James et al. (2016)

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## POLICE VIOLENCE

Not only are police killings resulting in loss of life and harm to the victim's families, police violence affects communities.

- Police killings have *spillover effects* on Black Americans.
- Watching new accounts of violence on TV contributes to traumatization.
- Police killings of armed Black Americans are associated with worse mental health.
- Results in increased poor mental health days.
- In utero exposure to police killings of unarmed Black people in the residential environment markedly reduces health of Black infants (but not other infants), resulting in reduced birth weight.
- **Intergenerational transmission of trauma**

Bor et al. (2018); Legewie (2019); Williams et al. (2018)



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## POLICE VIOLENCE

- Furthermore Graham et al. (2020) found a racial divide regarding concerns about police brutality—**32.4% of Black respondents reported worrying “a lot” about police brutality versus 6.6% of White respondents.**
- The spillover effects of racial were the catalyst for current Black Lives Matter social justice and civil rights movement (read about the [Herstory](#)).
- Seaton et al. (2020) found that Black American adults who supported the goals of Black Lives Matter also reported positive physical health.
- Learn more about the actual movement:
  - <https://blacklivesmatter.com/>
  - <https://m4bl.org/>

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## WHAT NOW?

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WHAT CAN I DO???

DISMANTLE RACISM!

**Personal**

- Private beliefs, prejudices, and ideas individuals have

**Interpersonal**

- The expression of racism between individuals

**Institutional**

- Discriminatory treatment, policies, and practices within organizations and institutions

**Structural**

- System in which policies, practices, and other norms perpetuate racial inequality/inequity

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NO, REALLY...WHAT CAN I DO???

DISMANTLE RACISM!

**Personal and Interpersonal**

- Have you financially contributed to organizations and foundations dedicated to social justice and/or anti-racism?
- Do you regularly support Black businesses?
- Are you having conversations about race with family? Friends? People of Color?
- Have you joined an organization committed to anti-racism?
- Are you reading books written by Black authors? Watching movies or television shows with Black lead or all-Black cast?
- Are you attending city council meetings or legislative hearings?
- Have you supported local Black artists or musicians?
- Have you questioned the educational inequities in your child's school system? Or is their school diverse to begin with?

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NO, REALLY...WHAT  
CAN I DO???

DISMANTLE  
RACISM!

### Structural and Institutional

- Is there a diversity plan?
- Are you addressing microaggressions at work when they happen?
- Have you spoken up about diversity in hiring and promotion decisions at work?
  - Don't fall for the myth of meritocracy. Highly qualified people of color don't get hired all the time.
  - Are projects and assignments being allocated equitably?
  - Is there an explicit and objective process for promotion?
  - How is pay determined?
- Are guest speakers or panelist diverse?
- Do you hold biased opinions on "professionalism?"
- How is the organization contributing to community or grassroots efforts?



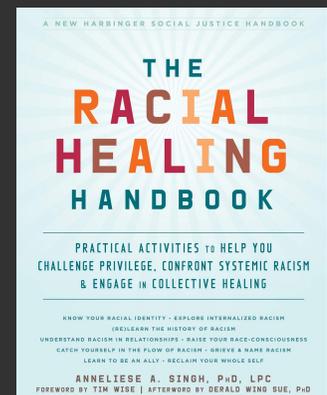
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NO, REALLY...WHAT  
CAN I DO???

DISMANTLE  
RACISM!

### Clinicians/Psychologists/Social Workers

- What antiracist practices are you implementing?
- Have you identified potential microaggressions you may be using with clients?
- Are you willing to discuss current events or racial stress with your clients? Or do you avoid or dismiss these incidents and conversations?
- What is the demographic makeup of your clients? Are you returning calls for clients of color?
- Are your assessment measure pathologizing clients of color?
- If you're in community mental health, are their practitioners of color at your agency/practice?

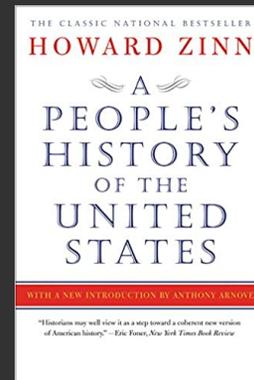
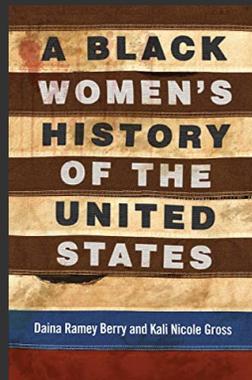
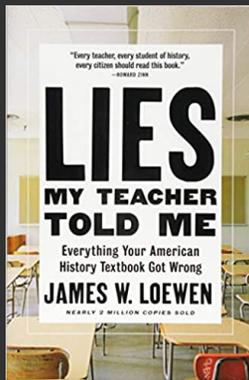


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# CONTINUING YOUR OWN EDUCATION

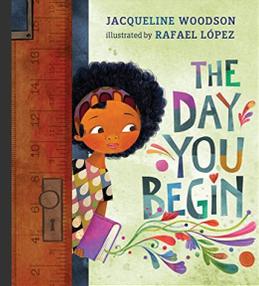
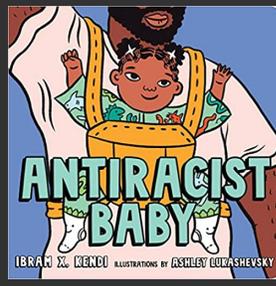
THIS WEEK	LAST WEEK	Nonfiction	WEEKS ON LIST
1	2	<b>WHITE FRAGILITY</b> , by Robin DiAngelo. (Beacon Press) Historical and cultural analyses on what causes defensive moves by white people and how this inhibits cross-racial dialogue.	11
2	13	<b>SO YOU WANT TO TALK ABOUT RACE</b> , by Ijeoma Oluo. (Seal) A look at the contemporary racial landscape of the United States.	3
3	3	<b>HOW TO BE AN ANTIRACIST</b> , by Ibram X. Kendi. (One World) A primer for creating a more just and equitable society through identifying and opposing racism.	6
4	15	<b>ME AND WHITE SUPREMACY</b> , by Layla F. Saad. (Sourcebooks) Ways to understand and possibly counteract white privilege.	3
5	10	<b>THE NEW JIM CROW</b> , by Michelle Alexander. (New Press) A law professor takes aim at the "war on drugs," mass incarceration and their impact on black men.	3
6		<b>THE COLOR OF LAW</b> , by Richard Rothstein. (Liveright) An examination of the ways in which the government caused residential segregation through racial zoning and other systemic practices.	1
7		<b>BETWEEN THE WORLD AND ME</b> , by Ta-Nehisi Coates. (Spiegel & Grau) Winner of the 2015 National Book Award for nonfiction. A meditation on race in America as well as a personal story, framed as a letter to the author's teenage son.	64
8	1	<b>UNTAMED</b> , by Glennon Doyle. (Dial) The activist and public speaker describes her journey of listening to her inner voice.	13
9		<b>STAMPED FROM THE BEGINNING</b> , by Ibram X. Kendi. (Bold Type) Winner of the 2016 National Book Award for nonfiction. A look at anti-black racist ideas and their effect on the course of American history.	1
10		<b>JUST MERCY</b> , by Bryan Stevenson. (Spiegel & Grau) A law professor and MacArthur grant recipient's memoir of his decades of work to free innocent people condemned to death.	32

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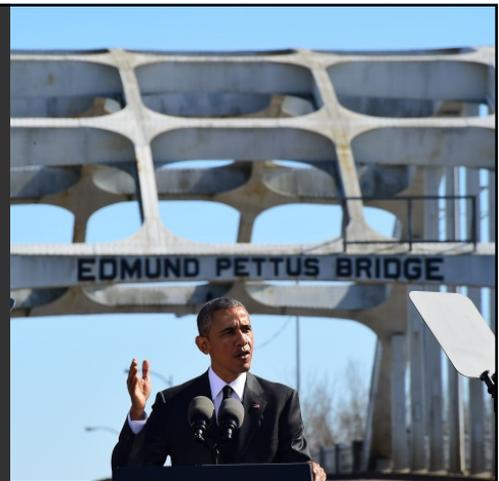
# CONTINUING YOUR OWN EDUCATION

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# THE NEXT GENERATION

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"WHEN IT COMES TO THE PURSUIT OF JUSTICE, WE CAN AFFORD NEITHER COMPLACENCY NOR DESPAIR." — PRESIDENT OBAMA AT SELMA, AL MARCH 7, 2015

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# QUESTIONS?

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