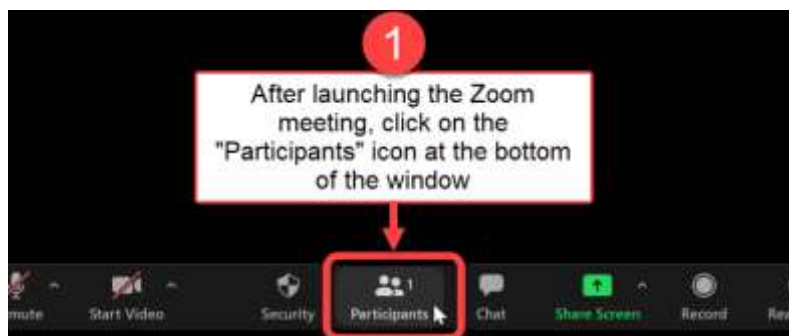


ECHO Session Reminder





Growing Healthy Minds Project ECHO®

Equity, Inclusion & Belonging

Practicing Cultural Competency in the School Setting

December 14, 2023 | 5:30-6:30pm



Acknowledgements & Disclosures

This Project ECHO® is made possible through a grant from the New Jersey Department of Children and Families.

Today's speakers have NO disclosures or conflicts of interest in relation to this presentation.



Continuing Education Credits

Requirements:

1. Participation in each complete Growing Healthy Minds ECHO session
 - **For social work credits:** Your camera must be turned on for the full duration of the session
2. Completion of each ECHO session evaluation, which will be sent to the email you used to register following each session

No one with the ability to control content of this activity has a relevant financial relationship with an ineligible company.

This continuing education activity was approved by the Ohio Nurses Association, an Ohio Board of Nursing approver. (OBN-001-91)

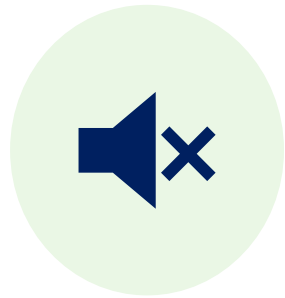
Expiration date: 11/16/2025 for all recorded sessions



Housekeeping



We encourage you to attend the sessions with video capability.



Kindly mute your microphone when not speaking.



By participating in these ECHO sessions, you are consenting to being recorded.



To protect privacy, please do not provide any identifiable information.



Use the chat function to engage in discussion with our hub team and fellow participants.



Growing Healthy Minds:

An ECHO on Strategies to Support Student Mental Health

Bert Mandelbaum, MD
School Physician for Montgomery, Hillsborough, North Brunswick, Chapin
Chair, Department of Pediatrics, Penn Medicine Princeton Health
Chair, NJAAP Task Force on Adolescent Health and School Start Times



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Administrative Supervisor of Student Services
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Executive Board, New Jersey State School Nurse Association



EQUITY, INCLUSION, AND BELONGING

Practicing Cultural Competency in the School Setting



Laura Fortson-Williams

2023 School Counselor of the Year
NJSCA BIPOC Affinity Group
Chairperson



Kristina Donovan, PhD

Administrative Supervisor of Student
Services

December 14, 2023

Agenda

The Intersection of Identity and Mental Health:

- Intersectionality

What Does Bias Look Like in a School Environment?

- Policy, Discipline, Referrals, Post-Secondary Planning, Microaggressions, Unconscious bias

How Can you make a Difference?

- Creating Inclusive and Safe Spaces
 - Empowering and Cultivating Allyship
 - Cultural Competency as a Journey
- 

Intersectionality

1

Interconnection
between
categorizations
such as race,
age, class,
gender

2

Causes an
overlap

3

Example: I am a
white, cis gender,
43 year old,
middle class
female

Intersectionality

Overlapping social identities leads to the understanding that every person has their own unique experience of discrimination.

You can't just look at one thing and then apply to all, these layers all matter

This is important working with students as no one can be identified by one singular part of them



Intersectionality and Mental Health

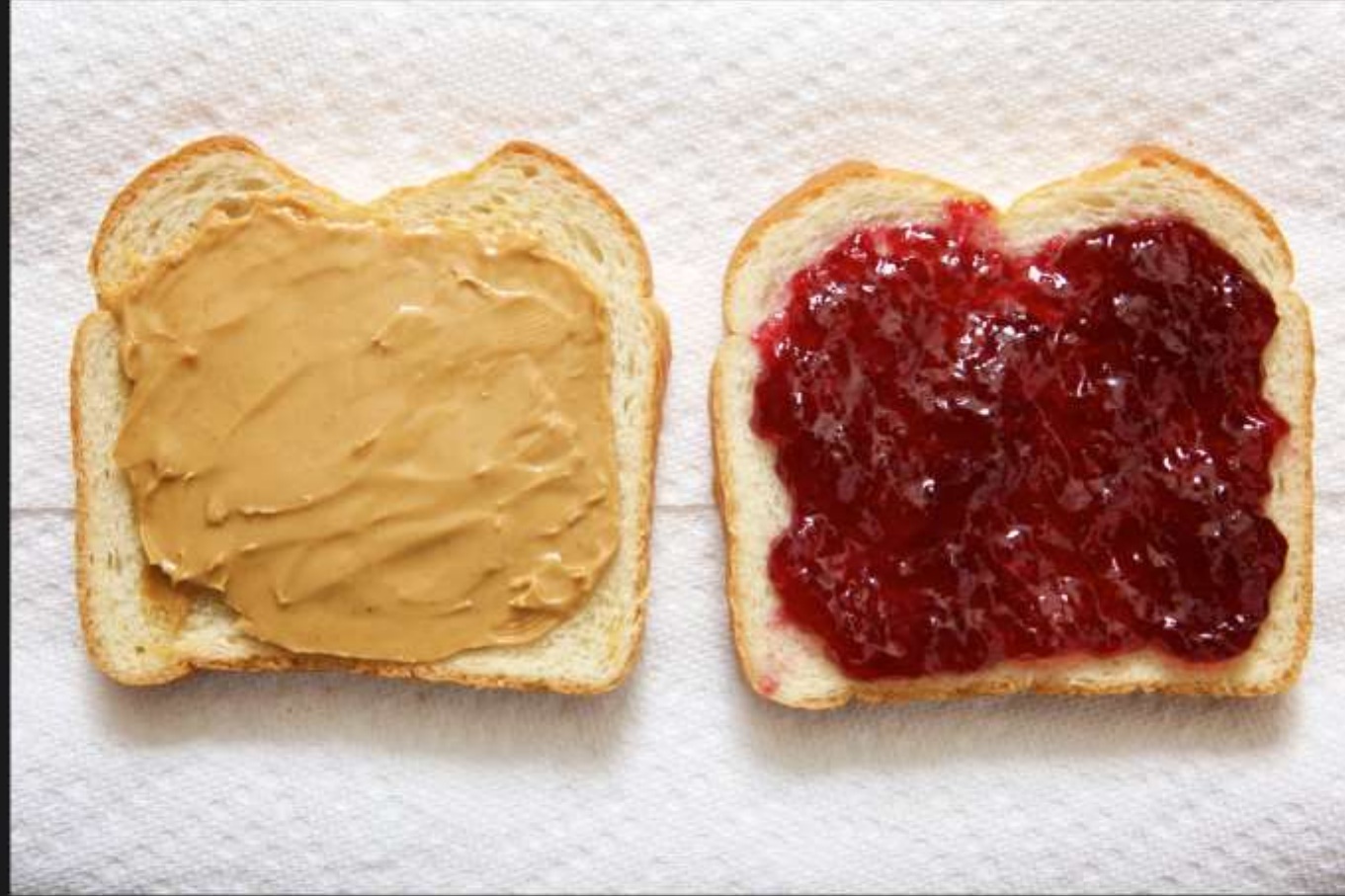
Understanding of health disparities among marginalized populations may include:

- Lack of reach to care
- Lack of resources
- Discrimination
- Under or Overdiagnosis
- Stigma

When working with students the frame of intersectionality should inform the recommendations.



Peanut Butter, Jelly, and Racism



youtube.com/watch?v=1JVN2qWSJF4

LFW

HOW BIAS SHOWS UP IN SCHOOLS

Stereotypes

Prejudice

Bias

Discrimination

- microaggressions
- discipline referrals
- response to unengaged students
- wait time for responses
- who gets called on in class
- family engagement about school work
- how you talk about students to others
- disparities in post secondary planning.
- disparities in counseling services
- curriculum bias
- discipline bias



How do these biases affect the mental health of your students?

LFW

Creating Inclusive Spaces

Change Your Systems!

- Address and confront microaggressions
- Address and confront institutional bias (Be A Change Agent)
 - Curriculum
 - Policies
 - Procedures
- Intentional Acts of Inclusion

The School Counselor's Role

“Educate teachers, administrators, families and community stakeholders about the mental health concerns of students, **including recognition of the role environmental factors have in causing or exacerbating mental health issues,** and provide resources and information.”

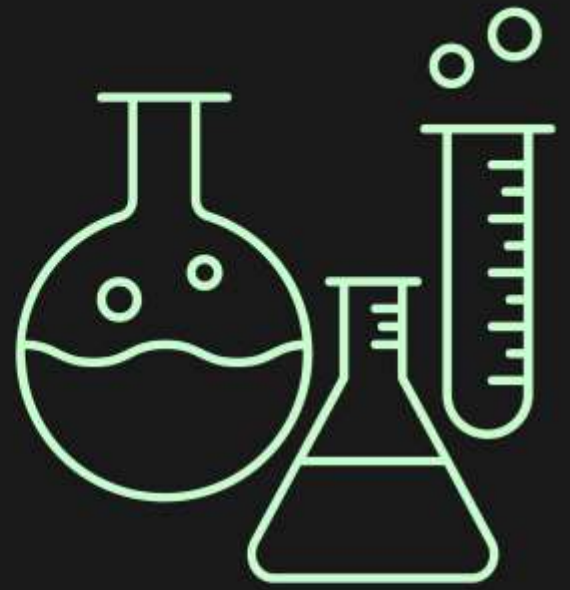
Allyship

Recommendations:

- Listen and be receptive
- Proactively educate yourself, especially if you don't know!
- Check your own bias - we all have a lot of work to do
- If something makes you feel uncomfortable - take the time to ask yourself why? This is a great growth opportunity
- Be conscious and intentional - don't let things slip, and if you yourself make a mistake, own it and move on professionally
- If you see or hear something, say something - it should not be on the person or persons to correct microaggressions
- Stay engaged - it is hard work, but you have to lean into that work and discomfort.

Taking the Journey of Cultural Competency to Create Equitable and Inclusive Spaces

Case Study



- Rural school district
- Middle school population
 - 80% Latinx & Hispanic
 - 17% Black
 - 2.2% White
 - .8% Other
 - 34% of total population are **MLL** students

In two separate science classrooms, occurring during the same period of the day:

- **Class 1**
 - 8/26 students are MLL **(30.8%)**
 - Class average is 85%
- **Class 2**
 - 7/28 students are MLL **(25%)**
 - Class average is 74%



Assuming all other data is similar, what culturally competent, inclusive, and culturally responsive practices might account for the disparity in class average? Share thoughts in the chat.

REFLECT



- ✓ Reflect momentarily on your identity.
- ✓ Which components of your identity allow you power in society, in the education system?
- ✓ How does power and privilege show up in education?

Use the Chat

- ✓ What is your responsibility as it pertains to the mental health of students in marginalized populations?

Further Learning

Resources

- [Diversity Terms: Diversity](#)
- [Adverse Childhood Experiences: Diversity](#)
- [Trauma Informed Care: Diversity](#)
- [Cultural Competency in Counseling: Diversity](#)
- [Article: https://www.schoolcounselor.org/Newsletters/November-2021/A-Lifelong-Process-Cultural-Competency?st=IL](https://www.schoolcounselor.org/Newsletters/November-2021/A-Lifelong-Process-Cultural-Competency?st=IL)
- [Teacher Bias in Discipline](#)
- [Disciplinary Bias Affects Mental Health](#)
- [The School Counselor's Role in Mental Health](#)
- <https://www.colorado.edu/center/teaching-learning/inclusivity/stereotype-threat>

Evaluation

Reminder:

If you are seeking educational credit for your participation in this webinar,
you must complete a webinar evaluation at:

<https://www.surveymonkey.com/r/FMX3VLC>



Join us again in January

Happy
New Year

Speakers:



Bert Mandelbaum, MD

School Physician for Montgomery, Hillsborough, North Brunswick, Chapin
Chair, Department of Pediatrics, Penn Medicine Princeton Health
Chair, NJAAP Task Force on Adolescent Health and School Start Times



James Mendler, MD

Sports Medicine Physician, Holy Name Physician Network
Chair, Sports Medicine Advisory Committee, New Jersey State Interscholastic Athletic Association

Topic: Student Athlete Mental Health

When: Thursday, January 18 from 5:30-6:30pm

Where: All sessions are hosted virtually via Zoom.

Cost: FREE! There is no cost to participate in this series.

For more information, please contact Tizana Hoggs, MPA at thoggs@njaap.org.



Share a Case for Discussion

The submission of cases for presentation and discussion is a key component of the Project ECHO model and critically important for knowledge building and sharing.

We are seeking cases for discussion related to upcoming ECHO session topics noted below. Please complete our Case Presentation Form if you would like to submit a case for consideration:



January 18: Student athlete mental health

February 15: Body image and social media

March 14: Chronic absenteeism

April 18: Support for school staff

Please note that to maintain anonymity of districts, staff, and students, our hub faculty will present cases to the group for discussion. No identifiable information will be shared.

