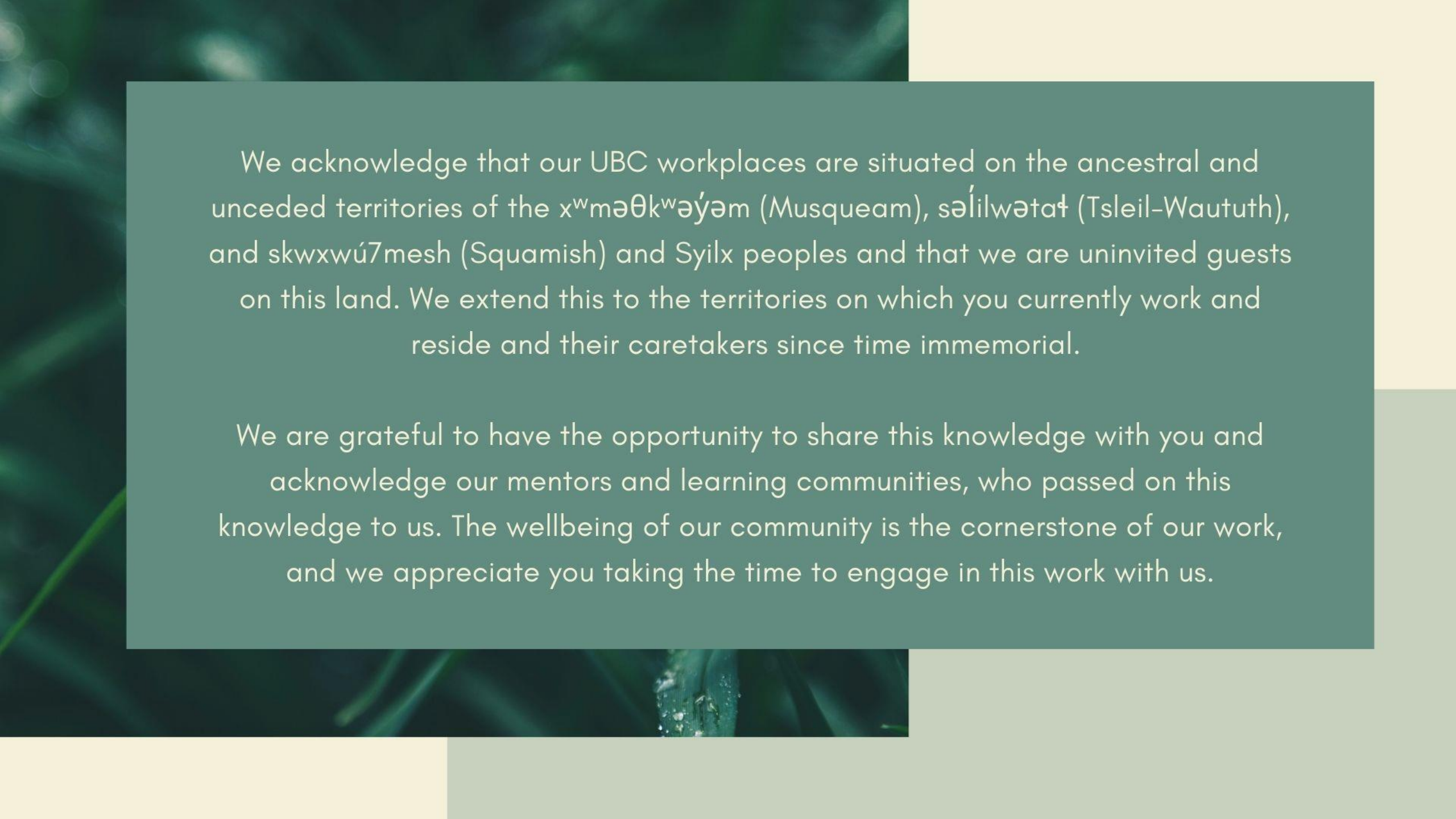


HMHC 2023



Intersectional Approaches to Understanding Mental Health

Truelove Twumasi-Afriyie, MPH
Miranda Massie, MEd
UBC Health, Wellbeing & Benefits

The background features a close-up photograph of green leaves and stems, with a soft, out-of-focus effect. A semi-transparent teal rectangular box is centered on the page, containing white text. The text is arranged in two paragraphs, with the first paragraph being longer than the second. The overall aesthetic is clean and natural, reflecting the environmental theme of the text.

We acknowledge that our UBC workplaces are situated on the ancestral and unceded territories of the x^wməθk^wə́yəm (Musqueam), sə́lilwə́təł (Tsleil-Waututh), and skwxwú7mesh (Squamish) and Syilx peoples and that we are uninvited guests on this land. We extend this to the territories on which you currently work and reside and their caretakers since time immemorial.

We are grateful to have the opportunity to share this knowledge with you and acknowledge our mentors and learning communities, who passed on this knowledge to us. The wellbeing of our community is the cornerstone of our work, and we appreciate you taking the time to engage in this work with us.

**Our time
together...**

- Welcome & check-in
 - Background & definitions
 - What does the data say?
- *BREAK***
- Positionality activity
 - Carrying the work forward
 - Closing, Q&A



SUPPORT RESOURCES

- **Residential School Survivors and Family:** 1-866-925-4419 (24-hour crisis line)
- **KUU-US Crisis Line Society:** www.kuu-uscrisisline.com; 1 800 588 8717 (Toll-free), 250-723-4050 (Adult Line)
- **Chimo Crisis Line & Live Chat:** 1-604-279-7070 (Live chat crisis support in Mandarin, Cantonese, Punjabi, Hindi, Urdu, Tagalog, Japanese and Korean)
- **SUCCESS Chinese Helpline:** Cantonese - 1-604-270-8233 & Mandarin - 1-604-270-8222 (Crisis support for Chinese Canadians)
- **Healing in Colour:** www.healingincolour.com/ (list of therapists for IBPOC/BIPOC communities)
- **Wellness Together Canada:** www.wellnesstogether.ca (24/7 access for Canadians. Online assessment and connection to e-mental health resources & counselling by phone, text, video)

Feelings tracker

A guide to help identify how you feel



Happy



chilled



Blessed



Present



Loving/
Loved



Calm



Optimistic



Valued



Excited



Energised



Free



Safe



Trustful



Creative



Lucky



Grateful



numb



Confused



Distracted



Busy



out of control



Bored



Flat



overwhelmed



sad



Tired



Anxious



uncertain



Guilty



Alone



Empty



Angry



Distant



Hurt



Disrespected

Background

How we got here?

Key terms

Risk factors



BACKGROUND

UBC Campus-wide EDI plan drafted

Both an Inclusion Action Plan + Indigenous Strategic Plan are in final stages of Board approval.

JUNE 2020

Team IBPOC Plan created

Started as a way to record + identify the work we were already doing/gaps/opportunities. It grew to become a team-based plan for action.

MARCH 2021

IBPOC Staff & Faculty Survey completed

Staff and faculty who self-identify as IBPOC were surveyed about their health and wellbeing needs. Helped inform IBPOC Plan

SPRING 2023

EARLY 2020

SUMMER 2020

SUMMER 2021

Global anti-racism demonstrations and protests

In the wake of George Floyd's murder (and subsequent protests) there is a renewed urgency to IBPOC focused work within our team.

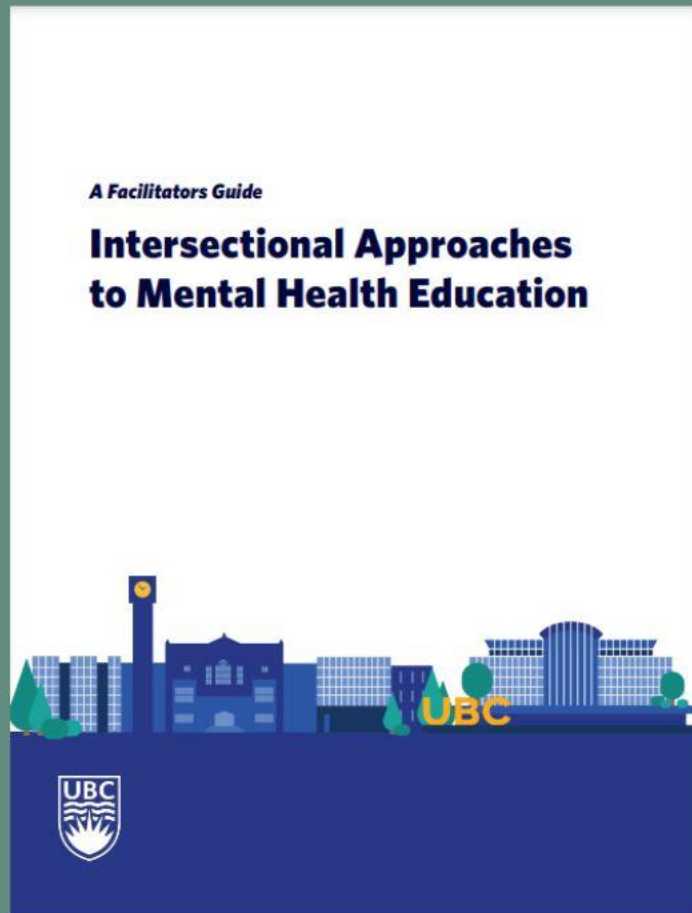
UBC Task Force on Anti-Racism and Inclusive Excellence launched

VPs and Sr. leaders will be required to report out on EDI, Indigenous and anti-racism work within departments and faculties.

Team IBPOC Plan review

Team set to review and update plan as needed

INTERSECTIONALITY AND MENTAL HEALTH - A FACILITATOR'S GUIDE



KEY TERMS



SOCIAL DETERMINANTS OF HEALTH

The conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems that shape and influence health outcomes. (ex. economic policies & systems, development agendas, social norms, social policies & political systems).



MENTAL HEALTH

The capacity of each and all of us to feel, think, and act in ways that enhance our ability to enjoy life and deal with the challenges we face.



MENTAL HEALTH LITERACY

A concept that comes from health literacy. Comprised of four different things:

- Knowing how to obtain and maintain good mental health
- Understanding mental disorders and their treatments
- Decreasing stigma
- Improving help-seeking capabilities



KEY TERMS



INTERSECTIONALITY

The interconnected nature of social categories such as **race, class, disability, sexual orientation, and gender identity** as they apply to a given individual or group.

Intersectional identities can create overlapping systems of discrimination or disadvantage.



POSITIONALITY

The **social, cultural and political context that makes up ones identity.**

Describes how identity influences, and potentially biases, your understanding and outlook of the world.



MICROAGGRESSIONS

Everyday verbal, behavioural or environmental indignities, slights, put-downs and insults (intentional or unintentional) that can cause ongoing stress and trauma.



RISK FACTORS
&
PROTECTIVE FACTORS

www.menti.com

code: XXXX XXXX



**What impacts
mental health?**

RISK FACTORS

- Colonialism/systemic racism
- Illness/ableism or systemic discrimination resulting from a disability
- Discrimination and stigma related to race, gender, sexuality, ability etc.
- Poverty
- Chronic stress
- Limited access to education/safe housing

PROTECTIVE FACTORS

- Physical/psychological safety
- Supportive relationships/communities
- Steady employment
- Strong social networks
- Supportive parenting
- Connection to traditional practices/medicine



**What impacts
mental health?**

What the data says...

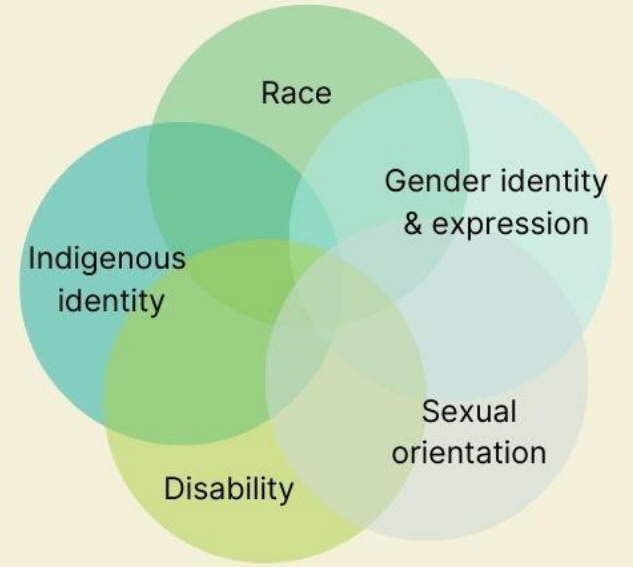
Intersectionality
Specific identities



INTERSECTIONALITY AND MENTAL HEALTH



of **mental health problems and negative health outcomes** are experienced by marginalized communities.



WHY?

Discrimination

- Racism
- Rejection (family/community)
- Isolation

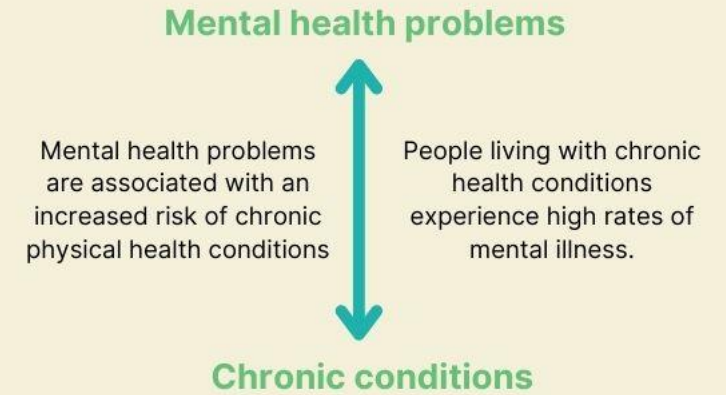
Harassment

- Microaggressions
- Trauma
- Violence

Structural Inequities

- Barriers to access/care
- Lower quality of life/care
- Lack of culturally trained mental health professionals

Disability & Mental Health



Women with disabilities at higher risk of depression



LGBTQ2S+ people with disabilities experience higher isolation & marginalization



Higher rates of disability amongst racialized individuals

Race & Mental Health

Racial and ethnic minorities



More likely

- diagnosed with mental illnesses
- detained by law enforcement

- referred to appropriate mental health resources

Less likely



Western diagnostic criteria often excludes **context, culture, ethnicity, & family**



Significant racial differences in treatment

Discrimination

- Racism
- Isolation

Harassment

- Microaggressions
- Violence

Structural Inequities

- Barriers to access/care
- Lower quality of life/care



- Chronic stress
- Depression
- Ill-health/negative health outcomes

Indigenous Perspectives & Mental Health

Colonialism

Cultural suppression/persecution and forced assimilation have profound effects on health and social outcomes across generations.



Mental Health Services

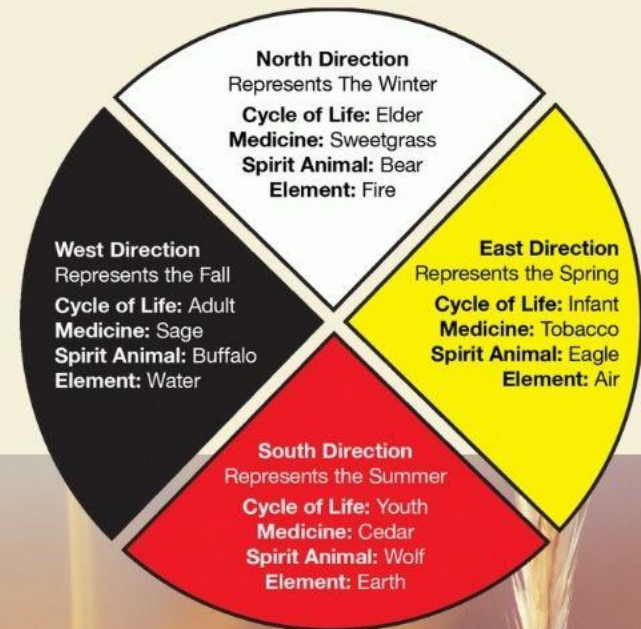
Differences in ways of knowing = misunderstandings in health/health-care



Indigenous understanding of health/healing



Western ways of knowing



Gender & Mental Health

Gender inequity → poor mental health outcomes

DUE TO

- discrimination
- violence
- abuse
- poor working conditions

(-) social attitudes

internalized messages



Chronic Stress



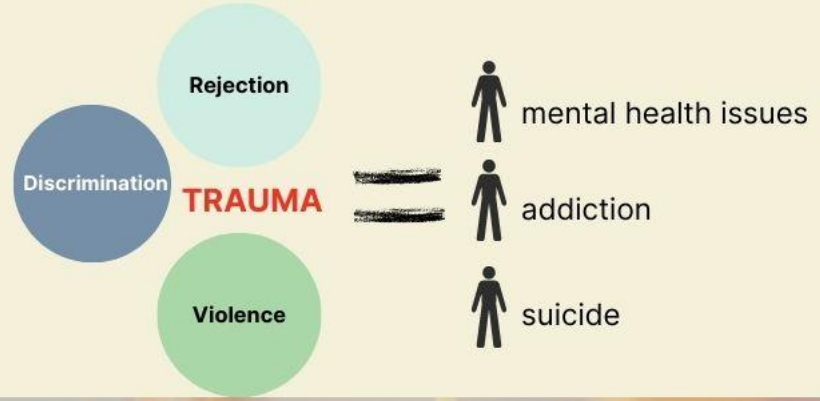
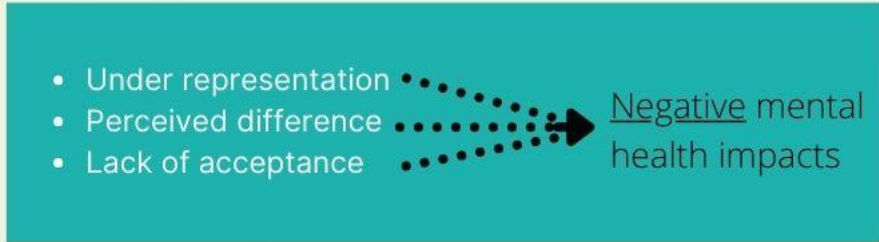
Gender diverse individuals face additional barriers to accessing mental health services



Sexual Orientation, Gender Identity & Mental Health



MENTAL ILLNESS



Promising practices

PROTECTIVE FACTORS

Reconnection to traditional practices & medicines

Connection to a peer group

Supportive communities

Treatment that recognizes intersecting identities

Inclusion of spiritual wellbeing in treatment/support

Considering a person's own assessment of their wellbeing



BREAK




Positionality

Review

Reflection activity



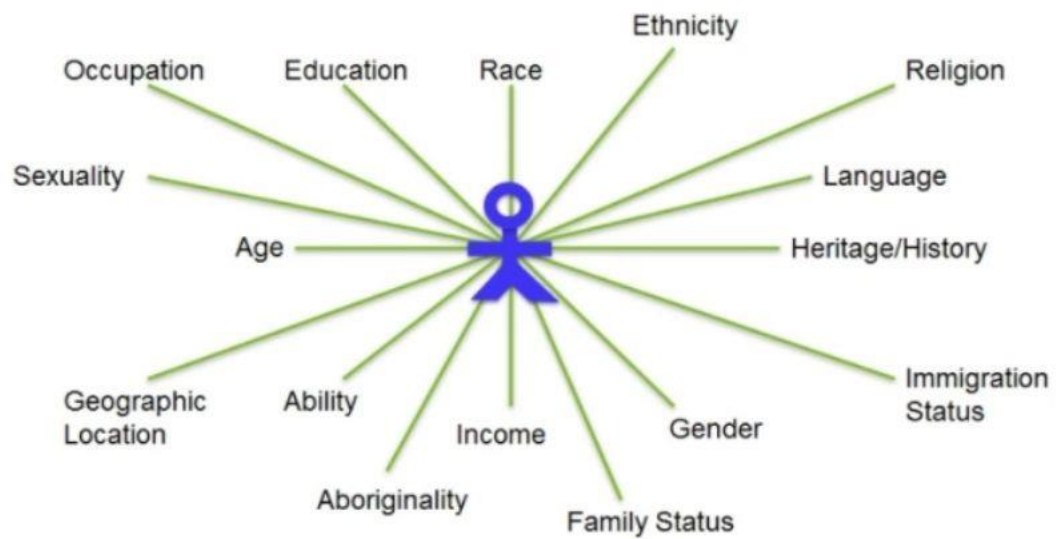


The social, cultural and political context that makes up ones identity.

Describes how identity influences, and potentially biases, our understanding and outlook of the world.

Positionality





Power dynamics, privilege, and positionality play a key role in how messages are received and delivered.

- *Which of the identity markers above resonate the most with you?*
- *In what ways do you identify yourself? Does this change depending on where you are or who you're with?*
- *Consider an experience in a group setting where you were conscious of one or multiple parts of your identity(ies).*
- *How much power do you have based on the positions that you hold? How much power do others have in relation to you based on the positions that you hold?*

Reflection Activity

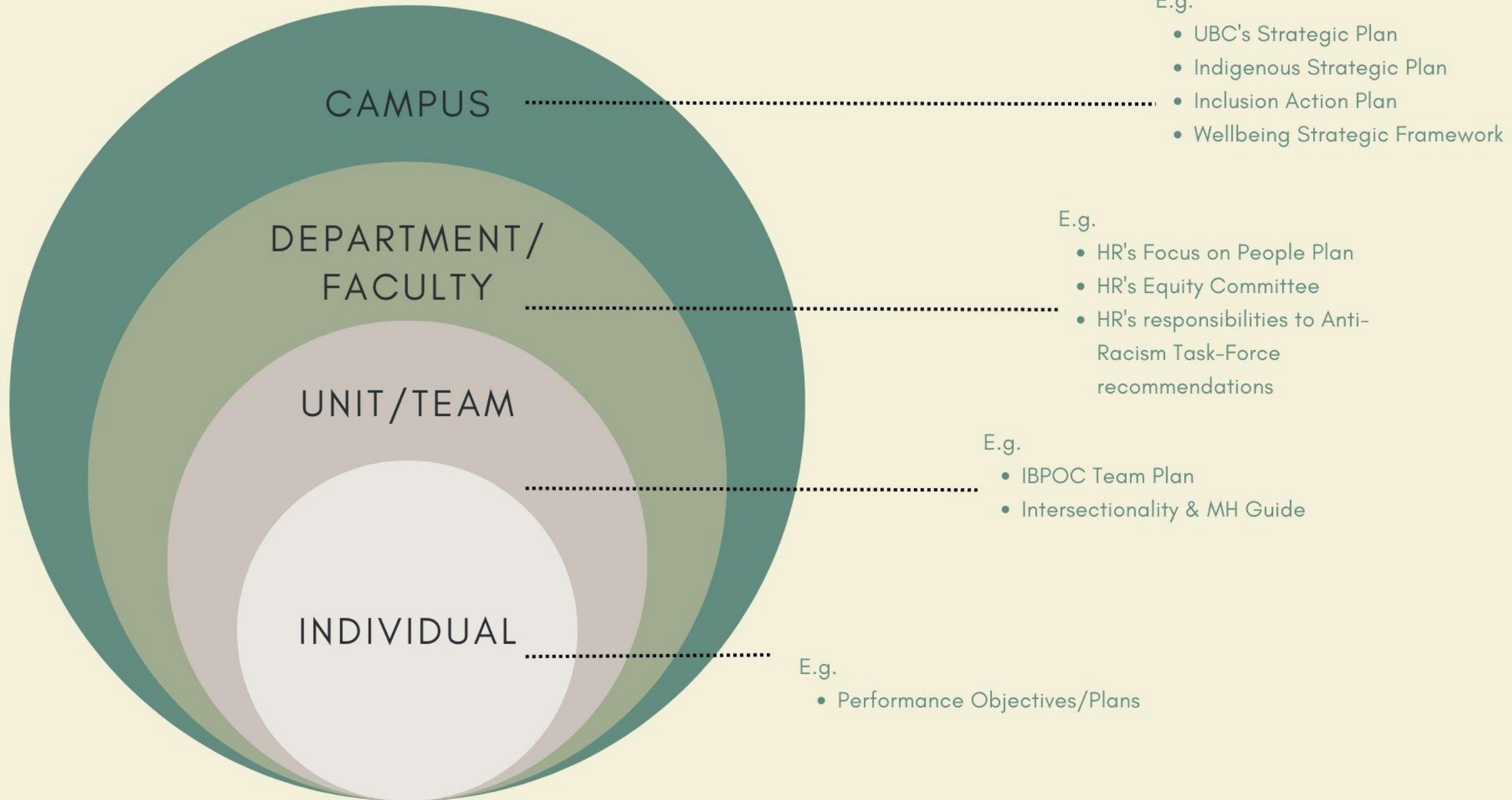


Carrying this work forward...

Accountability & Spheres of influence
Breakout discussions



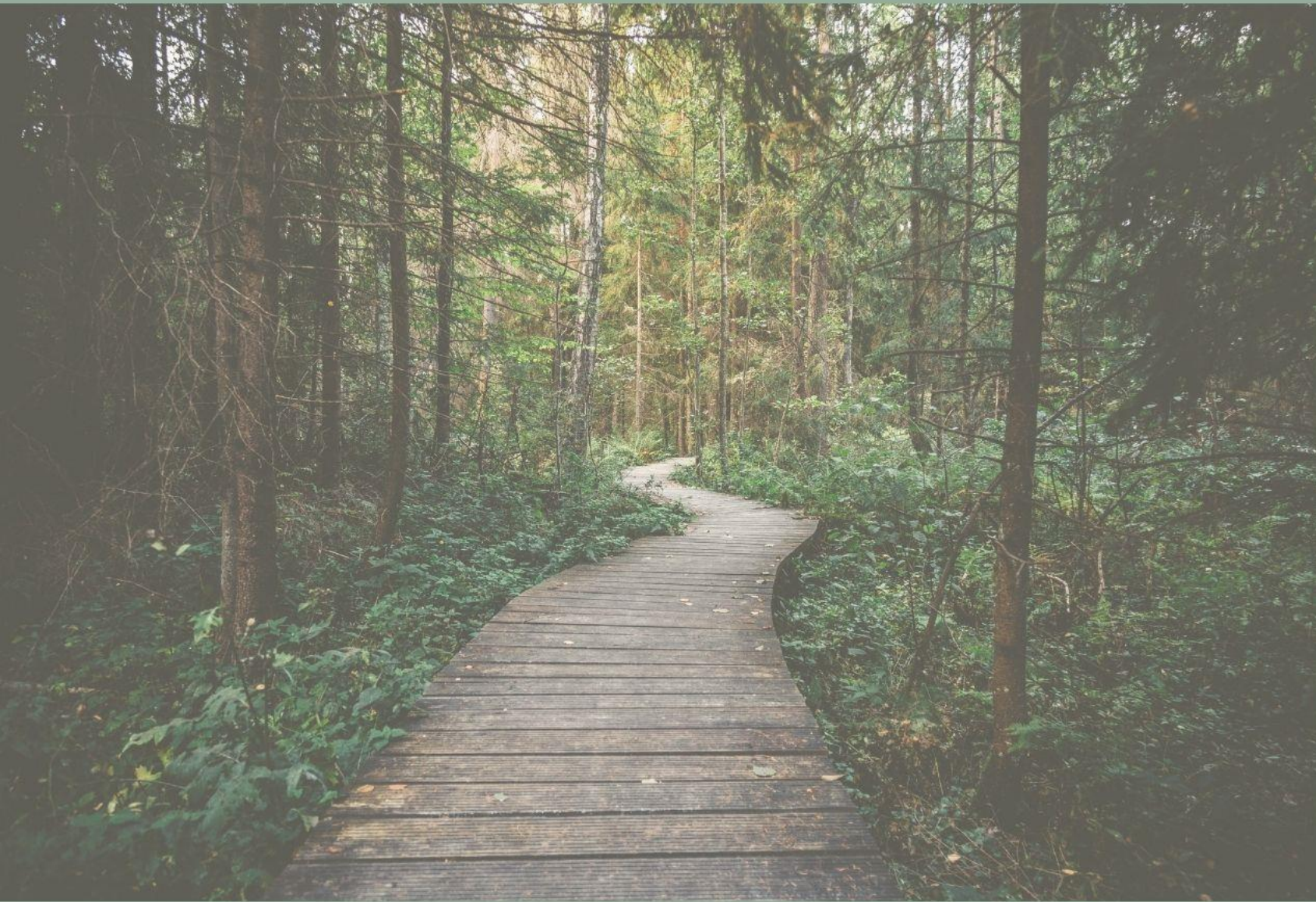
SPHERES OF INFFLUENCE



Discussion questions

- What's next on your campus? What actions can you/your team/your faculty/department take immediately towards supporting mental health from an intersectional lens?
- What might you already be doing in this space that you could share with other campuses. Successes, challenges, lessons learned?
- What strategic documents or guiding frameworks exist on your campus to support intersectionality and mental health promotion/education?
- Environments that promote notions of "diversity" and "inclusion" often perpetuate dominant structures and end up privileging certain experiences and lives. How can we imagine and foster alternative environments?





**Our way
forward...**

Q&A



Closing thoughts

“Strong communities are born out of individuals being their best selves.”

— Leanne Betasamosake Simpson

