

# 2020 Professional Development Workshop

[www.aboriginaltrainingandconsultingservices.com](http://www.aboriginaltrainingandconsultingservices.com)

## SYSTEMIC RACISM AND RESILIENCE: CONFRONTING RACISM IN HEALTHCARE AND MENTAL HEALTH

FACILITATED BY DARIEN THIRA, PHD., REG. PSYCH

AND

MAMADOU KA, PH.D.

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November 25, 2020

Virtual Presentation

***Sponsored by:***



**Presented by: W. Zarchikoff & Associates and Stratcom Consulting**

# ABOUT THIS WORKSHOP

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The numbers are clear: a few examples of black and Indigenous peoples in Canada who are subject to systemic racism in the health and mental health systems, education, the Criminal Justice System, hiring and advancement practices and access to sports and recreation. The systemic racism is entrenched in our policies and procedures (Kloasi Kafee, Ontario Human Rights Commission, Racial Discrimination racialized and Aboriginal Communities, May 2020). Racism is pervasive and can manifest in several overlapping forms (including personal, cultural, structural and institutional racism). Like other types of discrimination, it can lead to a profound feeling of pain, harm and humiliation, among members of the target group, often leading to despair and exclusion (Racism and mental health, Royal College of Psychiatrists, PSOI/18, March 2018).

This workshop will focus on the following key topics:

- Types and Impacts of Racism
- Systemic Racism in the Canadian Healthcare and Mental Health Systems
- Effects and Solutions of Dealing with Racism in the Healthcare and Mental Health

## **WORKSHOP FACILITATORS:**

Darien Thira, PhD., R. Psych.  
Darien Thira Consulting Incorporated  
[www.thira.ca](http://www.thira.ca) – [darien@thira.ca](mailto:darien@thira.ca)

## **DARIEN THIRA, PHD., R. PSYCH.**

Darien Thira is a registered psychologist (CPBC #2040) who serves as a community development/mental health consultant for many Indigenous communities across Canada and offers training workshops and clinical consultation related to personal and community wellness, grief and trauma healing, suicide pre-/inter-/post-vention, and related fields. He is also an adjunct faculty member at the Adler School of Professional Psychology. His doctoral dissertation related to Indigenous suicide resilience and social activism he was involved in further resilience research at the University of British Columbia. He has previously served as a clinician with suicidal youth at Child and Youth Mental Health and as the Director of Community Education and Professional Development at the Vancouver Crisis Centre. His “Through the Pain”, a culturally driven community-based suicide prevention program has been used in over 40 Indigenous communities across the country and as a national program in Australia. His “Opening the Circle” program assists communities to develop their own Crisis Response Team. “Choices”, his youth suicide awareness education video & seminar was used by more than 250 suicide prevention programs world-wide and he has collaborated on the production of a new version called “Reaching Out”. Darien has presented workshops at many local, provincial, national conferences, and international conferences in Canada, the United States, and Australia.

Mamadou Ka, Ph.D.  
Adjunct Professor  
University of Saint-Boniface  
Winnipeg, Manitoba

**MAMADOU KA, PH.D.**

Dr. Mamadou Ka is an adjunct professor at the Université de Saint-Boniface and a consultant in cross-cultural and diversity management. He holds a Doctorate in Leadership and Diversity Management from Simon Fraser University (Vancouver), a Master's Degree in Political Studies from the University of Manitoba and has completed his Ph.D course work in Political Science at the University of Laval, which he teaches at the Université de Saint-Boniface.

# AGENDA

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## Wednesday, November 25

0900 – 0915

### INTRODUCTIONS & OPENING REMARKS

Convener: Tara Brousseau Snider, MA Counselling Psychology, Executive Director/Directrice Generate, Winnipeg, Manitoba

0915 – 1015

### **Social Justice: The Big and Little Picture**

The session will begin with a clarification of the two social levels of prejudice and racism. These two scales of focus, namely the “little picture” (micro) focus on a specific individual, family, or community versus a “big picture” (macro) focus on individuals, families, or communities in general has been a source of many misunderstandings. The “little picture” is our personal experience of our family and our community-it the people we know and our viewpoint. The big picture is our social and cultural environment-including explicit and implicit media messages, the educational system, social institutions and government policy-even though it can be difficult to describe or to “put your finger on it”, it is all around us and we can’t help but internalize it. This will be followed by an introduction to the three keys to social justice:

- (1) Critical Analysis, which is the ability to read a situation for obvious and hidden prejudice/racism
- (2) Critical Reflexivity, which is self-awareness of how we may part of an oppressive environment, even if we have no desire to be part of it, and
- (3) Critical Action, which is the effort to contribute to a more accepting and inclusive community.

Darien Thira, PhD. R. Psych. Thira Consulting. Vancouver, British Columbia

1015 – 1030

### HEALTH & NUTRITION BREAK

1030 – 1200

### Making Sense of Prejudice and Racism

When we have a critical awareness of prejudice and racism, we have the opportunity to be a force of change through building a relationship with those experiencing oppression—this critical action is called becoming an “ally”. The role of an ally is an essential one, but it can be complex—it is not giving a hand-out or a hand-up but *joining with* those who are oppressed. This requires critical reflexivity (self awareness in terms of power relations (also called “privilege”). Being an ally is different from being a support or assistance to an

<p><b>Weds. Nov 25 (cont)</b></p>	<p>individual, it is about changing the community. Three different ways to be an ally (“from behind”, from “in front”, or from beside”) will be reviewed. A simple but powerful 2-step technique will be introduced; the Validation-Invitation 2-Step honours the pain created by oppression while encouraging action to create change on both a personal (micro) and a community (macro) level.</p>
<p><b>1200 – 1315</b></p>	<p>NO-HOST LUNCH</p>
<p><b>1315 – 1415</b></p>	<p><b>Racism/Prejudice and the Health Care and Mental Health Systems</b></p> <p>In recent years, a number of studies have examined the multiple ways in which racism can adversely affect the healthcare system in Canada. Healthcare administrators and some doctors, nurses and social workers often denied that racism in healthcare is a determinant of racialized groups’ health (including Indigenous people and non-white immigrants). Not anymore!</p> <p>In mental health, there is a missing link in the analysis of racism: culture!</p> <p>Culture is important because it bears upon what all people (racialized clients and clinicians) bring to the clinical setting. Overcoming unconscious biases and understanding influences are very relevant in the fight against racism in the mental health sector.</p> <p>Mamadou Ka, Ph.D., Adjunct Professor, University of Saint-Boniface, Winnipeg, Manitoba</p>
<p><b>1415 – 1430</b></p>	<p>HEALTH &amp; NUTRITION BREAK</p>
<p><b>1430 – 1550</b></p>	<p><b>Suggestions to Overcome the Systemic Racism in the Healthcare and Mental Health Systems</b></p> <p>This session will discuss hands-on ideas that participants can take away and use in their workplaces and daily lives.</p>
<p><b>1550 – 1600</b></p>	<p>Closing and Evaluations</p>

## Management Information

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Website: [www.aboriginaltrainingandconsultingservices.com](http://www.aboriginaltrainingandconsultingservices.com)

### W. Zarchikoff & Associates

**Contact**

Bill Zarchikoff, President

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### Stratcom Consulting

**Contact**

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## Charity Information

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Website: [www.sararielinc.com/en/home](http://www.sararielinc.com/en/home)

### Sara Riel Inc.

Sara Riel Inc. provides quality services in community supports, holding and employment to persons with mental health challenges through best practices, client choices and partnerships.

**Contact**

Tara Brousseau Snider  
Executive Director

Email:

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## ***About Sara Riel, Inc.***

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Our Mission is to provide those individuals with mental health and substance use/addiction challenges a safe, inclusive and engaging environment where self-determined needs are valued, and all are assisted on their path to reaching their goals.

We can achieve this through best practice by helping those we serve create a:

- Path to Self: Reconnecting an individual with the person they want to be;
- Path to Wellness: Exploring ways to successfully manage their mental and physical health;
- Path to Hope: Helping individuals to see that, despite potential barriers, their goals are achievable;
- Path to Empowerment: Developing the skills in effective problem solving and decision making.

### VISION STATEMENT

Our Vision is for people with mental health and substance use/addiction challenges to reach their full potential mentally, physically, socially and spiritually.

## ***Policies & Other Information***

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### **Cancellation Policy**

Registrations cancelled 7 or more days prior to the workshop are refundable minus a \$25.00 administrative fee. Alternatively, you may receive a credit to attend a future training. Cancellations less than 7 days prior to the workshop are non-refundable. If at any time you are unable to attend, you are welcome to transfer your registration to another individual at no extra cost. In this case, please notify us of the name of the alternate person who will be attending.

If you register and do not attend without prior notification, you will be charged for the full amount of the registration fee.

We reserve the right to cancel workshops due to unforeseen circumstances or under-enrolment. Liability is limited to a refund of workshop fees only. Please make travel arrangements with this in mind.

### **Limited Seating**

Register Early! To better facilitate group interaction, seating is limited in most workshops. Children and unregistered guests are not permitted.

help you should you require additional, specific information in order to obtain credit.

### **Registration Information**

If you do not have a registration form, you can download one from our website, [www.aboriginaltrainingandconsultingservices.com](http://www.aboriginaltrainingandconsultingservices.com) or contact us by phone or email. We accept payment by Visa, MasterCard, check, purchase orders and cash.

### **Onsite Training Options**

If you are interested in bringing this, or other training opportunities, to your community, please contact Bill Zarchikoff to get more information (contact information above).