



DIGITAL TOOLKIT

California Reducing Disparities Project
African American Intervention T/A Center:
an On-Line Resource

LITERATURE REVIEW





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EVIDENCE BASED PRACTICES

Shaping Behavioral Health Policy by Measuring Evidence in a New Way:

Community Defined Evidence

The process of determining the scientific efficacy of community-based practices (CBP's) that have sustained communities of color for centuries has been a long one. Given Kenneth Martinez' role as a content specialist/researcher in national mental health projects such as the Technical Assistance Partnership for Child and Family Mental Health, Martinez has been a central figure in promoting CBPs in the field of peer-reviewed, western scholarship. In this Power-Point presentation he provides a contrast between evidence based practices and community based practices. The presentation argues that while "evidence based practices (EBP)" have been the "Gold Standard" in determining the efficacy of interventions, they frequently lack cultural appropriateness for people of color. Martinez argues that Community Defined Practices (CDP) should be considered as a component of a new "platinum standard" for interventions designed to work for people of color. In this sense, Martinez' position offers a bridge, of sorts, between evidence based practices and community-based practices.

<http://cmhconference.com/files/27/presentations/s9.ppsx>

A Toolkit for Modifying Evidence-Based Practices to Increase Cultural Competence

This toolkit introduces a process for enhancing evidence based practices with cultural enhancements from the communities served. Like Martinez' position, it is a bridge between evidence based practices (EBP) and community defined practices, or in the words of the authors, "cultural competency." The authors outline a process of adaptation in which the allotment of resources to community engagement at each stage of selection and adaptation is central. As members of an intervention work group, community members determine whether a given intervention "fits" the norms and values of their community. At this stage, the authors suggest using Kluckhohn's Values Orientation Model as a tool for determining the alignment of an EBP and the community in which the intervention is introduced. The tool asks questions such as a community's relationship to each other, to time and space, and to nature, contrasting notions like dominance to harmony. After viewing Dr. Wade Noble's chart of the key components of African American cultural orientation, it was clear that it could serve the exact same function as Kluckhohn's Values Orientation Model in adapting evidence based practices for African American communities. Until community defined practices and programs are fully funded and legitimized by western modalities of scientific legitimacy, the document provides useful tools for culturally enhancing existing treatments.

http://www.networkofpractice.org/sites/default/files/Cul_Adaptation_ToolkitEBP.pdf

Refining the Definition of an African American Community Defined Practice

This paper is a supplemental report to the African American population report of the California Reducing Disparities Project. The report both seeks to clarify the meaning of community based practices (CBPs) for African Americans peoples and suggest a process for identifying them. The paper takes on the cultural adaptation model on the grounds that alteration of an evidence based practice (EBP) violates the fidelity principle of implementation that assures confidence in positive outcomes. At the same time that cultural adaptations of EBPs put in question confidence in results, they also fall short of “cultural congruence” with African American core beliefs and authentic lived experiences. The report establishes nine criteria for determining a community based practice. It also includes a chart that depicts key components of African American cultural orientation to which any practice defined as community defined should, at minimum, align.

https://www.cibhs.org/sites/main/files/file-attachments/african_american_community-defined_practice_paper_0.pdf

Family-Care, Community-Care and Self-Care Toolkit: Healing in the Face of Trauma

This toolkit is the most recent offering of the Community Healing Network (CHN). The Network seeks to counter the effects centuries of the traumatic effects of anti-Black racism have had on Black communities across the African diaspora. The toolkit describes the culturally-based principles of self-love, resiliency and emotional freedom that undergird emotional emancipation circles, the principal strategy of the CHN. Given the historical trauma and psychic terror of anti-black racism, the care of self, family and community are inextricably linked. Healing circles are the place where self, family and community are made whole. The toolkit describes in detail the process of facilitating healing circles.

<http://www.communityhealingnet.org/#familycare-communitycare-and-selfcare-tool-kit-healing-in-the-face-of-cultural-trauma>

Healing Centered Youth Organizing: A Framework for Youth Leadership in the 21st Century

This report is a product of the youth-led Urban Peace Movement located in Oakland, California. The organization is the result of youth organizing in their own communities to confront the emotional and psychological trauma that are the results of mass incarceration and policies that have had negative impacts on communities of color. The report refers to “healing justice,” as the coupling of self-care through community based practices—such as healing circles with mobilizing and organizing communities—to address the institutional causes of individual and collective trauma. Transformative Organizing reconciles these two intervention strategies.

http://urbanpeacemovement.org/wp-content/uploads/2014/02/HealingMapping_FINALVERSION.pdf

Healing the Healers: Supporting Youth Service Workers Who Provide First Line Support to Youth in Crisis

This report is an evaluation of a project developed by the Urban Peace Movement. Healing the Healers is a program that addresses the secondary trauma experienced by youth service providers working with youth in crisis. These providers participate in healing circles facilitated by circle keepers who combined clinical experience with traditional cultural and spiritual healing practices. The participants learned healing techniques and practices to address their own

secondary trauma and the trauma of the youth with whom they worked. The report notes that culturally based healing techniques and practices were more effective and transferrable to participants' own lives than were the traditional/western presentations of ideas and concepts. http://urbanpeacemovement.org/wp-content/uploads/2017/01/HTH_report16_spreads.pdf

Healing from the Effects of Internalized Oppression

The Community Tool Box is a free online resource which houses immense practical information related to individual and community health. This website section of the website explains internalized oppression and practical steps in overcoming it. The website is most useful for community members working in a multi-racial collaborative seeking to understand internalized white racism. It could also be useful in introducing young people to the concept.

<http://ctb.ku.edu/en/table-of-contents/culture/cultural-competence/healing-from-internalized-oppression/main>

RACE AND GENDER STUDIES

Colorism, Gender and School Suspension

This article examines the intersection between skin tone and school suspensions among African Americans. It belongs to the body of literature that explores colorism, the differential treatment of members of the same racial group based on skin tone. This is one of the few studies that includes gender in an examination of colorism. More significantly, the report found that darker skin had more impact on the likelihood of girls getting suspended than it did on boys. The reports show that the intersection of race, gender and skin-tone shape the experiences of African American youth in schools. The report is a must read for educators and others who engage African American youth.

<https://gendersociety.wordpress.com/2014/03/17/colorism-gender-and-school-suspension/>

Sister Circles as a Culturally Relevant Intervention for Anxious African American Women

Sister Circles are not new to African American communities. They have been a constitutive aspect of Black life for more than one hundred years. In this article, researchers from Kent State University used Sister Circles as a structure for culturally enhancing an evidence based practice, cognitive behavioral therapy (CBT), currently considered to be the most effective treatment for adult anxiety disorders. The researchers embedded African American cultural elements of music and call-and response into the CBT protocol. The results of the on-going study were deemed promising.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3212099/pdf/nihms310390.pdf>

Toward Our Children's Keeper: A Data-Driven Analysis of the Interim Report of the My Brother's Keeper Initiative Shows the Shared Fate of Boys and Girls of Color

While there are a number of high profile initiatives aimed at supporting African American males in education, justice and substance use disorders, the number of fully funded same-sex interventions supporting African American females is few. This report examines the My Brother's Keeper Initiative's 2014 report and concludes that African American males and females experience a shared fate. Girls are more likely to live in poverty than are boys, and related to this

finding, the racial burden of unemployment is similar for African American females and males. The report ultimately recommends a focus on how institutional racism impact boys and girls, and the use of an integrated approach that considers boys concerns along with those of girls.

<https://iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/1927-Toward%20Our%20Childrens%20Keeper-5.28.2015.pdf>

Hear My Voice: Strengthening the College Pipeline for Young Men of Color in California

The California Select Committee on Boys and Men of Color, in collaboration with the Education Trust–West, has recently release this report in order to strengthen the pipeline of boys of color to both access and complete a college education. The report includes a toolkit and a best practice guide. Most importantly for local activist and practitioners, the *Hear My Voice* website includes a very useful data tool that displays relevant data about kids of color at the regional, district, and school/college/university levels.

<https://west.edtrust.org/resource/hear-my-voice/>

J. Luke Woods, *Black Minds Matter* On-Line Course

Building on the 2015 landmark report, *Black Minds Matter*, Professor J. Luke Wood, Doctoral Program Director in Community College/Postsecondary Educational Leadership at San Diego State University, will teach [an online public course](#) based on *Black Minds Matter*, geared toward increasing educational equity for Black boys and men. The course takes as its departure the devaluing of black bodies as demonstrated by the police killings of back boys. The course will address the status of young Black boys and men in schools and colleges through an exploration of issues of unconscious bias, stereotypes and micro-aggressions. The course begins October 23. The cost is free.

<https://youtu.be/ShQJgzOZW80>

<https://west.edtrust.org/resource/black-minds-matter-supporting-the-educational-success-of-black-children-in-california/>

Brothers' Keeper Webinar Series

President Obama's *My Brother's Keeper* Initiative partnered with the National Mentoring Partnership to produce this webinar series on mentoring Black boys and young men. Each webinar includes multi-media, including videos, implementation manuals, and critical research to developing culturally congruent mentoring programs. The series eschews traditional mentoring programs and places a premium on racial identity, social capital and the development of critical consciousness among mentees that empower them to solve their own problems within the context of community. The tools included in the series are designed to develop a solid infrastructure for the program itself while providing support staff with proven content and continuous improvement processes.

<http://www.mentoring.org/program-resources/my-brothers-keeper-webinars/>

Stepping into Power: A Leadership Academy Curriculum for Boys and Men of Color

Stepping into Power is a leadership curriculum developed by The Movement Strategy Center to address the needs of boys and men of color between the ages of 14-24. The curriculum is designed to empower young men by providing them with a racial and gender justice lens on

their own circumstances and that of their community. The curriculum is adaptable and can be completed in two full days or as part of a summer leadership academy. The curriculum develops a gender lens in its participants by the use of exercises that unsettle stereotypical gender perspectives. The curriculum moves from the intersectionality of race and gender to examine systems: schools, criminal justice, college/university, and health. The health module explores the root causes of poor mental and physical health, including traumas effects on both, and then provides an action plan for wellness. One of the best features of the curriculum is its incorporation of action planning in every domain of wellness to the state level. The curriculum clearly is designed to develop a physically and psychologically well leadership of young men for the 21st century.

[http://test2013.bhclongbeach.org/download/BMoC%20Leadership%20Academy%20Full%20Curriculum\(3\).pdf](http://test2013.bhclongbeach.org/download/BMoC%20Leadership%20Academy%20Full%20Curriculum(3).pdf)

Addressing Masculine Norms to Improve Outcomes for Young Black Men

This brief report (13 pgs.) addresses the role of race and normed masculinity on African American male identity. The report argues that internalized stereotypical gender norms by African American males impact lower life outcomes in health, education and economic security. The authors recommend an “intersectional” approach to examining the ways that gender, race and class operate simultaneously at different levels can promote more effective policies and programs for African American males.

<http://www.frontlinesol.com/wp-content/uploads/2015/01/Young-Black-Men-Masculine-Norms-ABFE.pdf>

DATA

The State of Higher Education: Blacks

This report was published in 2015 by the Campaign for College Opportunity. The statistics point to the troubling state of the African American community in California. According to the report, Black enrollment into the California State University System peaked in 2007 at thirteen percent and declined to nine percent by 2012. In the UC system, two-thirds of Black applicants were denied admission. Most troubling is the finding that eighty-seven percent of Black students matriculating into the California Community College System are placed in pre-college level coursework. While the data is useful for identifying student outcomes, no examination of how the system contributes to these outcomes are discussed.

http://collegecampaign.org/wp-content/uploads/2015/05/2015-State-of-Higher-Education_Blacks.pdf

Opportunity Youth Playbook

This Playbook is a product of the Forum for Youth Investment. Given the large number of tools ranging from individual level engagement strategies to assessment instruments for determining the connection between institutional racism in cities and the level of violence, it is more toolkit than playbook, though it does contain a clear plan for addressing the needs of “opportunity youth.” Opportunity Youth refers to males between the ages of 16-24 who are neither in school or employed. The Playbook addresses six domains or milestones: 1) readiness for school; 2)

reading proficiency by the third grade; 3) high school graduation and college and career readiness; 4) post-secondary training or workforce completion; 5) successful entrance into the workforce; and 6) reducing violence and providing a second chance to opportunity youth. While the Playbook is aimed at improving opportunities for young men, the treasure trove of tools it includes are useful for community and program improvement at multiple levels.

<http://forumfyi.org/OYN-MBK-Toolkit>

Implementing Culture-Based Wraparound

This peer-reviewed, yet readable report, describes the cultural enhancement of four programs based on the evidence based wraparound model created by the National Wraparound Initiative. The four programs each targeted a specific population, including African Americans, Hmong, Latinos, and Native Americans. The enhancement included three elements that assured families would receive treatment that was culturally relevant: the program would be 1) grounded in their own cultures; 2) designed by members of their own culture; and 3) provided by members of their own culture. The African American wraparound model conceptually incorporated the ten rites of the Rites of Passage program developed by Ron Johnson at the National Family Life and Education Center. Outcomes of the program across target population groups showed promising clinical results while achieving a fidelity score above national means.

[https://dsamh.utah.gov/pdf/frf_project/2015%20Revisions/Appendix/Palmer-2.6-\(culture-based-wrap\).pdf](https://dsamh.utah.gov/pdf/frf_project/2015%20Revisions/Appendix/Palmer-2.6-(culture-based-wrap).pdf)

INNOVATIONS

Design Kit: The Course for Human Centered Design

The Design Toolkit is an emerging approach to planning social interventions that places a premium on the engagement of populations with whom a company or social entrepreneur or program is looking to develop a product that works. The design process takes a unique approach to involving the end-user in every step of the product design process. As such, the Design Toolkit may be useful for service providers developing community-centered programs based on community defined norms and values that require immersion in communities. The on-line course is seven weeks long and is no cost. Participants have noted that the course is visually rich and engaging. It may be a promising approach to meeting the needs of a new generation of African American young people.

<http://www.designkit.org/resources/1>

Youth Centered Health Design

Youth Centered Health Design is a design-centered organization based in Oakland California. They have taken the methods of Human Centered Design and applied it to a new generation of young people and millennials. One of their programs, *they2ze*, uses technology in the form of a mobile application that connects transgender-spectrum youth to programs that are culturally competent in service provision to this population. This approach was the result of spending enough time with the population to identify a root cause of their challenges with receiving adequate healthcare.

<http://yth.org/>