



# DIVERSITY, EQUITY, AND INCLUSION

...a newsletter to address cultural issues that enable us to effectively work in cross cultural situations.

## Stomp Out Stigma

Submitted by Luis I. Molina, Coordinator,  
Prevention & Early Intervention

May 2018

Volume 14, Issue 5

### Inside this issue:

Stomp Out Stigma	1/2
Meeting Highlights	2

## stig·ma

[ˈstigmə] NOUN



According to the *Webster's New World Dictionary* stigma is defined as:

1. something that detracts from the character or reputation of a person, group, etc.; mark of disgrace or reproach
2. a mark, sign, etc. indicating that something is not considered normal or standard

People living with a mental health challenge face one of the largest debilitating issues in our society. Many of those who experience these conditions often suffer in silence due to unawareness of the condition, lack of knowledge on how to access services, and most importantly the fear of what stigma can look like in their life. Too often the narrative of those battling with mental health conditions is one of isolation, shame, pain, and discrimination which can pose barriers in the road to recovery.

Stigma comes down to hate and discrimination of those living with a mental health challenge. The fear of the unknown is the root of the stigma placed on those who are deemed “crazy”, “nuts”, and “out there!”

As a society, we have an opportunity to champion a few areas in raising well-being:

- Support those with a mental health challenge to connect with the proper resources.
- We must support their families and friends to engage in learning more about what their loved one is experiencing.
- Support the professionals that provide culturally appropriate, respectful and dignified services.

It is up to each one of us to be ambassadors of well-being and begin taking an active stance to end stigma. We must contribute to increasing awareness about the effects of stigma and what we can do to change the trajectory of those living with the pain of mental health conditions. Remembering that it is not the job of others, but rather of each one of us, to begin normalizing the conversation about mental health while bring understanding, support and always leading with love and dignity.

Here are helpful resources:

- <https://www.eachmindmatters.org/>
- <https://www.eachmindmatters.org/may2018/>
- <https://emresourcecenter.org/resources/mental-health-matters-month-2018-toolkit>



**BHRS Cultural Competence, Equity and Social Justice Committee meets on the 2nd Monday of each month from 9:00 a.m. to 10:30 a.m. in the Redwood Conference Room, 800 Scenic Drive**





*Behavioral Health & Recovery Services  
Prevention and Early Intervention Staff  
at the First Annual Mental Health Awareness Month Kick Off Event 2018,  
at which nearly 600 to 800 individuals attended.*

## **Highlights of April Cultural Competency, Equity and Social Justice Committee (CCESJC) Meeting**



### **CC Update Newsletter and Discussion**

Employment Support Services is a program offered by Behavioral Health and Recovery Services intended to provide support to individuals who wish to enter the workforce and maintain employment. An initial intake is completed to assess for work history, strengths, barriers, interests and employment goals. To receive Employment Support Services, an individual must either self-refer or be referred by their treatment team. For questions regarding Employment Support Services, please call (209) 525-6101.

### **Ethnic Services Manager Announcement**

Cherie Dockery announced Erica Inacio as the new Ethnic Services Manager for our department and facilitator for the CCESJC committee. Erica is looking forward to working with our committee. Please reach out to her for any suggestions.

### **Ethnic Services Manager Summit**

Abraham Andres, Erica Inacio and Leng Power attended the Ethnic Services Manager Summit where information on how the Ethnic Services position started, the challenges faced then, and the continued challenges in addressing health disparities by different cultures. The following was also reviewed:

#### **12 Strategies to Survive Leading A Multicultural Inclusive Agenda**

By: Rachel G. Guerrero, LCSW (Copyright pending); Guerrero Consulting

1. Do your personal work.
2. Lead with clear purpose and intent.
3. Figure out how to gain and earn trust across underserved communities.
4. Always work in collaboration with community. Your partnership will be your strength.
5. Understand the paradox you are working in. You are working within the system you are trying to change. With that there are many risks.
6. Understand that if you stand strong for social justice, you will be marginalized. Figure out how you'll manage it.
7. Understand how you deal with and manage conflict and work on it.
8. Inclusion by design! Lead and seek every opportunity for embedding cultural competency into all programs and services locally.
9. Know that this work is really everyone's responsibility, not just yours.
10. Leave your ego at the door. To be successful you can't be hooked on need for approval.
11. Know why going along does not move you along.
12. Find your support for this work. Body, mind, spirit. Do your self-care; take care of your inner



**If you have questions or suggestions regarding Cultural Competency, please e-mail:  
Erica Inacio, [einacio@stanbhrs.org](mailto:einacio@stanbhrs.org)  
Jorge Fernandez, [jfernandez@gvhc.org](mailto:jfernandez@gvhc.org)**