Wellness Where You Are: Fix Your Crown
A Black Student Union Event

April 9, 2022 ♦ 10:00 am - 12:00 pm
Welcome

Cassandra C. Jackson, MA, PPSC
Moderator

Shawneece Stevenson
Project Manager
Agenda

Roll Call

Icebreaker

Guest Speaker: Ms. Lesley Cherry, LMFT

Break/Lunch

Student Panel
Housekeeping

• **Appreciate** you joining us today.

• **Be Respectful** of others’ viewpoint and listen for understanding.

• **Your privacy** is important - please do not post anything on social media without others permission. Respect the **confidentiality** of the group.

• **Raise your hand** throughout the session when you wish to comment or ask a question. Do not interrupt when someone else is speaking.
Who is BACHAC?
Why are we here?

Wellness Where You Are: Fix Your Crown
What is BACHAC?

• A 26+ years grass roots community health organization
• Address **health disparities** in diverse communities across generations
• Through **awareness, education, access** to resources, **advocacy**
• In **partnership/collaboration** with a diverse groups
• Supporting a culture of **Equity, Innovation and Inclusion**
Session Purpose

• Providing solution focused therapeutic tools to help high school students deal with the emotional trauma from microaggression and racism.

• Opportunity to engage with other students.

• These sessions are for educational purposes and not a substitute for professional advice and/or services.
Whose in the house?
Whose in the house?

Introduce Yourself by Schools

- Name
- Year in School
Fix Your Crown Bingo
Guest Speaker

Lesley Cherry, LMFT
Staff Clinician
The Wise Institute

Wellness Where You Are: Fix Your Crown
MANAGING MICROAGGRESSIONS

Lesley A. Cherry, MA, LMFT
ABOUT ME...

- Clinical therapist for almost 11 years
- Have worked with various populations
- Currently work with children, teens, young adults, individuals and couples
- Black female millennial
- Nor Cal Native
- I am passionate about BIPOC mental health and wellness
--Have you ever
  - Left an interaction feeling uncomfortable?
  - Been in close quarters with someone who clutched their purse, avoided sitting next to you or avoided giving you eye contact?
  - Been followed around or suspected you were being followed by sales associates or security when shopping?
  - Been given a backhanded compliment?
  - Tried out for an extracurricular activity/sport and suspected you weren’t chosen or were treated differently because of your race?
  - Been looked at or treated like an animal at the zoo?
  - Stood out in a room due to changing your hairstyle?
  - Been asked if you play a sport due to your height and/or size?
  - Experienced someone code switch while interacting with you?
  - Underestimated regarding your performance or intelligence?
  - Other examples…
From Oxford Languages

- noun
- a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.
- Can occur within same ethnic groups and between different ethnic groups.

From Derald Wing Sue

- "Microaggressions are the everyday slights, insults, put-downs, invalidations and offensive behaviors that people of marginalized groups experience in daily interactions with generally well-intentioned people who may be unaware of their impact."
- "Microaggressions are reflections of implicit bias or prejudicial beliefs and attitudes beyond the level of conscious awareness."
- Almost any marginalized group can be the object of microaggressions.
- Microaggressions often contain a hidden message to the target, which reveals a biased belief or attitude.
## BAY AREA DEMOGRAPHICS

### RACE

<table>
<thead>
<tr>
<th>Race</th>
<th>Population</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>3,941,687</td>
<td>58.1%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>511,084</td>
<td>7.5%</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>43,529</td>
<td>0.6%</td>
</tr>
<tr>
<td>Asian</td>
<td>1,289,849</td>
<td>19.0%</td>
</tr>
<tr>
<td>Native Hawaiian and Other Pacific Islander</td>
<td>36,317</td>
<td>0.5%</td>
</tr>
<tr>
<td>Some other race</td>
<td>627,004</td>
<td>9.2%</td>
</tr>
<tr>
<td>Two or More races</td>
<td>334,290</td>
<td>4.9%</td>
</tr>
<tr>
<td>Hispanic/Latino (of any race)</td>
<td>1,314,175</td>
<td>19.4%</td>
</tr>
</tbody>
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Reference: http://www.bayareacensus.ca.gov/bayarea.htm
SAN MATEO COUNTY

- **San Mateo Demographics**
- According to the most recent ACS, the racial composition of San Mateo was:
  - White: **52.92%**
  - Asian: **24.10%**
  - Other race: **11.24%**
  - Two or more races: **6.88%**
  - Native Hawaiian or Pacific Islander: **2.51%**
  - Black or African American: **1.96%**
  - Native American: **0.39%**
  - Hispanic/Latino (of any race) **24%**

Reference: https://www.census.gov/quickfacts/sanmateocountycalifornia
# MICROAGGRESSIONS & MENTAL HEALTH

<table>
<thead>
<tr>
<th>Research states that microaggressions can...</th>
<th>University of Edinburgh suggests...</th>
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<tbody>
<tr>
<td>• Increase stress in the lives of people of color.</td>
<td>• Loss of self-esteem.</td>
</tr>
<tr>
<td>• Lower emotional well-being, increase depression and negative feelings.</td>
<td>• Increase feelings of exhaustion.</td>
</tr>
<tr>
<td>• Overwhelm the mental health of recipients, impede learning and problem-solving.</td>
<td>• Damage to the ability to thrive in an environment.</td>
</tr>
<tr>
<td>• Impairs academic and employee performance and take a heavy toll on the physical well-being of targets.</td>
<td>• Mistrust of peers, staff and the institution</td>
</tr>
<tr>
<td></td>
<td>• Decreases participation and ability to study</td>
</tr>
<tr>
<td></td>
<td>• Students drop out</td>
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</tbody>
</table>
IMPOSTER SYNDROME

LMFT Psychotherapist describes imposter syndrome as...

the inability to identify with the parts of ourselves that are responsible for our success, causing us to feel like a fraud when there isn’t any evidence to support that feeling.
INEFFECTIVE COPING

Avoidance  Disengaging  Substance Use
EFFECTIVE COPING
Let’s Practice!
STOP SKILL

- **STOP**: Do not just react. Stop! Freeze! Do not move a muscle! Your emotions may try to make you act without thinking. Stay in control!

- **TAKE A STEP BACK**: Take a step back from the situation. Take a break. Let go. Take a deep breath. Do not let your feelings make you act impulsively.

- **OBSERVE**: Notice what is going on inside and outside you. What is the situation? What are your thoughts and feelings? What are others saying or doing?

- **PROCEED MINDFULLY**: Act with awareness. In deciding what to do, consider your thoughts and feelings, the situation, and other people’s thoughts and feelings. Think about your goals. Ask Wise Mind: Which actions will make it better or worse?
HOW CAN I BE SUPPORTED?

- THERAPY
- MENTORSHIP
- TALKING TO LOVED ONES
- SPIRITUALITY
- SUPPORT GROUPS
- AFFIRMATIONS
- LEARN YOUR HISTORY!
- MIND YOUR JUDGEMENTS
- MUSIC/POETRY
- MEDITATION
HELPFUL RESOURCES

• **Books**
  You Are Your Best Thing: Vulnerability, Shame, Resilience, and the Black Experience
  by [Tarana Burke and Brené Brown](#)

  Black Enough: Stories of Being Young and Black in America
  by [Ibi Zoboi](#)

  I’m Still Here: Black Dignity in a World Made for Whiteness
  by [Austin Channing Brown](#)

• **Podcasts**
  - The Pivot
  - How to Talk to High Achievers about Anything
    ([https://www.talktohighachievers.com/](https://www.talktohighachievers.com/))

• **COMMUNITY RESOURCES**
  • Bay Area Urban Debate League
    [baudl.org](#)
  • Therapists of Color Bay Area (TOC Bay Area)
    [http://www.therapistsofcolor.org/directory.html](#)
REACH OUT TO ME!

Email: lesley@thewisemindinstitute.com

tel:(650)241-8631
MEET THE STUDENT PANELISTS

Jewel Merriman
St. Francis High
BSU Support

Avery Misner
Aragon High School
BSU Treasurer

Mia Hunt
Sequoia High School
BSU Vice President

Amra Brook
Sequoia High School

Alanna Stevenson
Menlo Atherton High School
BSU President
Student Panel Questions

How do you affirm and appreciate your cultural identity?

How have you dealt with microaggression and racism in your school?

How have you helped other BSU students/students to deal with microaggressions in school?
Additional resources

Aclove https://allcove.org/

Antiracism and Injustices Resources, San Mateo County Office of Education
www.smcoe.org/for-communities/antiracism-and-injustice-resources.html

Student Trustee in the Office of Superintendent, in your local high school
Upcoming Events

- Saturday, May 13, 2022 - Soul Stroll for Health 2022

Sign up for the Movement!

www.bachac.org/soul-stroll-2021-22
Thank you!
Please complete your evaluation.

For more about BACHAC: www.bachac.org

Thank you to The Redwood City-Police Activities League (PAL) & Ivan Martinez, Executive Director, access to the space for today’s meeting.