

2024 DIVERSITY CONFERENCE

PHILADELPHIA COLLEGE OF OSTHEOPATHIC MEDICINE
SCHOOL OF PROFESSIONAL AND APPLIED PSYCHOLOGY

FRIDAY, MAY 17, 2024 | 9:00 AM -12:30 PM



LIVE WEBINARS - Earn up to 3 Continuing Education Credits

CONNECTING ACROSS DIFFERENCE: DISRUPTING MICROAGGRESSIONS THROUGH BYSTANDER INTERVENTION

SESSION I: 9:00 – 10:00 AM

Jasmine Johnson, PsyD

Clinical Psychologist, University of Pennsylvania

PROGRAM DESCRIPTION:

In 1970, Dr. Chester Pierce first coined the term microaggressions to describe the seemingly subtle exchanges that occur verbally, behaviorally, and systemically that devalue an individual or group of people. Although seemingly “micro,” research has indicated that microaggressions have a macro impact. Microaggressions stem from implicit biases that if left unchallenged can contribute to negative physical and emotional health outcomes. This presentation will describe microaggressions, and its subcategories microassaults, microinsults, and microinvalidations. There are several reasons that explain why bystanders fail to act and this presentation will offer concrete strategies to disrupt microaggressions and move toward repairing harm. Examples will be used to deepen understanding and practice applying strategies learned. This presenter will be using lived experience, clinical examples, and current research to inform recommendations.

About the Presenter

Jasmine Johnson, PsyD (she/her), is a licensed clinical psychologist in Pennsylvania. Dr. Johnson graduated from Philadelphia College of Osteopathic Medicine with her master’s in clinical health and counseling psychology in 2013 and in 2018 with her Doctorate in Clinical Psychology. She has worked in a variety of clinical settings ranging from inpatient and state hospitals, community mental health, medical hospitals, and college counseling centers. She has spent her career as a liaison to multicultural centers, advocating for social justice, and specializing clinically with clients who hold multiple marginalized identities.

In her role as a clinical psychologist at the University of Pennsylvania’s Student Health and Counseling Division’s Wellness Department, she serves as a supervisor of psychology post-doctoral fellows, an active member of the outreach and integrated care committee, and one of the leaders of the Diversity Equity and Inclusion (DEI) committee. Within the DEI committee, she is responsible for providing peer-education to colleagues, advocating for policy changes, and developing systematic programming to expand cultural humility among staff. As a campus outreach facilitator, she has offered educational training and cultural workshops on the BIPOC and First-Generation experience, spirituality and religion, imposter phenomenon, and suicide prevention. Dr. Johnson is a recent recipient of the Models of Excellence Award at the University of Pennsylvania which celebrates staff members’ achievements that “reflect initiative, leadership, increased efficiency, and a deep commitment to service.” Dr. Johnson was recognized for her role as a Let’s Talk clinician, as she actively engages in preventative work while increasing accessibility of therapeutic services across campus. Dr. Johnson aims to foster spaces that are liberating, affirming, and trauma-informed while holding space for those who have been most impacted by systems of power and oppression.

Educational Objectives

Based on the presentation, the participants will be able to:

- Define microaggressions and the subcategories of microinsults, microassaults, and microinvalidations.
- Describe the impact that microaggressions have on the physical and mental health of people with marginalized identities.
- Identify three concrete strategies to intervene and disrupt microaggressions when they occur.

Target Audience: Doctoral Level Psychologists and Other Mental Health Professionals
Level of Instruction: Intermediate
Number of CE Credits Offered: 1 Credit
Diversity Conference Cost: \$45
Cost Per Session: \$15

Free for PCOM faculty, staff, students, alumni and clinical supervisors

Suggested Readings

Farha, N., Tizzano, A., & Burke, C. A. (2024). Building a more diverse, equitable, and inclusive culture: Overcoming imposter phenomenon and microaggressions in gastroenterology. *American Journal of Gastroenterology*, 119, 233-238. <https://doi.org/10.14309/ajAddresses>.

Sue, D. W., Alsaidi, S., Awad, M. N., Glaeser, E., Calle, C. Z., & Mendez, N. (2019). Disarming racial microaggressions: Microintervention strategies for targets, white allies, and bystanders. *American Psychologist*, 74(1), 128-142. <https://doi.org/10.1037/amp0000296>

Thurber, A., & DiAngelo, R. (2018). Microaggressions: Intervening in three acts. *Journal of Ethnic & Cultural Diversity in Social Work*. 27(1), 17-27 .DOI:10.1080/15313204.2017.1417941.

Williams, M.T., Skinta, M. D., & Martin-Willet, R. (2021). After Pierce and Sue: A revised racial microaggressions taxonomy. *Perspectives on Psychological Science*,16(5), 991-1007. DOI: 10.1177/1745691621994247.

BREAK: 10:00- 10:10 AM

CULTURAL CONSIDERATIONS FOR CLINICAL TREATMENT OF PEOPLE WITH INTELLECTUAL DISABILITY AND CO-OCCURRING MENTAL ILLNESS

SESSION II: 10:10 – 11:10 AM

Tim Barksdale, PsyD, LMSW

Clinical Psychologist, University of Pennsylvania

PROGRAM DESCRIPTION:

There are significant considerations that frequently are not addressed when treating mental health in a culturally diverse community. Mental health professionals across the world will frequently treat people that are from cultures other than their own (Gopalkrishnan, 2018). The belief system, genetic variation and abilities in the cultures of people from various communities have implications for mental health practice, ranging from the ways that people view health and wellness, the patterns of seeking treatment, the therapeutic relationship, issues of racism and discrimination to the cognitive /physical abilities of people. This discussion will identify some of these considerations with the goal of raising awareness of the various ways in which mental health systems and professionals can engage across cultures more equitably and sustainably. This course was designed to address neurodiverse individuals, but this concept is applicable to the general population. Participants will emerge with the ability to identify how culture impacts clinical decision making; acquire critical-culturally based information for clinical assessment and be able to implement culturally informed best practices to improve the ethical treatment and quality of life of those receiving psychological services. The presenters will use the clinical and empirical literature as well as knowledge in this area to inform guidelines for best practice.

About the Presenter

Dr. Tim Barksdale is the Senior Executive Director of Clinical Services for Merakey. He supervises executive Clinical Directors in PA and California, and across the five states of PA, DE, NJ, VA & CA. He also supervises Clinical Directors and over fifty behavior professionals for adults with IDD/MH. He is a Doctor of Clinical Psychology, Licensed Master Social Worker, and a Mental Health First Aid Instructor. Dr. Barksdale serves on the NADD Board of Directors, He is the Chair of the NADD- Clinical Certification Committee, on the Board of Governors for Friends Hospital and the President of the Pennsylvania Psychological Association. Dr. Barksdale was the AAIDD Psychology Interest Networks', 2023 recipient of the Wolf Wolfensberger Valor Award, in recognition of his empowering clinical practice that amplifies the inherent dignity of all people. He is a devout Christian, and his greatest achievement is being the proud dad of a son who is a 20-year-old artist & musician. The presenters will use the clinical and empirical literature as well as knowledge in this area to inform guidelines for best practice.

Educational Objectives

Based on the presentation, the participants will be able to:

- Identify at least 3 ways that culture impacts clinical decision making when treating mental illness.
- Acquire critical-culturally based information for clinical assessments.
- Implement culturally informed best practices in addressing identified behaviors of concern and co-occurring mental illness.

Target Audience: Doctoral Level
Psychologists and Other Mental Health
Professionals

Level of Instruction: Intermediate
Number of CE Credits Offered: 1 Credit
Diversity Conference Cost: \$45
Cost Per Session: \$15

Free for PCOM faculty, staff, students,
alumni and clinical supervisors

Suggested Readings

American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders, Cultural Formulation* (5th ed.).

<https://doi.org/10.1176/appi.books.9780890425596.dsm05>

Huey, S. J., Jr, Park, A. L., Galán, C. A., & Wang, C. X. (2023). Culturally responsive cognitive behavioral therapy for ethnically diverse populations. *Annual Review of Clinical Psychology, 19*, 51–78.

<https://doi.org/10.1146/annurev-clinpsy-080921-072750>

Menon, V. (2022). Revisiting cultural and biological perspectives on depression and antidepressants. *International Journal of Advanced Medical and Health Research, 9*(2), 65-68.

https://doi.org/10.4103/ijamr.ijamr_250_22.

BREAK: 11:10- 11:20 AM

COMMUNITY, HOSPITAL, AND PATIENT FACTORS CONTRIBUTING TO RACIAL DISPARITIES IN PSYCHIATRIC HOSPITALIZATION

SESSION III: 11:20 AM – 12:20 PM

Kyle Osbourne, PsyD, MS, MA, BA

Clinical Psychologist, Ancora Psychiatric Hospital
Kami's Closet Community Clothing Project, Co-Founder

Jason E. Coleman, PsyD, MS, MA, BS

Clinical Psychologist, Dorothy B. Hersh, Regional Child Protection Center (DBH-CPC),
The Children's Hospital at Saint Peters University Hospital (New Brunswick, New Jersey).

PROGRAM DESCRIPTION:

Looking back almost 60 years, reports have documented overrepresentation of people of color relative to white patients in psychiatric inpatient treatment facilities. It has not been significantly affected by mental health system efforts to improve access and quality of care to the underserved. Overrepresentation of people of color in inpatient psychiatric hospitalizations differs from other health and mental health care disparities in ways that merit focused attention. Racial inequities contributing to psychiatric inpatient care are particularly important to document and explain. These factors include mental health system characteristics (barriers/access to outpatient care, quality of IP care), sociocultural and community characteristics (prevalence of abuse and neglect of the disadvantaged, lower tolerance for ethnic minorities' disruptive behavior, marginalized communities' greater stigmatizing attitudes), changing social conditions (economic changes, public policy/involuntary commitment changes). Within this context, mental health clinicians and inpatient psychiatric hospitals are tasked with providing culturally sensitive care to their patients. Sensitizing health providers to the unique needs and vulnerabilities of underserved and underrepresented groups is a dynamic endeavor with the goal of providing accessible and appropriate care to all. This presentation will highlight findings from research in this area, with implications for how attendees can advance health equity with inpatient supportive services as well as in their respective areas of practice. The presenters will use the clinical and empirical literature as well as knowledge in this area to inform guidelines for best practice.

About the Presenters

Dr. Kyle Osbourne is a graduate of Philadelphia College of Osteopathic Medicine's Doctor of Psychology program and completed his postdoctoral fellowship and clinical psychology internship at Friends Hospital in 2019. He is currently a Clinical Psychologist at Ancora Psychiatric Hospital where he provides short and long-term clinical psychotherapy as well as psychological assessment to a diverse adult inpatient psychiatric population. He is also the co-founder of the non-profit organization *Kami's Closet Community Clothing Project* providing brand new clothing items to the homeless or those living in lower socioeconomic status Philadelphia communities. Dr. Osbourne's interests in health psychology include studying and improving the mental health wellness of individuals with systemic lupus erythematosus. He recently served as a guest presenter at PCOM's Supporting One Another as We Rise (S.O.A.R.) fall 2023 event (*Maintaining Mental Health during the Holiday Season*) and PCOM's 2023 Behavioral Health CME (*The Role of Behavioral Health Interventions in Optimizing Care for Complex Patients in Medical Settings*). He also co-facilitated a National Alliance on Mental Illness virtual forum discussion, (*Racism as a Public Health Crisis*). Dr. Osbourne is also an active member of the American Psychological Association, Pennsylvania Psychological Association and Association of Black Psychologists. He is also the cohost of *The Black Psychologist* podcast, currently on YouTube.

Dr. Jason E. Coleman is a graduate of Howard University (BS), Montclair State University (MA), and Philadelphia College of Osteopathic Medicine (MS, PsyD). He completed his clinical psychology internship at the Dorothy B. Hersh Regional Child Protection Center (DBH-CPC) at Saint Peter's University Hospital (New Brunswick, New Jersey). He is currently a Clinical Psychologist at DBH-CPC where he provides psychological evaluations and clinical assessments for children, adolescent, and adult victims (or perpetrators) of abuse and neglect. Dr. Coleman is trained in Finding Words/Child-First New Jersey, a child forensic interview protocol approved by NCA and adopted by the State of New Jersey as the interviewing protocol of choice for all its forensic interviewers. He frequently serves as an expert witness on CPS-related child abuse cases in New Jersey. Dr. Coleman's professional interests include child trauma, trauma-related disorders, and various mindfulness techniques. His recreational interests include practicing yoga, watching football, and fitness (exercise/hiking). Dr. Coleman also serves as an adjunct professor and as an in-community counselor for youth ages 5 to 21 in the New Jersey area. He is a co-host for *The Black Psychologist* podcast, available on YouTube.

Educational Objectives

Based on the presentation, the participants will be able to:

- Discuss how sociocultural and community determinants contribute to the overrepresentation of people of color in psychiatric inpatient hospitalization.
- Explain bias and racial inequities in the mental health system that shape inequitable inpatient care.
- Plan strategies to advance health equity with inpatient supportive services as well as in their respective areas of practice.

Target Audience: Doctoral Level
Psychologists and Other Mental Health
Professionals

Level of Instruction: Intermediate
Number of CE Credits Offered: 1 Credit
Diversity Conference Cost: \$45
Cost Per Session: \$15

Free for PCOM faculty, staff, students,
alumni and clinical supervisors

Suggested Readings

Delphin-Rittmon, M. E., Flanagan, E. H., Andres-Hyman, R., Ortiz, J., Amer, M. M., & Davidson, L. (2015). Racial-ethnic differences in access, diagnosis, and outcomes in public-sector inpatient mental health treatment. *Psychological Services, 12*(2), 158–166.
<https://doi.org/10.1037/a0038858>

Shea, T., Dotson, S., Tyree, G., Ogbu-Nwobodo, L., Beck, S., & Shtasel, D. (2022). Racial and ethnic inequities in inpatient psychiatric civil Commitment. *Psychiatric Services, 73*(12), 1322–1329.
<https://doi.org/10.1176/appi.ps.202100342>

Smith, T. E., Haselden, M., Corbeil, T., Wall, M. M., Tang, F., Essock, S. M., Frimpong, E., Goldman, M. L., Mascayano, F., Radigan, M., Schneider, M., Wang, R., Rodgers, I., Dixon, L. B., & Olfson, M. (2022). The effectiveness of discharge planning for psychiatric inpatients with varying levels of preadmission engagement in care. *Psychiatric Services, 73*(2), 149–157.
<https://doi.org/10.1176/appi.ps.202000863>

Thomas, T. E., Lane, S. D., Elkhatib, R. M., Hamilton, J. E., & Pigott, T. A. (2020). Race, history of abuse, and homelessness are associated With Forced Medication Administration During Psychiatric Inpatient care. *Journal of Psychiatric Practice, 26*(4), 294–304.
<https://doi.org/10.1097/PRA.0000000000000485>



CRITERIA FOR EARNING CE

Full attendance is required to receive CE credit for each session. No partial credits are available. All participants must sign an attestation regarding attendance and indicate the type of CE credit they require through a link which will be provided following the session. At the conclusion of each session participants will be provided an additional link to complete an evaluation survey; we request that you take a few minutes to anonymously provide feedback. Co-sponsored by Philadelphia College of Osteopathic Medicine. Physicians: Philadelphia College of Osteopathic Medicine is accredited by the American Osteopathic Association of medical education for physicians. Philadelphia College of Osteopathic Medicine designates this program for a maximum of 1 hour of AOA Category 1- A credits and will report CME and specialty credits commensurate with the extent of the physician's participation in this activity.



PSYCHOLOGISTS: Philadelphia College of Osteopathic Medicine's School of Professional and Applied Psychology is approved by the American Psychological Association to sponsor continuing education for psychologists. Philadelphia College of Osteopathic Medicine, School of Professional & Applied Psychology maintains responsibility for this program and its content.



CERTIFIED COUNSELORS: Philadelphia College of Osteopathic Medicine, School of Professional and Applied Psychology has been approved by NBCC as an Approved Continuing Education Provider, ACEP No.5672. Programs that do not qualify for NBCC credit are clearly identified. Philadelphia College of Osteopathic Medicine, School of Professional and Applied Psychology is solely responsible for all aspects of the programs.

LICENSED SOCIAL WORKERS: Philadelphia College of Osteopathic Medicine, School of Professional and Applied Psychology, is approved by the American Psychological Association to sponsor continuing education for psychologists. The Philadelphia College of Osteopathic Medicine, School of Professional and Applied Psychology, maintains responsibility for this program and its content. The Pennsylvania Board of Social Work Examiners recognizes and accepts the psychology continuing education hours/credits for social workers. However, all social workers are responsible for checking with their Board. The Board requires a minimum duration of two hours per program. After successfully meeting the criteria for earning CE's, social workers will receive the Certificate of Attendance.

Unless otherwise specified in the program promotional materials, there is no commercial support interest to the sponsor, instructors, the content of instruction or any other relationship that could be construed as a conflict of interest. For any program where a fee is charged, there is a Refund/Cancellation Policy.

REFUND/CANCELLATION POLICY: For any program that has a fee attached, the School of Professional and Applied Psychology requires that notification of cancellation be made no later than three business days before the day of the program. Full refunds are available for notifications for programs with fees that are made within three business days prior to the day of the event. For all other cancellations, a credit will be issued for a future PCOM CE program.

Further Information about the Refund/Cancellation Policy and any other questions may be obtained by contacting Sarah Cherundolo, M.S., Coordinator of Continuing Education at sarahch1@pcom.edu.

**Target Audience: Doctoral Level
Psychologists and Other Mental Health
Professionals
Level of Instruction: Intermediate
Number of CE Credits Offered: 4 Credits
1 Credit per session
Diversity Conference Cost: \$60
Cost Per Session: \$15**



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AND APPLIED PSYCHOLOGY