

## **What's Intent Got to Do with It? Acknowledging and Understanding the Physical and Psychological Impact of Anti-Black Racism**

### **Program Description**

Statements such as, “I’m not racist, I have Black friends” or “I don’t see color” or “that’s not what I meant” are a few of the frequently utilized rebuttals stated by non-persons of color after committing anti-Black racism. Many individuals will attest to racism being a character trait taught and learned within a person’s upbringing and culture by way of giving or withholding information from an individual or group of people. Although these teachings, ways of life, and upbrings are overt, they are more often covert in nature. Individuals targeted by anti-Black racist acts are negatively impacted and quite often result in long-term effects due to continued racial injury. By examining the meaning of terms (such as discrimination, microaggressions, race, racial injury, racism, equality, and equity), discussing examples of anti-Black racism, and utilizing tenants of Critical Race Theory (CRT), the facilitator will provide evidence of how Black people are often physically and psychologically impacted by single and repeated occurrences of racial harm. This workshop will provide an informative and interactive platform to make space for uncomfortable, however necessary, conversations regarding anti-Black racism and the unintentional and intentional harm it causes.

### **Learning Objectives**

Upon completion of this workshop, participants will be able to:

1. Identify the difference between intent and impact as it relates to actions causing racial harm.
2. List psychological and physical conditions associated with the impact of racism.
3. Describe the difference between equality and equity utilizing a CRT framework.
4. Examine the ways in which racism is ingrained in the fabric and DNA of America.
5. Identify acts of microaggressions, micro-assaults, racial injuries, and racial traumas.
6. Identify ways in which participants can become or strengthen their role of advocate, ally, and/or accomplice in eliminating anti-Black racism.

### **Target Audience**

This workshop for social workers, counselors, behavioral health specialists, or community activists who considers themselves an agent of change.

### **Contact Hours**

6.0 contact hours

### **Program Agenda**

Hour 1 – Setting a Safe Space

Hour 2 – Key Terminology

Hour 3 – Harmful Statements

Hour 4 – CRT, Equality, and Equity

Hour 5 – Physical and Psychological Effects

Hour 6 – Take Action: How to be a better AAA (Advocate/Ally/Accomplice)

**Faculty**

**Jamie Ingram, LCSW, LCAS**, has over seventeen years of social work experience working in a variety of settings. Ingram became a member of the UNC Health Care team in September 2011 as an Inpatient Social Worker for the Clinical Care Management department. In 2019, she joined the UNC Alcohol and Substance Abuse Program. As a Clinical Addictions Specialist, Ingram provides individual and group therapy. Ingram believes in providing therapy by engaging clients utilizing a strengths-based perspective while applying a plethora of modalities. Ingram is recognized as one of the distinguished Diversity Leaders within UNC Health Care system through the Center for Leadership Excellence. Ingram is currently an Interdisciplinary Minority Fellow through the American Psychological Association, funded by the Substance Abuse Mental Health Services Administration. The fellowship emphasizes the importance of scholarly training and support to address health disparities amongst racial minorities from multiple disciplines with an emphasis on mental health or/and substance use disorders.