



**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?

# What is BACHAC?

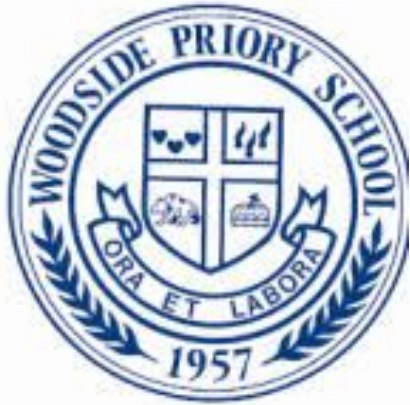
- A **26+** years grass roots community health organization
- Address **health disparities** in diverse communities across generations
- Through **awareness, education, access** to resources, **advocacy**
- In **partnership/collaboration** with a diverse groups
- Supporting a culture of **Equity, Innovation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

# MANAGING MICROAGGRESSIONS

Lesley A. Cherry, MA, LMFT

The information contained in these topics is not intended nor implied to be a substitute for professional medical advice, it is provided for educational purposes only. Talk with your healthcare provider about any questions you may have regarding a medical condition. Nothing contained in these topics is intended to be used for medical diagnosis or treatment.

## 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...



WHY I'M  
HERE



## WHAT ARE MICROAGGRESSIONS

*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

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### RACE

White	3,941,687	<b>58.1%</b>
Black or African American	511,084	<b>7.5%</b>
American Indian and Alaska Native	43,529	<b>0.6%</b>
Asian	1,289,849	<b>19.0%</b>
Native Hawaiian and Other Pacific Islander	36,317	<b>0.5%</b>
Some other race	627,004	<b>9.2%</b>
Two or more races	334,290	<b>4.9%</b>
Hispanic/Latino (of any race)	1,314,175	<b>19.4%</b>



## 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%**

# MICROAGGRESSIONS & MENTAL HEALTH

## Research states that microaggressions can...

- Increase stress in the lives of people of color.
- Lower emotional well-being, increase depression and negative feelings.
- Overwhelm the mental health of recipients, impede learning and problem-solving.
- Impairs academic and employee performance and take a heavy toll on the physical well-being of targets.

## University of Edinburgh suggests...

- Loss of self-esteem.
- Increase feelings of exhaustion.
- Damage to the ability to thrive in an environment.
- Mistrust of peers, staff and the institution
- Decreases participation and ability to study
- Students drop out

## BLACK WOMEN'S HEALTH STUDY (2019)

- - Boston University, School of Public Health
  - Everyday racism was associated with shorter telomere length among women who reported not discussing those experiences with others.
- Telomeres- Structures made from DNA sequences at the end of chromosomes. They cap the ends of chromosomes to protect them. They are required for cell division and replication.
  - - Shorter telomeres leads to less cell replication and cell death.
  - - Ongoing cellular replication deficiency directly impacts lifespan.

Reference: Lu D, Palmer JR, Rosenberg L, Shields AE, Orr EH, DeVivo I, Cozier YC. Perceived racism in relation to telomere length among African-American women in the Black Women's Health Study. Ann Epidemiol 2019;36:33-9. doi: 10.1016/j.annepidem.2019.06.003.

# 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



MINDFULNESS

**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/>)

- **COMMUNITY RESOURCES**

- Bay Area Urban Debate League  
[baudl.org](http://baudl.org)
- Therapists of Color Bay Area (TOC Bay Area)  
<http://www.therapistsofcolor.org/directory.html>

REACH OUT TO  
ME!



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# MEET THE STUDENT PANELISTS



**Jewel Merriman**  
St. Francis High  
BSU Support

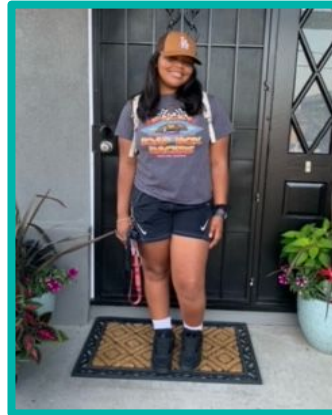


**Mia Hunt**  
Sequoia High School  
BSU Vice President

**Amra Brook**  
Sequoia High School



**Avery Misner**  
Aragon High School  
BSU Treasurer



**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](http://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](http://www.bachac.org/soul-stroll-2021-22)





**Thank you!**  
**Please complete your evaluation**

**For more about BACHAC:**  
**[www.bachac.org](http://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.**