

# Diversity and Inclusion in Behavioral Health

6 Week Series Presented via Live Webinar

**October 12 – November 16**

Each Tuesday, 11:30 am – 1:30 pm

## Program Overview and Objectives

In this series, we will explore implicit bias, intersectionality, and other cultural factors that affect behavioral health treatment. You will learn about strategies and resources for supporting LGBTIQ, Muslim, Latinx, and African-American clients and how to create a more welcoming and inclusive practice. You may attend individual sessions or the entire series.

Upon completion of this series, participants should be better able to:

- Describe strategies for reducing implicit bias in behavioral health.
- Discuss the concept of intersectionality as it applies to behavioral health.
- Identify resources and approaches for creating intentionally inclusive practices.
- Develop an action plan for improved practice with marginalized communities.

## Lecture Dates and Details

**October 12, 2021 – Introduction to Implicit Bias, Microaggressions and Intersectionality**

Carmen Crosby, PhD, MSW, LMSW

Register online at [www.nwahec.org/66585](http://www.nwahec.org/66585)

**October 19, 2021 – Intentional Inclusion of LGBTIQ Communities in Mental Health Settings**

Terri L. Phoenix, PhD

Register online at [www.nwahec.org/66587](http://www.nwahec.org/66587)

**October 26, 2021 – Pushing Past Stereotypes: Deconstructing Islamophobia and Best Practice for Muslim Patients**

Anderson Al Wazni, MSW, PhD Student

Register online at [www.nwahec.org/66588](http://www.nwahec.org/66588)

**November 2, 2021 – Considerations in Working with the Latinx Population**

Magdalena Straub, MS, LMFT

Register online at [www.nwahec.org/66589](http://www.nwahec.org/66589)

**November 9, 2021 – Engaging African-American Clients: Intentional, Multi-Layered Approaches to Inclusion**

Tonya D. Armstrong, PhD, MTS

Register online at [www.nwahec.org/66590](http://www.nwahec.org/66590)

**November 16, 2021 – Developing Culturally Competent Treatment for Improved Practice: A Call to Action**

Carmen Crosby, PhD, MSW, LMSW

Register online at [www.nwahec.org/66591](http://www.nwahec.org/66591)

Register for the series of all six lectures at [www.nwahec.org/66592](http://www.nwahec.org/66592)

Provided by:

Northwest Area Health Education Center (AHEC), a program of Wake Forest School of Medicine and a part of the North Carolina AHEC System in collaboration with Charlotte AHEC, Greensboro AHEC, and Mountain AHEC.



## Who Should Attend

This workshop will be beneficial to behavioral health and human service practitioners, including psychologists, social workers, counselors, marriage and family therapists, substance use and addictions professionals, clinicians and all others interested in this topic.

## Faculty

**Anderson Al Wazni (MSW, PhD student)** received her bachelor's degrees in Religious Studies and Interdisciplinary Studies at N.C. State University. During this period, Anderson studied abroad in South and Southeast Asia and was inspired by innovative humanitarian work by local organizations and international NGO's in the area of women's health, environmental justice, and anti-poverty work. She received her Master's in Social Work from Smith College in 2014 where she completed a thesis on Muslim women and feminist identity which was subsequently published in the NASW Social Work journal. Following graduation, Anderson has published, given public talks, and run CEU seminars in the area of Islamophobia, trauma, and women's identities. She also teaches an introductory course on social welfare policy in the Smith College MSW program. Currently, Anderson is a PhD student in Social Work at UNC Chapel Hill focusing on climate change and its impact on exacerbating conflict and displacement. This presenter is being supported through a partnership between UNC-CH, School of Social Work and the NCAHEC Program.

**Tonya D. Armstrong, PhD, MTS**, a native of Durham, North Carolina, is a licensed psychologist and the founder and CEO of The Armstrong Center for Hope ([www.armstrongcfh.com](http://www.armstrongcfh.com) [armstrongcfh.com]), a private group practice of multi-disciplinary mental health professionals cultivating psychological and spiritual wellness for all ages at their Durham and Raleigh locations. Clinically, Dr. Armstrong works primarily with children, adolescents, couples, and families on issues of depression, anxiety, ADD/ADHD, grief and loss, and relationship challenges. Additionally, she provides consultation to businesses and professional leaders seeking to enhance their community impact and leadership potential. As much as she enjoys providing, managing, and supervising clinical services at the ACFH and consultation in the community, Dr. Armstrong also immensely enjoys speaking on a host of topics at local, regional, national, and international events. Since 2000, Dr. Armstrong has also served as the Minister of Congregational Care and Counseling at Union Baptist Church ([www.myubc.org](http://www.myubc.org) [myubc.org]) in Durham. She is a Past President of the NC Psychological Association and continues to serve as a member of the Insurance Committee and founder of their Leadership Formation Academy.

**Carmen Crosby, PhD, MSW, LMSW** is a respected thought leader in the areas of diversity, inclusion, and trauma-specific, ethical practice. Drawing from her training as a therapist, clinical supervisor and researcher, her contributions to the field of trauma and violence highlight the importance of social equity and reflexive praxis. Her translational research connects the dots between intersectionality and cultural inclusion, current trends in evidence-based research and her desire to support individuals and organizations toward superior performance. Dr. Crosby approaches these difficult topics through curiosity, skill and a self-effacing manner that is both practical and engaging. Dr. Crosby received her MSW from University of Michigan where she focused on Interpersonal Practice with Children, Youth, Families and Society. She received her PhD from the University of North Carolina-Chapel Hill where she focused on the development, application, and evaluation of prevention research. Dr. Crosby is a trainer and independent consultant based in North Carolina. This presenter is being supported through a partnership between UNC-CH, School of Social Work and the NCAHEC Program.

**Terri L. Phoenix, PhD** is the Director of the LGBTQ Center at UNC-Chapel Hill. T is an alumnus of East Carolina University (BA), UNC-Greensboro (MS), and University of Georgia (PhD). Terri has served on the Executive Board for the Consortium of Higher Education Resource Professionals and the NC ACLU Transgender Advisory Board. Dr. Phoenix has experience working with youth in various settings including therapeutic group homes, detention centers, psychiatric hospitals, high schools, universities, and non-profit organizations. T has given numerous invited and peer-reviewed presentations on cultural competency and inclusive practices at local, regional, and national conferences. Dr. Phoenix lives in Durham, North Carolina with T's wife, Kendra and daughter, Duncan. This presenter is being supported through a partnership between UNC-CH, School of Social Work and the NCAHEC Program.

**Magdalena Straub, MS, LMFT** is an outpatient therapist and clinical training specialist at El Futuro, a Durham-based community clinic that provides bilingual mental health services for the Latinx population of the Piedmont region. A native of Santiago, Chile, Magdalena studied psychology at Pontificia Universidad Catolica de Chile and couples and family therapy at University of Maryland, College Park. Her clinical interests are around identity development, family dynamics, and therapeutic alliance, as well as stress and resilience in the context of migration and multicultural families.

## Credit

Each program will provide the following credit:

- 2.0 Contact Hours from Northwest AHEC
- Northwest AHEC is recognized by the North Carolina Psychology Board as an approved provider of (Category A) Continuing Education for North Carolina Licensed Psychologists. This program will provide 2.0 contact hours of (Category A) continuing education for North Carolina psychologists. No partial credit will be given.
- 2.0 NBCC Contact Hours. Northwest AHEC has been approved by NBCC as an Approved Continuing Education Provider, ACEP No. 5465. Programs that do not qualify for NBCC credit are clearly identified. Northwest AHEC is solely responsible for all aspects of the program
- Application has been submitted for 2.0 contact hours of General Skills Building credit from the North Carolina Addictions Specialist Professional Practice Board.



## Cost and Registration

\$ 35 — Registration fee per program

\$ 175 — Registration fee for series (all 6 lectures)

Instructions for accessing the program by WebEx will be sent via email with your confirmation letter.

Registration fee includes instructional, administrative costs, certificate of completion and online access to handouts.

Register and pay online at [northwestahec.org](http://northwestahec.org) or complete and return the attached registration form. Payment by credit card (Visa, MasterCard, American Express) is accepted online. Cash, money order, personal check, corporate check or WFBMC internal transfer is accepted in person or by mail.

**Payment Policy:** Payment is required on or before entrance into any Northwest AHEC activity. If a corporate payment has not been received before the activity start date, you will be required to provide a personal credit card or check. If and when the corporate payment has been received, Northwest AHEC will issue a full refund based on your original form of payment. To avoid personal payment, you should check with the financial staff at your organization to determine status of payment before the event date.

**Refund Policy:** Cancellations received in our office at least two weeks (14 business days) before the activity will receive a 100 percent refund. Registrants cancelling between two weeks and two full business days prior to the first day of the event will be refunded at 70 percent of the registration fee subject to a minimum \$25 cancellation fee. The registration fee will not be refunded if a cancellation is received less than two days before the activity. Cancellations must be in writing (email). You may send a substitute in your place.

When planning for an educational activity, registration fees are not based on credit hours or agenda. Registration fees are based on expenses such as meeting room rentals, equipment, technology services, staff, etc., and are not adjusted by issues such as cancellation of speakers or other unforeseen circumstances. Every effort will be given to ensure the activity is a success.

If you have not received confirmation of your registration 24 hours before the program date, please call Samantha Joyner at 336-713-7754 or email [sajoyner@wakehealth.edu](mailto:sajoyner@wakehealth.edu) to verify the status of your registration.

**Note —** Attendance at this activity grants permission for Northwest AHEC to use any photographs, audio, video, or other images from this activity for promotional or educational purposes. Please notify a Northwest AHEC staff member if you have concerns.

## For More Information and Assistance

If you have questions about registering for this activity or need auxiliary aids or special services to attend, please contact Samantha Joyner at least five working days before the activity by calling 336-713-7754 or emailing [sajoyner@wakehealth.edu](mailto:sajoyner@wakehealth.edu).

As part of our commitment to diversity and inclusion, the Northwest AHEC provides compassionate education and respectful care for all, regardless of socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability and age.

# Registration Form

## Diversity and Inclusion in Behavioral Health

Live Webinar

October 12 – November 16, 2021

- \$ 175 — Registration fee for series (all 6 lectures)
- \$ 35 —Registration fee per lecture
  - October 12, 2021 – Introduction to Implicit Bias, Microaggressions and Intersectionality
  - October 19, 2021 – Intentional Inclusion of LGBTIQA Communities in Mental Health Settings
  - October 26, 2021 – Pushing Past Stereotypes: Deconstructing Islamophobia and Best Practice for Muslim Patients
  - November 2, 2021 – Considerations in Working with the Latinx Population
  - November 9, 2021 – Engaging African-American Clients: Intentional, Multi-Layered Approaches to Inclusion
  - November 16, 2021 – Developing Culturally Competent Treatment for Improved Practice: A Call to Action

Primary phone # (last 4 digits only):

\* required

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First Name MI Last Degrees (e.g., MD)

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Profession Job Title

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Home Address City State Zip County

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Home Phone Cell Phone

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Employer

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Employer Address City State Zip County

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Employer phone Employer Fax

Email Required:

- Preferred Email  Home Email  Work Email

By providing your fax number, email address and telephone number, you are granting permission for us to contact you via the numbers and address indicated.

Three Ways to Register:

- ▶ Register online at [www.nwaheec.org](http://www.nwaheec.org) (Recommended)
- Make check payable to Wake Forest University Health Sciences  
Mail with registration form to:  
Wake Forest School of Medicine / NW AHEC  
Medical Center Boulevard, Winston-Salem, NC 27157-3311  
Attention: Samantha Joyner  
or fax to: 336-713-7701

WFBMC Internal Transfer: 25-digit chartfield # \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Employer will make payment. Supervisor completes below.

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Supervisor's Name (Printed)

Signature

Phone

By signing, I am certifying that agency payment will follow. If you have a balance due and do not attend or send a substitute, you will be invoiced for the full program fee.