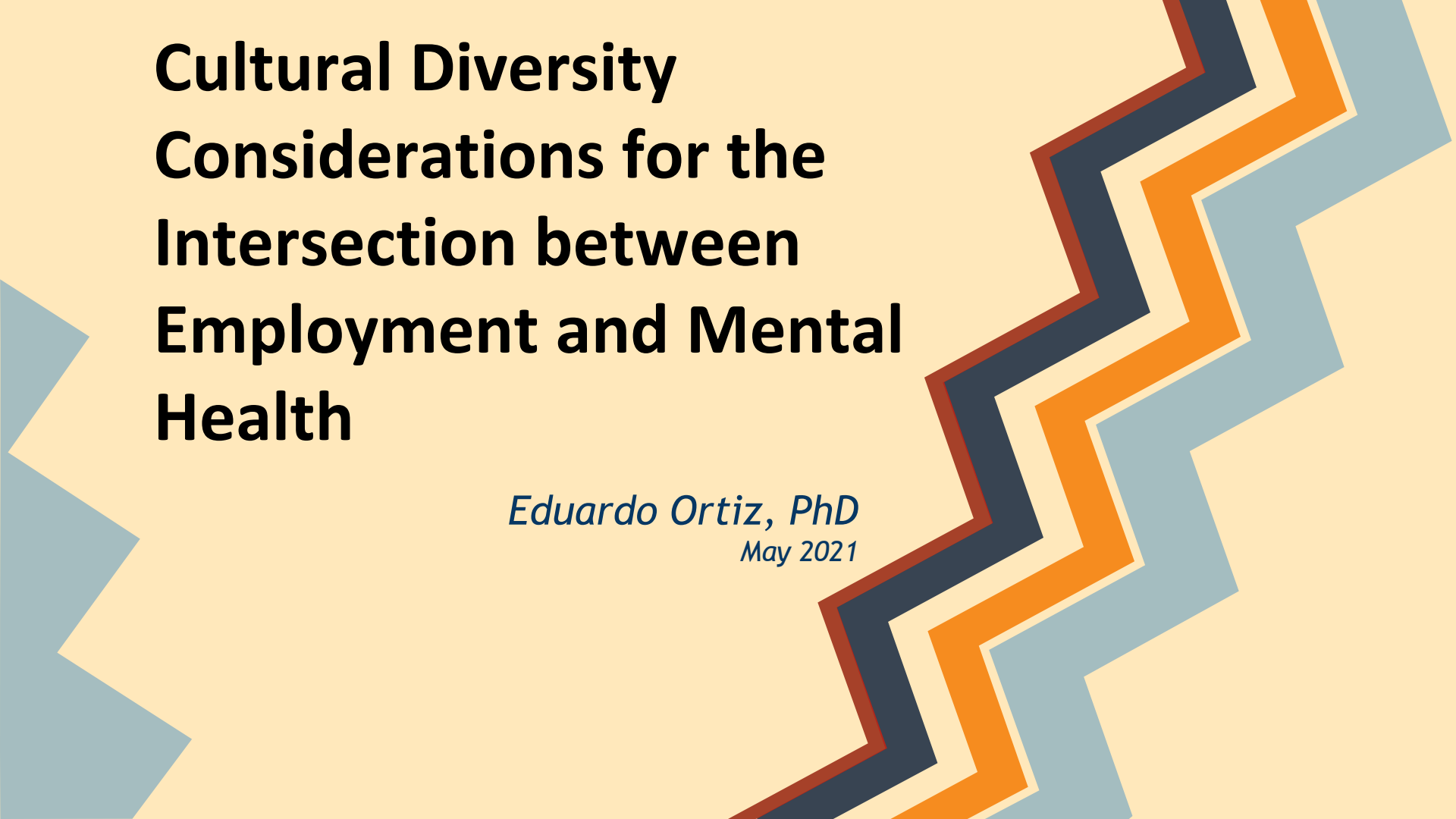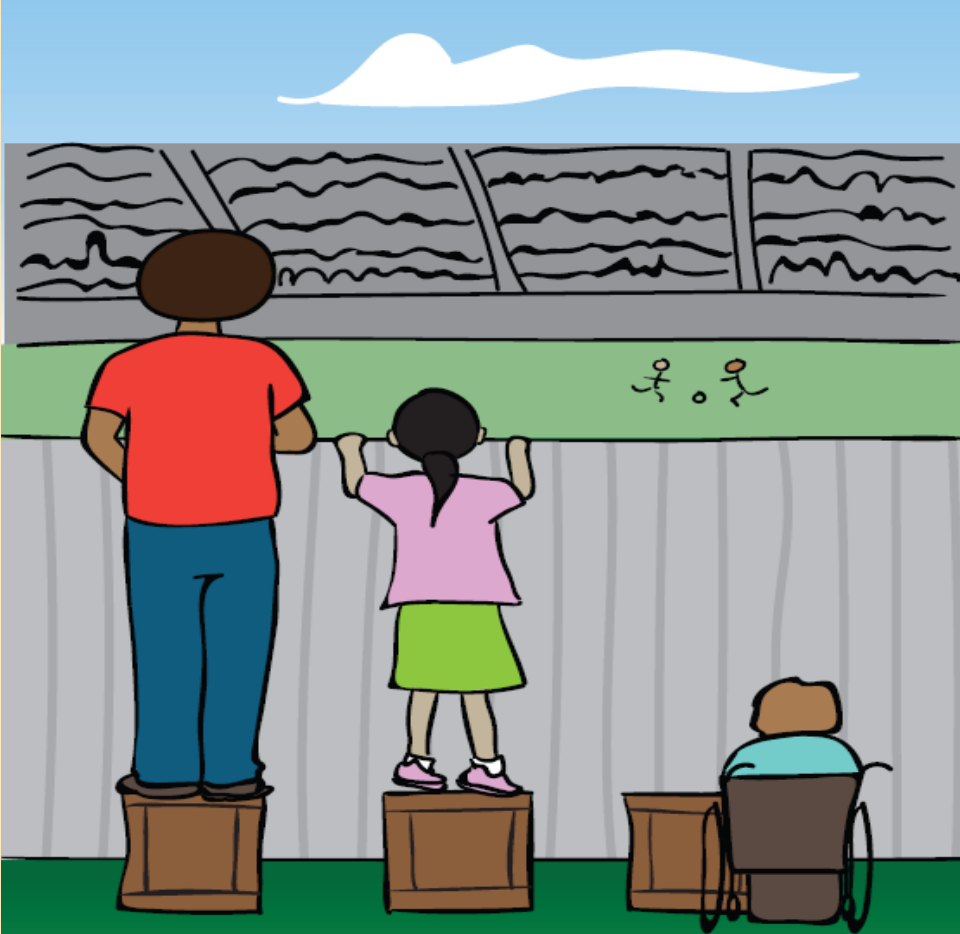# Cultural Diversity Considerations for the Intersection between Employment and Mental Health

Eduardo Ortiz, PhD
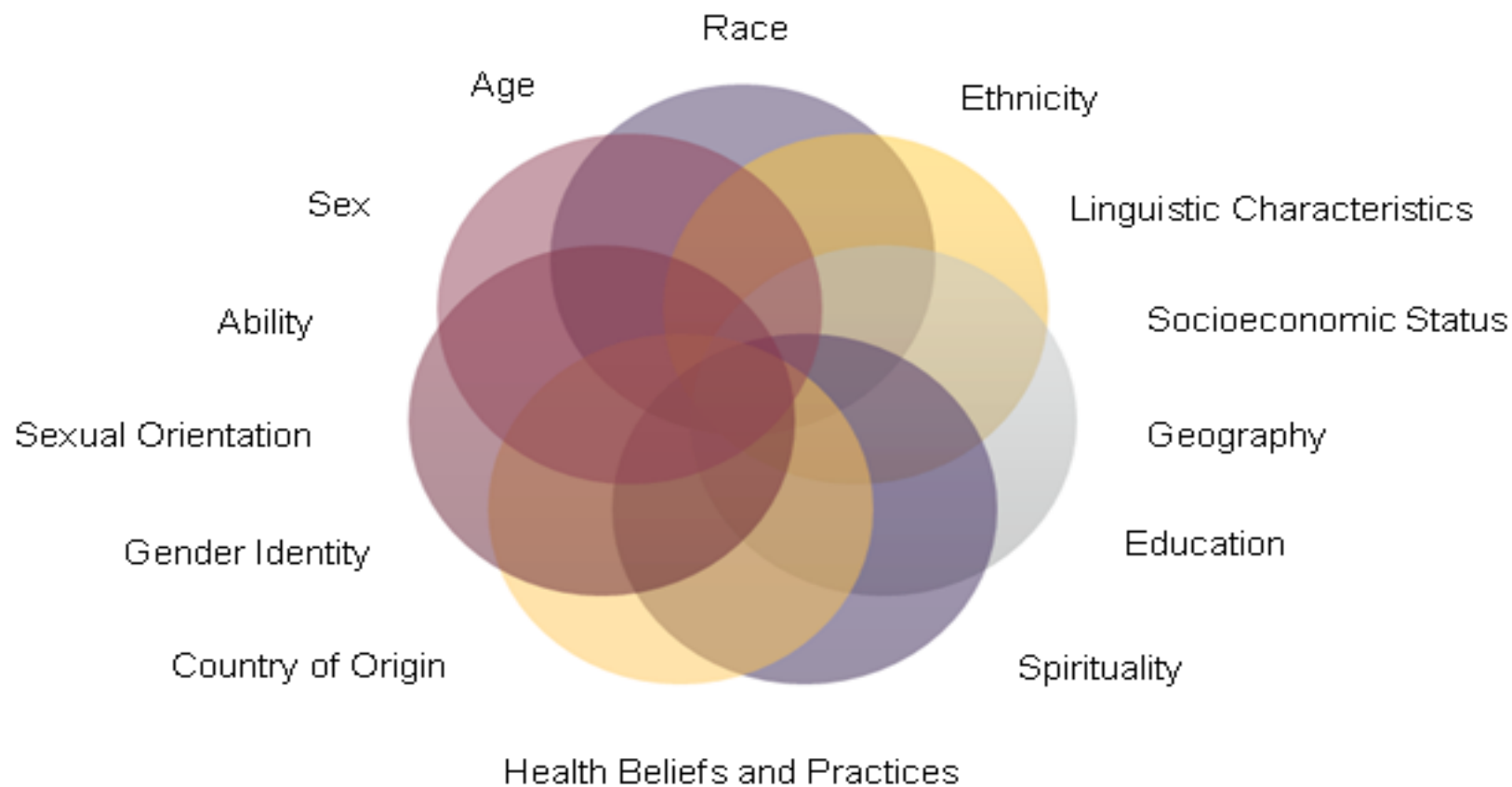*May 2021*

EQUALITY   EQUITY

Overview

- Social Demographics:
  - Trends and Changes
- Selected Social Determinants of Health
- Approaches to Solutions
  - Cultural Humility
  - CLAS Standards
- Other Practices, Employment Challenges, and Resources

Elements of Culture

Why are Cultural Diverse Factors Important for Health, Healthcare, and Employment Outcomes?

- Demographics
- Access to Care
- Quality of Care
- Positive Business outcomes $$$
- Reduce Health Inequities
- Cost benefit (economic factor) $$$
- Legislation (policies/law mandates)
- Reducing Litigation... and Social Justice

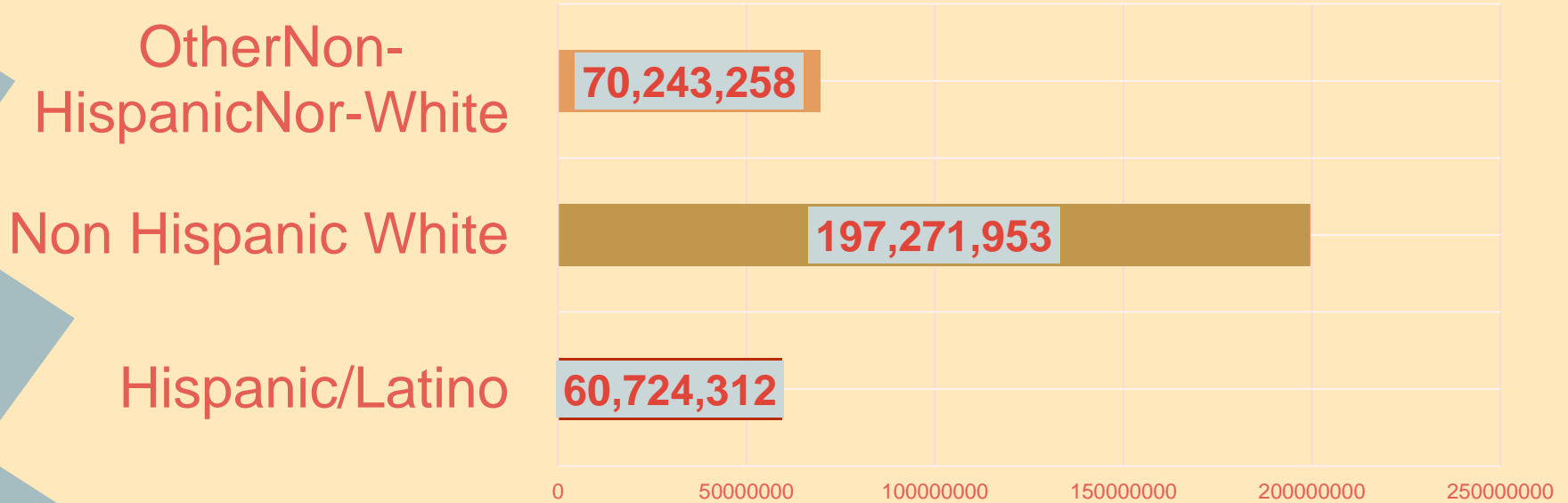# Relevant Cultural Demographics:
Changes and Trends

Local, Regional, and National Levels

—Race Ethnicity

—Age

—Rural-Urban

—Family Structure

—Abilities...

Race and Hispanic Origin *(US Census, 2019)*

White alone, percent, July 1, 2019	**76.3%**
Black or African American alone, percent, July 1, 2018, (V2018)(a)	**13.4%**
American Indian and Alaska Native alone, percent, July 1, 2018, (V2018)(a)	**1.3%**
Asian alone, percent, July 1, 2018, (V2018)(a)	**5.9%**
Hispanic or Latino, percent, July 1, 2018, (V2018)(b)	**18.5%**
Two or More Races, percent, July 1, 2018, (V2018)	**2.8%**
White alone, not Hispanic or Latino, percent, July 1, 2018, (V2018)	**60.1%**

Hispanic/Latino population: the single largest minority group (18.5%)

OtherNon-HispanicNor-White: 70,243,258

Non Hispanic White: 197,271,953

Hispanic/Latino: 60,724,312

0   50000000   100000000   150000000   200000000   250000000

Total population 328,239,523

More than 60 million Latinos live in the U.S.
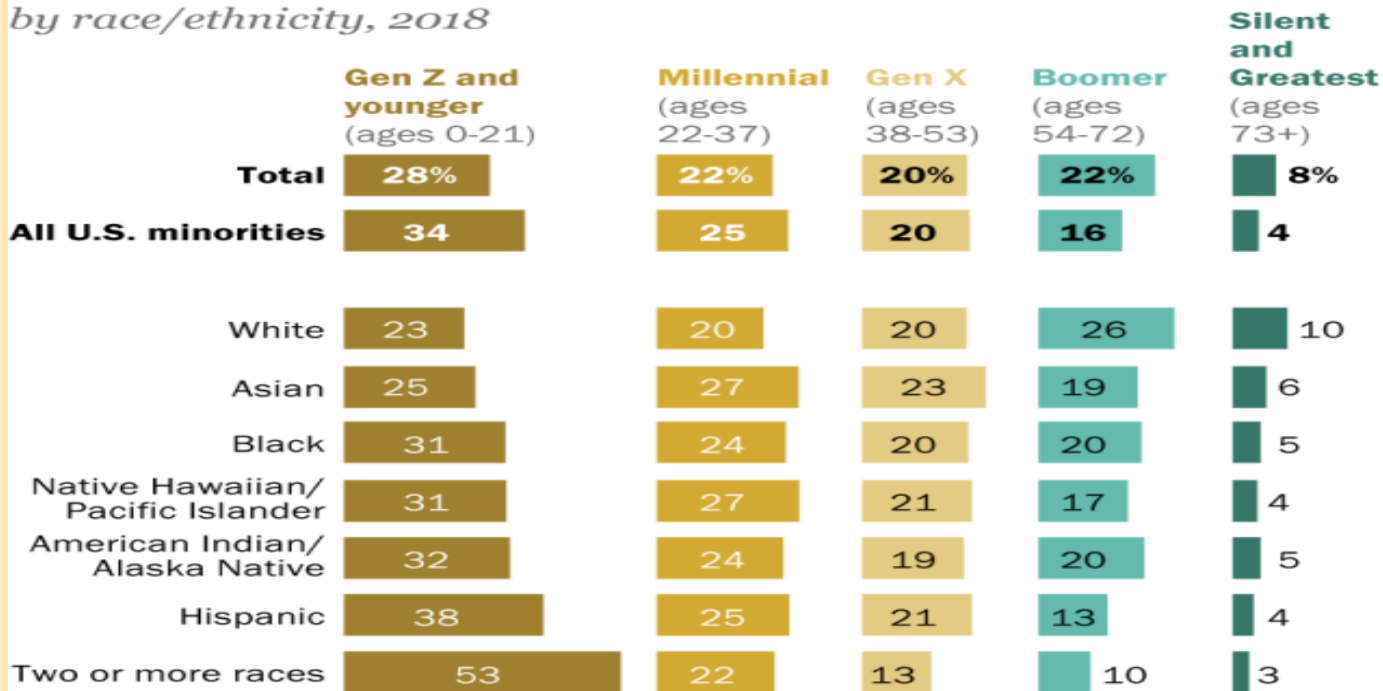
In millions
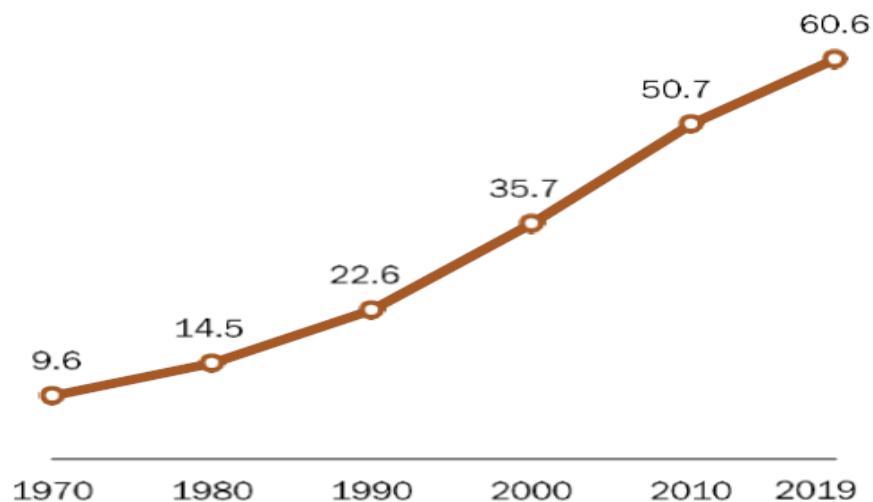
Note: Population estimates for 1990-2019 are as of July 1 for each year. Hispanics are of any race.
Source: Pew Research Center analysis of 1970-1980 estimates based on decennial censuses (see 2008 report "U.S. Population Projections: 2005-2050"), U.S. intercensal population estimates for 1990-1999 and 2000-2009, and U.S. Census Bureau Vintage 2010-2019 estimates.

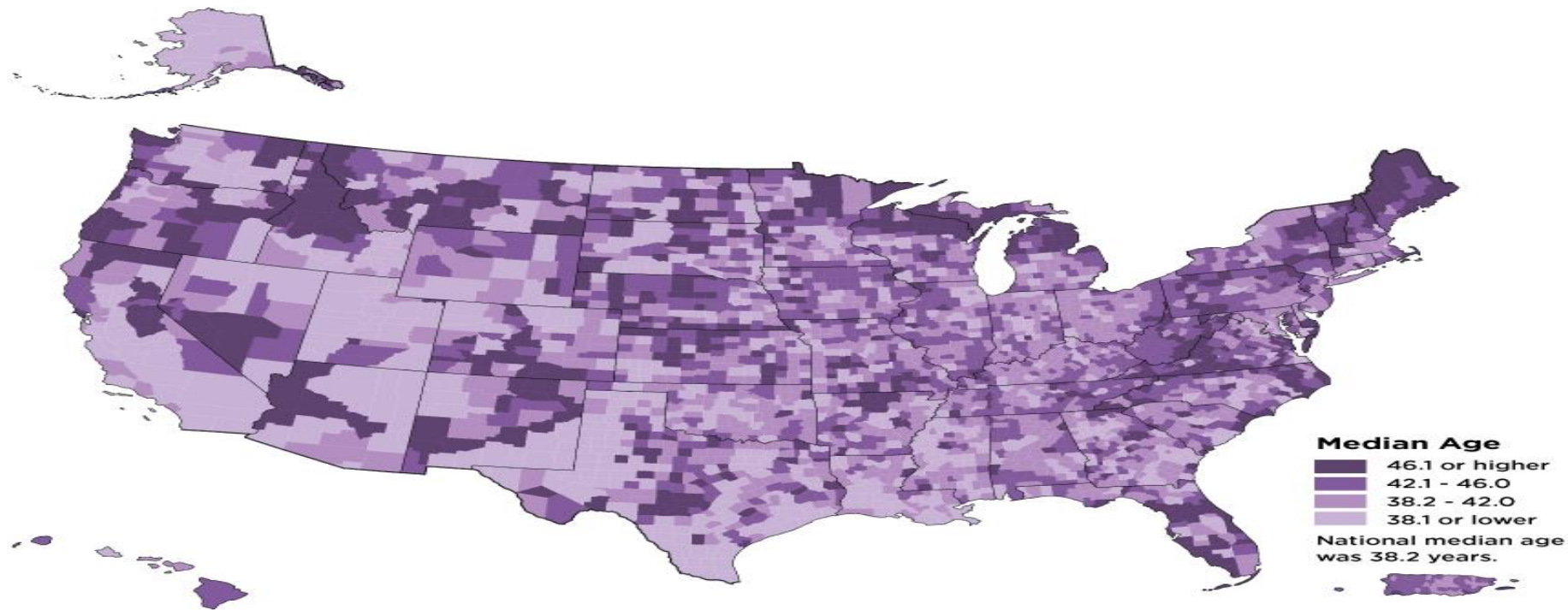# Largest shares of U.S. minority groups are Millennials or younger

% of U.S. population belonging to each generation, by race/ethnicity, 2018

	Gen Z and younger (ages 0-21)	Millennial (ages 22-37)	Gen X (ages 38-53)	Boomer (ages 54-72)	Silent and Greatest (ages 73+)
Total	28%	22%	20%	22%	8%
All U.S. minorities	34	25	20	16	4
White	23	20	20	26	10
Asian	25	27	23	19	6
Black	31	24	20	20	5
Native Hawaiian/ Pacific Islander	31	27	21	17	4
American Indian/ Alaska Native	32	24	19	20	5
Hispanic	38	25	21	13	4
Two or more races	53	22	13	10	3

Note: Whites are single-race, non-Hispanic; minorities include all racial and ethnic groups except single-race non-Hispanic whites. Hispanics are of any race.
Source: U.S. Census Bureau population estimates as of July 1, 2018.

Youngest and Oldest Counties
Median Age of U.S. Counties in 2018

Median Age
- 46.1 or higher
- 42.1 - 46.0
- 38.2 - 42.0
- 38.1 or lower
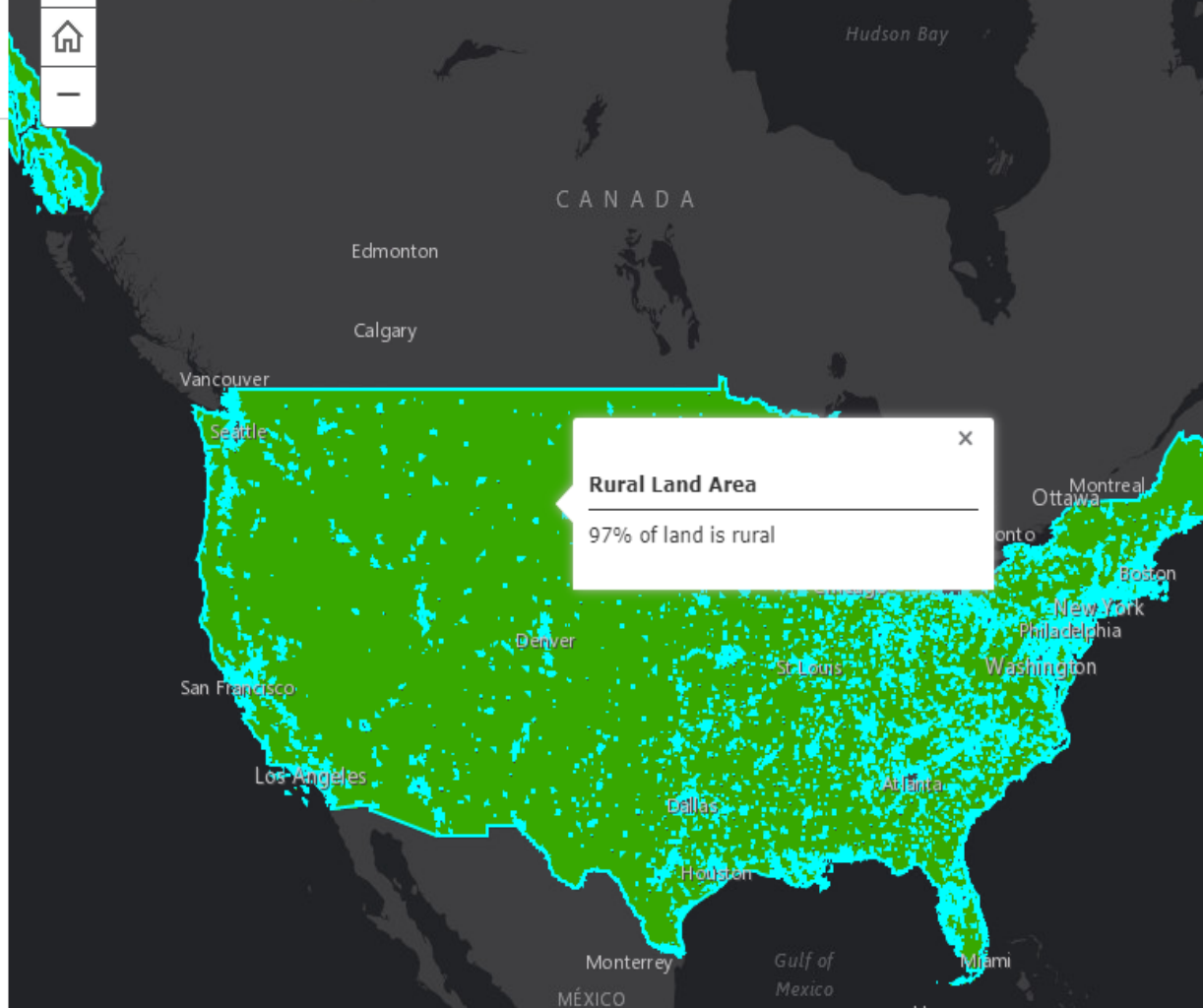
National median age was 38.2 years.

How Does the U.S. Census Bureau Define "Rural?"

The Rural Definition

For the average American, rural is an abstract concept of rolling hills and farmland rather than a concrete definition. Thus, it can be a difficult task trying to define the term "rural" and an even harder task trying to explain it.
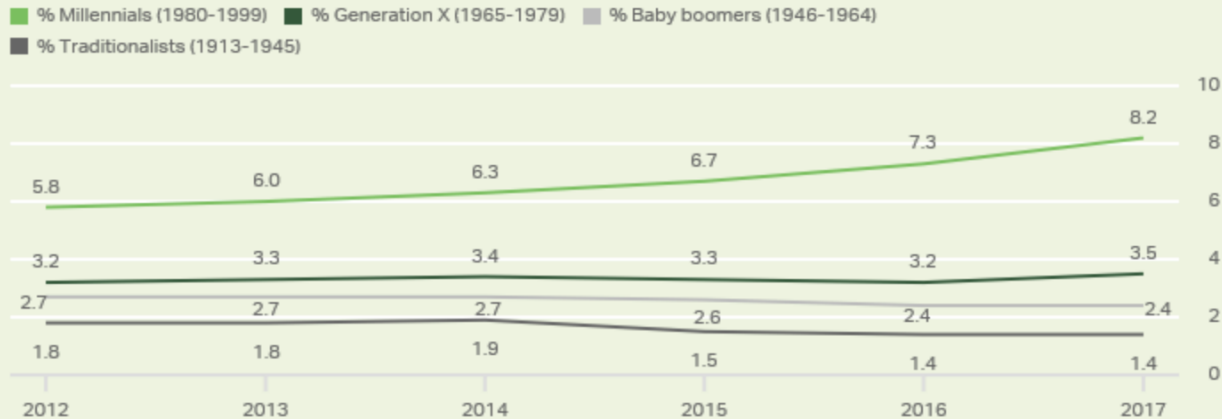
The Census Bureau defines rural as any population, housing, or territory NOT in an urban area. The green area on the map to the right represents all the area in the United States that is classified as rural based on this definition.

The Census Bureau's rural definition is closely tied to the urban definition. To fully understand the Census Bureau's concept of rural, you need to first understand how the Census Bureau defines and delineates urban areas.

Rural Land Area

97% of land is rural

LGBTQ Demographics

Percentage of Americans Identifying as LGBT, by Birth Cohort

- % Millennials (1980-1999)
- % Generation X (1965-1979)
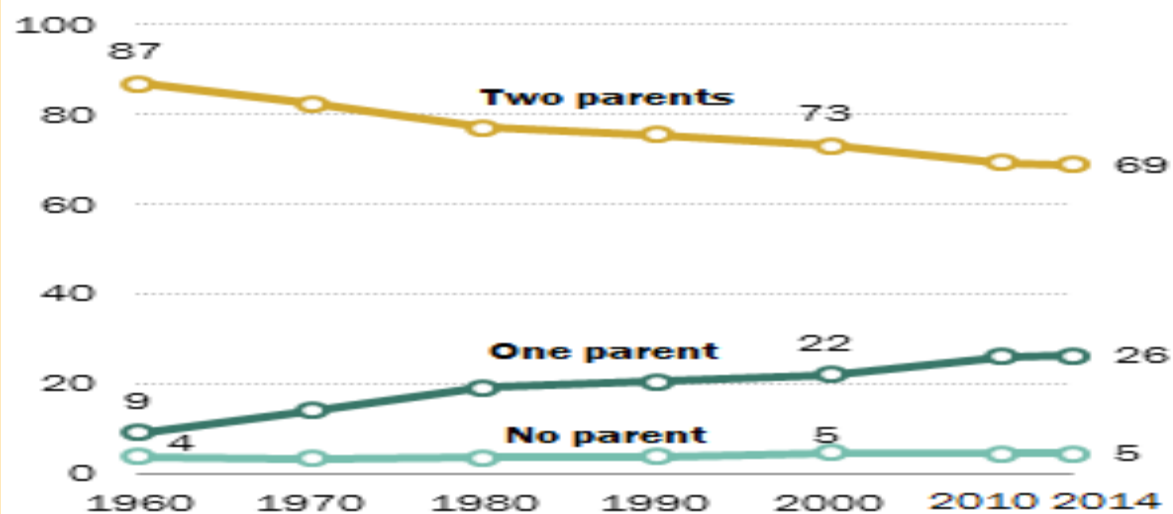- % Baby boomers (1946-1964)
- % Traditionalists (1913-1945)

GALLUP DAILY TRACKING

LGBT identification is lower as age increases, although there is a particularly large jump between millennials and those in the next oldest generation, defined as Generation X.

The two-parent household in decline
% of children living with ...

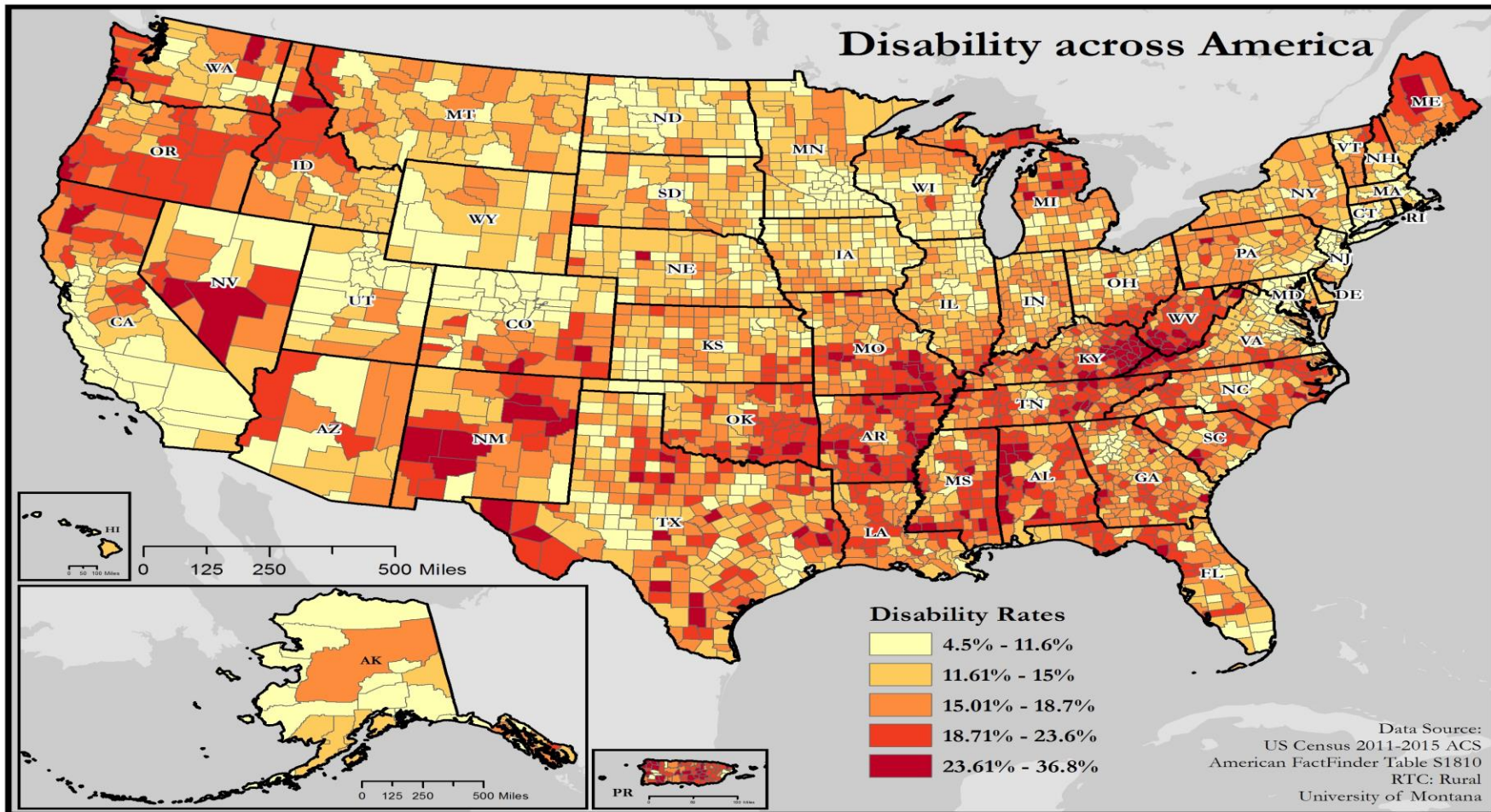|	1960	1970	1980	1990	2000	2010	2014
Two parents	87				73		69
One parent	9				22		26
No parent	4				5		5

Note: Based on children under 18. From 1990-2014, a child living with cohabiting parents is counted as living with two parents. Prior to 1990 cohabiting parents are included in "one parent."

Source: Pew Research Center analysis of 1960-2000 Decennial Census and 2010 and 2014 American Community Survey (IPUMS)

PEW RESEARCH CENTER

Disability across America

Disability Rates
- 4.5% – 11.6%
- 11.61% – 15%
- 15.01% – 18.7%
- 18.71% – 23.6%
- 23.61% – 36.8%

Data Source:
US Census 2011-2015 ACS
American FactFinder Table S1810
RTC: Rural
University of Montana
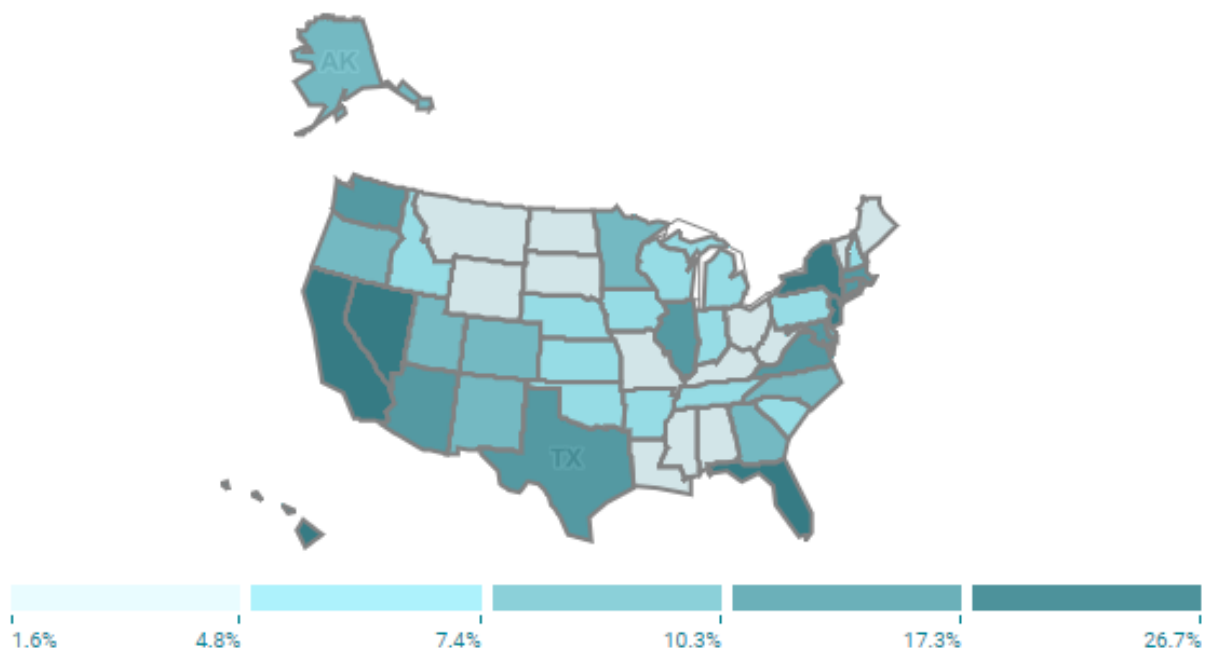
Foreign Born

13.7% +/- 0.1% **= 44'968,814 people**

Foreign born in United States

Table: DP02
Table Survey/Program: 2019
American Community Survey 1-
Year Estimates

Foreign Born Population in United States by State

| 1.6% | 4.8% | 7.4% | 10.3% | 17.3% | 26.7% |

Map Survey/Program: 2019 American Community Survey 1-Year Estimates

Share / Export   Customize Map

$71 million word

- Willie Ramirez was only 18 and out with friends when he suddenly developed a splitting headache... They rushed him to the hospital, but he woke up paralyzed. He will never walk again. A brain bleed left him a quadriplegic for life. So, when they told the emergency room doctors that they believed Willie was "intoxicado," he was treated for a drug overdose. As Health Affairs explains, "intoxicado" is not the same as "intoxicated."

- https://www.healthaffairs.org/do/10.1377/hblog20081119.000463/full/

Employment/Disability/Diversity Intersection data

Employment-population ratios by race, Hispanic or Latino ethnicity, and disability status, 2017 annual averages
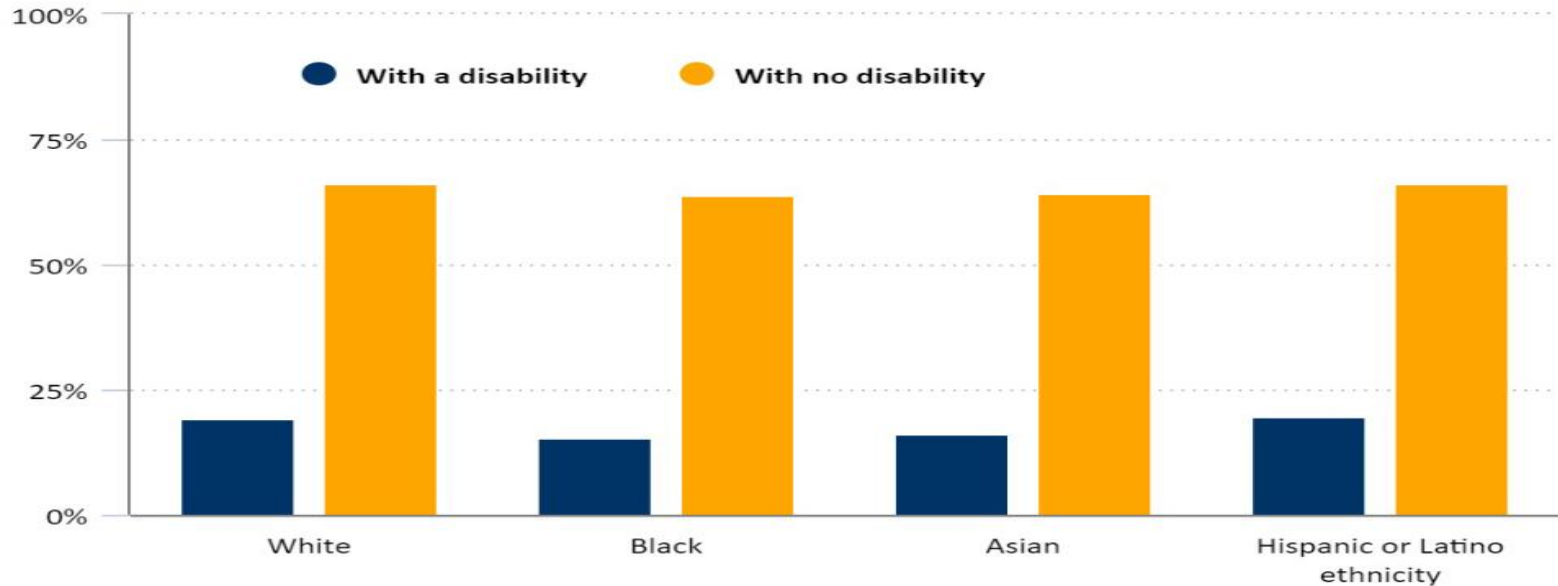
Note: People whose ethnicity is identified as Hispanic or Latino may be of any race.
Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.

Social Determinants of Health

- **Social determinants of health (SDOH)** are **conditions in the places** where **people live**, *learn*, *work*, and *play* that **affect** a wide range of **health and quality-of life**-risks and outcomes.

  - *https://www.cdc.gov/socialdeterminants/about.html*

SDOH

Neighborhood and Built Environment

Health and Health Care

Social and Community Context

Education

Economic Stability

Healthy People2020.gov

Real Median Household Income by Race and Hispanic Origin of Householder: 1967 to 2017

Income in thousands (2017 dollars)

Recession

100
90
80
70
60
50
40
30
20
10
0

$66,700   Asian $81,300

Non-Hispanic White $68,100

$54,200

$40,300   Hispanic (any race) $50,500

$27,800   Black $40,300

1967   1975   1980   1985   1990   1995   2000   2005   2010   2013   2017
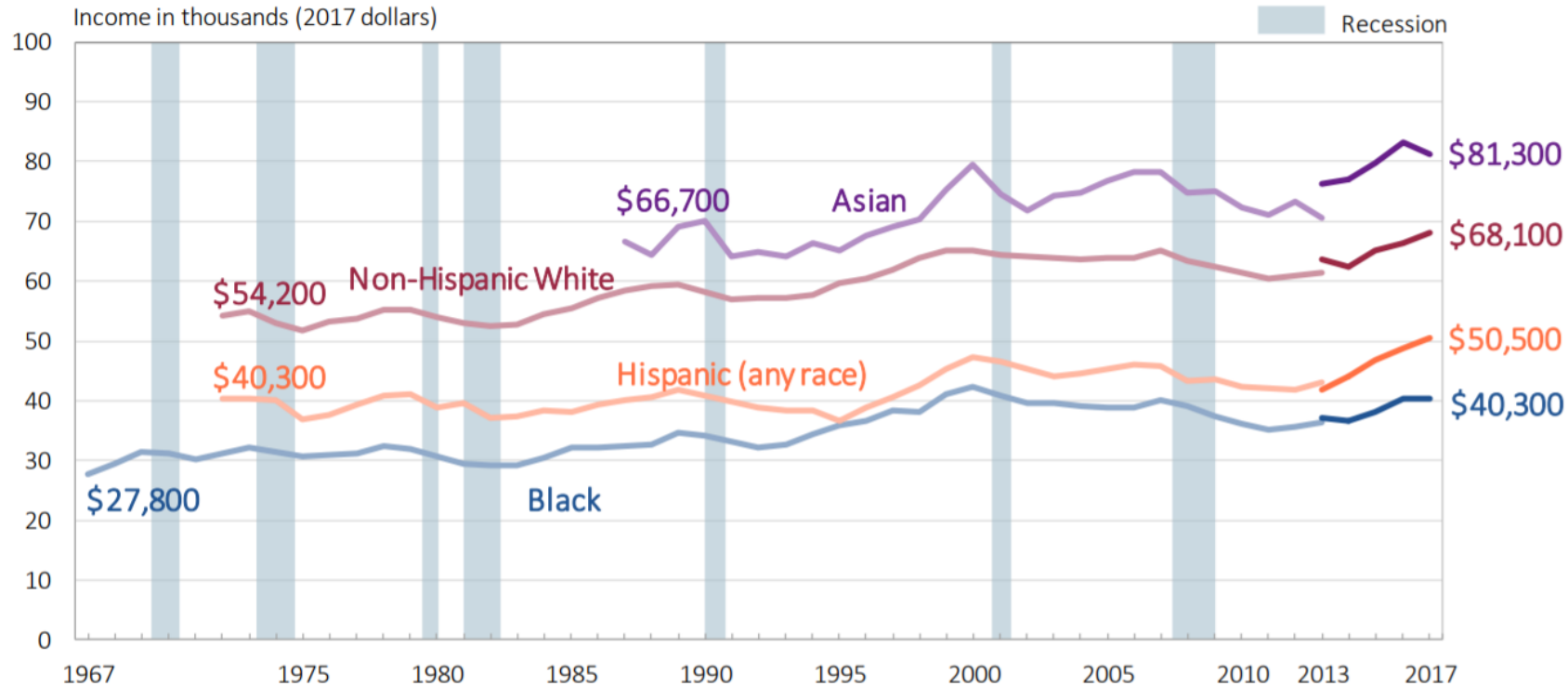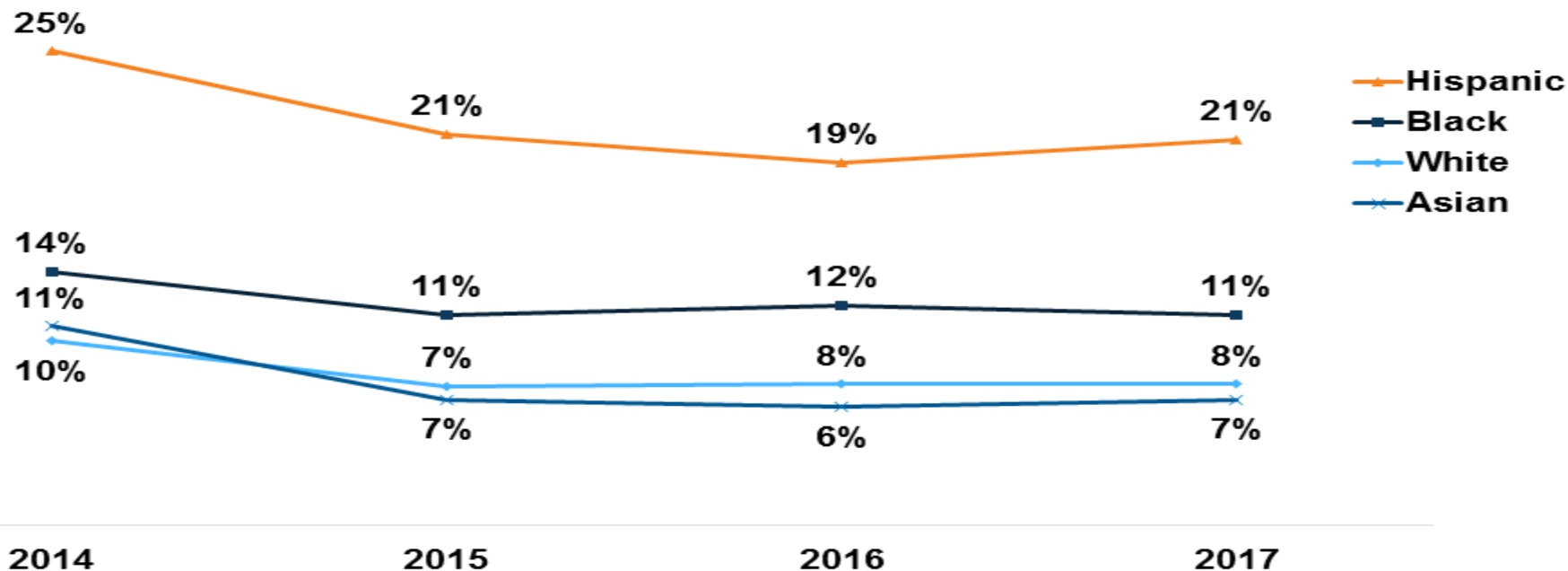
I&P-4

Figure 8

# Uninsured Rates for the Nonelderly Population by Race and Ethnicity, 2014-2017

NOTE: Includes individuals ages 0 to 64. Uninsured rate based on coverage level at time of interview.
SOURCE: Robin A Cohen, Emily P Zammitti, Michael E Martinez, *Health Insurance Coverage: Early Release of Estimates From the National Health Interview Survey, 2017*, (Rockville, MD: National Center for Health Statistics, May 2018), https://www.cdc.gov/nchs/data/nhis/earlyrelease/insur201805.pdf.

Emergency Room (ER) Visits by Sociodemographic Factors, Children <18 Years of Age, *United States, 2015 National Health Interview Survey*
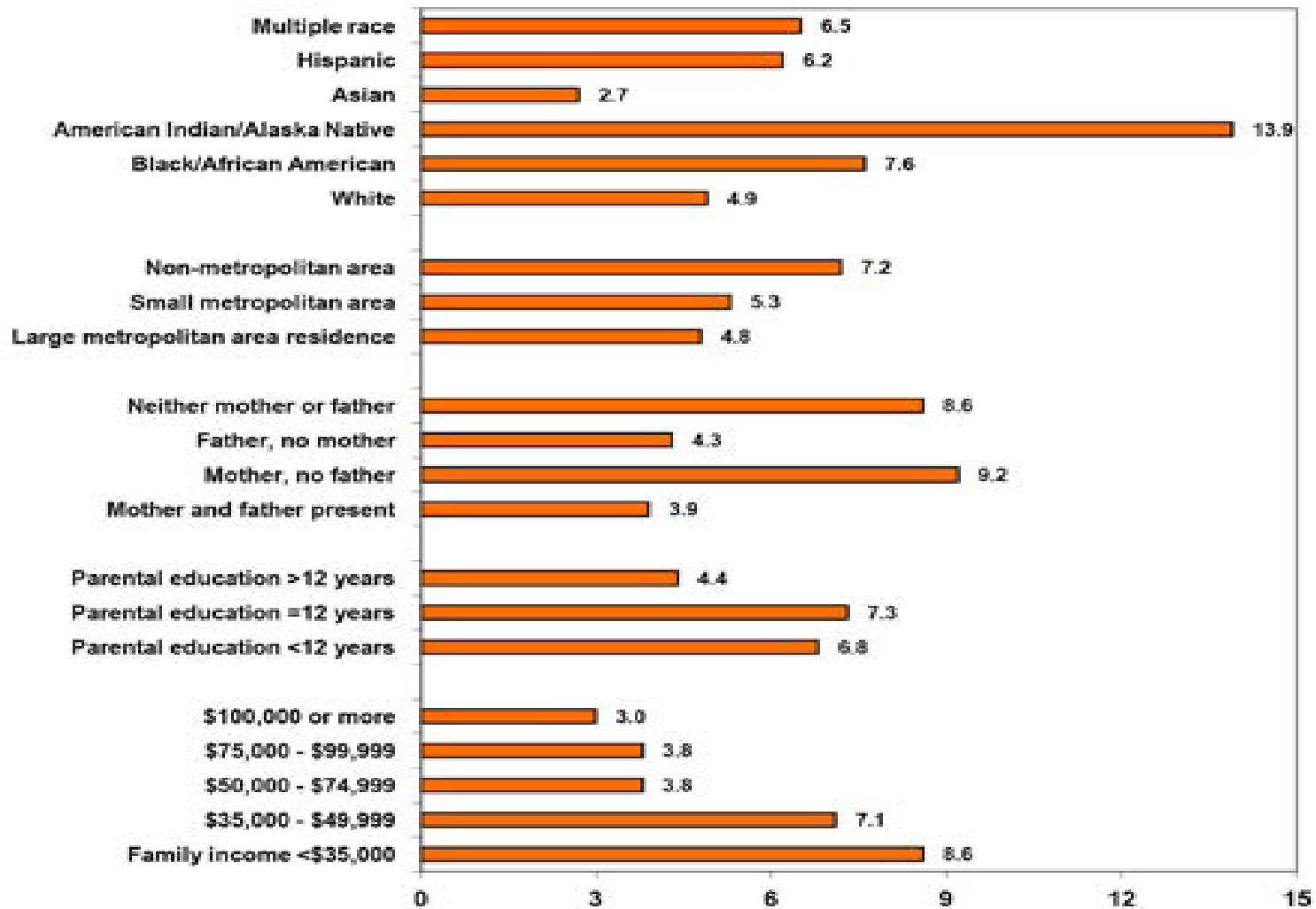
Health Issues in Rural Areas

- Compared with their urban counterparts, residents of rural counties are:
  - ► Older,
  - ► Poorer,
  - ► More likely to be overweight or obese, and
  - ► Sicker (Meit, et al., 2014).
- Rural residents also have:
  - ► Higher injury rates (NCHS, 2017).
  - ► Higher smoking rates (NCHS, 2017).
  - ► Higher rates of uninsurance (NCHS, 2017)
  - ► Higher rates of suicide (Kegler, et al., 2017).
  - ► Higher rates of opioid misuse (Warshaw, 2017).

LGBTQ Health

- Increased risk for mental health problems, including suicide
  - 48% of LGB youth seriously considered; compared to 13% of heterosexual youth (CDC, Youth Risk Survey 2017)
- Increased substance abuse
- Increased risk for certain cancers
- Increased risk for sexually transmitted diseases

	Category	People without Disabilities	People with Disabilities
Social	Unemployed	8.7%	15.0%
	Victim of violent crime	21.3%	32.4%
Health and Health Risk Behaviors	Cardiovascular disease (18-44 year olds)	3.4%	12.4%
	Obese	34.2%	44.6%
	Current smoker	18.0%	28.8%
	Engage in no leisure-time physical activity	32.2%	54.2%
Access	Women current with mammogram	76.6%	70.7%
	Not receiving needed medical care (due to cost)	12.1%	27.0%

People without Disabilities ■ People with Disabilities

U.S. Department of Health and Human Services
Centers for Disease Control and Prevention

Micro-Aggressions in Everyday Life

Microaggressions

- Microaggressions have been defined as <u>brief and common</u> daily *<u>verbal, behavioral, and environmental communications</u>*, whether <u>intentional or unintentional</u>, that transmit *<u>hostile, derogatory, or negative</u>* messages to a target person because they belong to a stigmatized group.

I've spoken at three different schools in the past month, and the thing that I mostly start out with is that people have said, 'What do you like to be called—disabled, handicapped, challenged?' I'm like, just call me Susan; that's all I want to be—just Susan/'

From chapter 11 *Microaggressive Experiences of People with Disabilities*

Lisa, Nevada An employee once told me, "You can clean my house and cook for me, but you will never tell me what to do." I was the Charge Nurse; I am Hispanic and Native American.

NICHQ National Institute for Children's Health Quality

Everyday Situations

- At the park
- At the store
- In the clinic
- In school
- At work
- At social events
- In the media/movies...
- On the street
- By phone...

Image courtesy of: oh-i-see.com

Implicit/Unconscious Bias

- Definition
  - Defined as "**prejudice** or unsupported judgments in favor of or against one thing, person, or group as compared to another, in a way that is usually considered unfair…
    - Occurs automatically as the brain makes quick judgments based on past experiences and background
    - Refers to attitudes and beliefs that occur outside of our conscious awareness and control.

Implicit/Unconscious Bias

- **<u>Before the clinical encounter</u>**
  - Provider's biased perceptions of patients/clients

  - Provider's biased statistical interpretations

- *Taken & adjusted from the Biased Care model (Matthew, D.B. 2015)*

Implicit/Unconscious Bias

- **During the clinical encounter**
  - Provider's implicit biases influence their conduct and communication

 - Patient/client's implicit biases influence their conduct and communication with providers

- *Taken & adjusted from the Biased Care model (Matthew, D.B. 2015)*

Implicit/Unconscious Bias

- **Beyond the clinical encounter**
  - Provider's implicit biases influence their diagnostic and treatment decisions

  - Implicit biases influence patients/clients' satisfaction, adherence, compliance, and follow up

  - *Taken & adjusted from the Biased Care model (Matthew, D.B. 2015)*

APROACHES TO SOLUTIONS

Equality

Equity
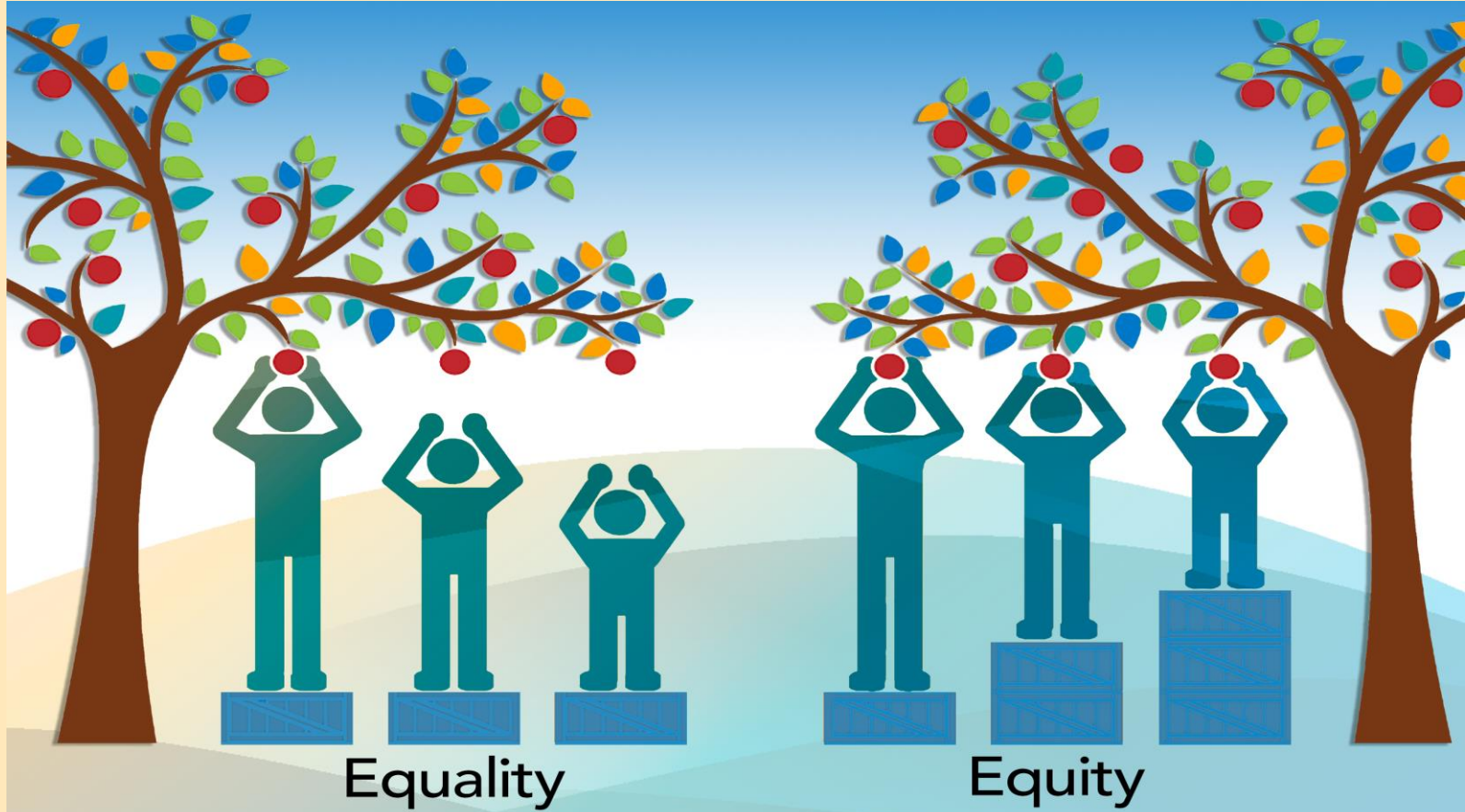
The *National CLAS Standards*

Principal Standard

Standard 1

Governance, Leadership, and Workforce

Standards 2-4

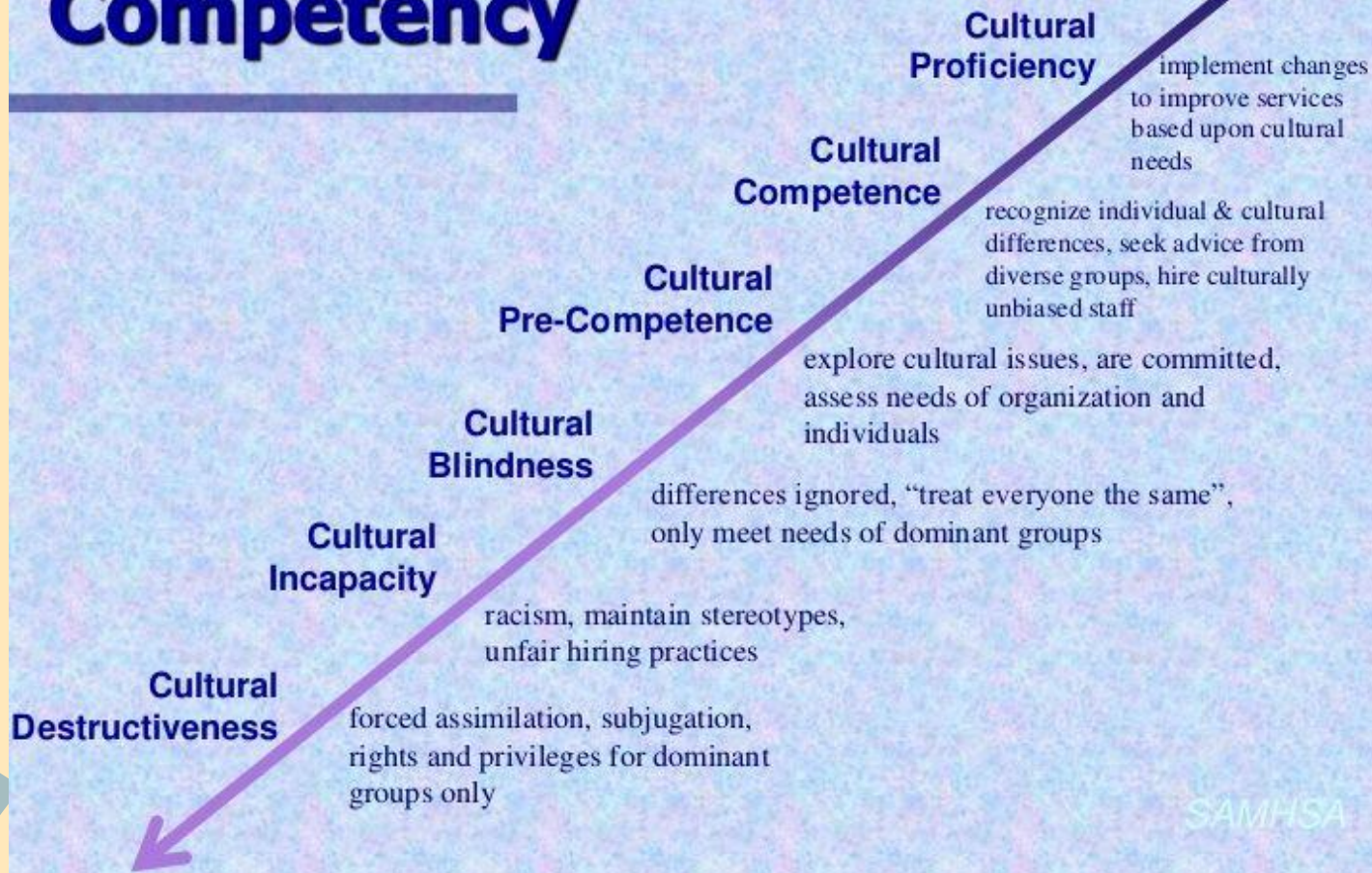**Communication and Language Assistance**

Standards 5-8

Engagement, Continuous Improvement, and Accountability

Standards 9-15

TRACKING CLAS

This map tracks the progress of state- and territory-led initiatives for mandatory cultural competency training across the United States and territories.

Click on the states or territories in this map for more specific information.

- 🟩 Requires mandatory cultural competency training
- 🟦 Proposed, but does not have, mandatory cultural competency traning
- 🟧 Does not require cultural competency training

https://thinkculturalhealth.hhs.gov/clas/clas-tracking-map

VT	NH
MA	CT
RI	NJ
DE	MD
DC	

Commonwealth & Territories

AS	MP
FM	PR
GU	PW
MH	VI

Continuum of Cultural Competency

Cultural Proficiency — implement changes to improve services based upon cultural needs

Cultural Competence — recognize individual & cultural differences, seek advice from diverse groups, hire culturally unbiased staff

Cultural Pre-Competence — explore cultural issues, are committed, assess needs of organization and individuals

Cultural Blindness — differences ignored, "treat everyone the same", only meet needs of dominant groups

Cultural Incapacity — racism, maintain stereotypes, unfair hiring practices

Cultural Destructiveness — forced assimilation, subjugation, rights and privileges for dominant groups only

SAMHSA

Cultural Humility

A <u>life-long learning </u>process which incorporates openness, <u>power-balancing</u>, and critical <u>self-reflection</u> when interacting with people for <u>mutually beneficial partnerships</u> & <u>institutional change</u>.

OTHER Best Practices…

- *Cultural Brokers*
  - – *Ex. Promotoras* (Health Facilitators)

- *Mentorship for people from underrepresented groups*

- *Translation/interpretation…*

MHDD project
National Training Center

- Developed Products: Efforts and *Thinking about specific diverse cultural population (Hispanic/Latinx)*

  – Storytelling interviews

  – Fact Sheets

  – Webinars (in process)

  – Follow up efforts

https://www.mhddcenter.org/stories/

MHDD project Developed Products: Efforts and *Thinking about specific diverse groups*

- Fact Sheets

  - Factores que afectan la salud mental de las personas hispanas/latinx a lo largo de la vida (*Mental Health Factors Affecting Hispanic/Latinx Individuals Across the Life Span*)

MHDD project Developed Products: Efforts and *Thinking about specific diverse groups*

- Fact Sheets

  - Empleo de personas hispanas/latinx con discapacidades: barreras y recomendaciones (*Employment and Hispanic/Latinx Individuals with Disabilities: Barriers and Recommendations*)

Developed Products: Efforts and *Thinking about specific diverse groups*

- Fact Sheets... Immigration

"Some common mental health concerns in immigrants are depression, anxiety, and post-traumatic stress disorder. There are certain experiences related to being an immigrant that can affect their mental health. For example, immigrants may stress about needing to hide a family member's immigration status. A person's immigration status says if they meet legal requirements to be in the country. Migration is a process and there are challenges that can happen before, during, or after relocating. In Blanca's digital storytelling episode, she talks about struggles she experienced before and after migrating. One challenge she faced was trying find services for her daughter with a disability"

Closing and Questions?

Thanks!