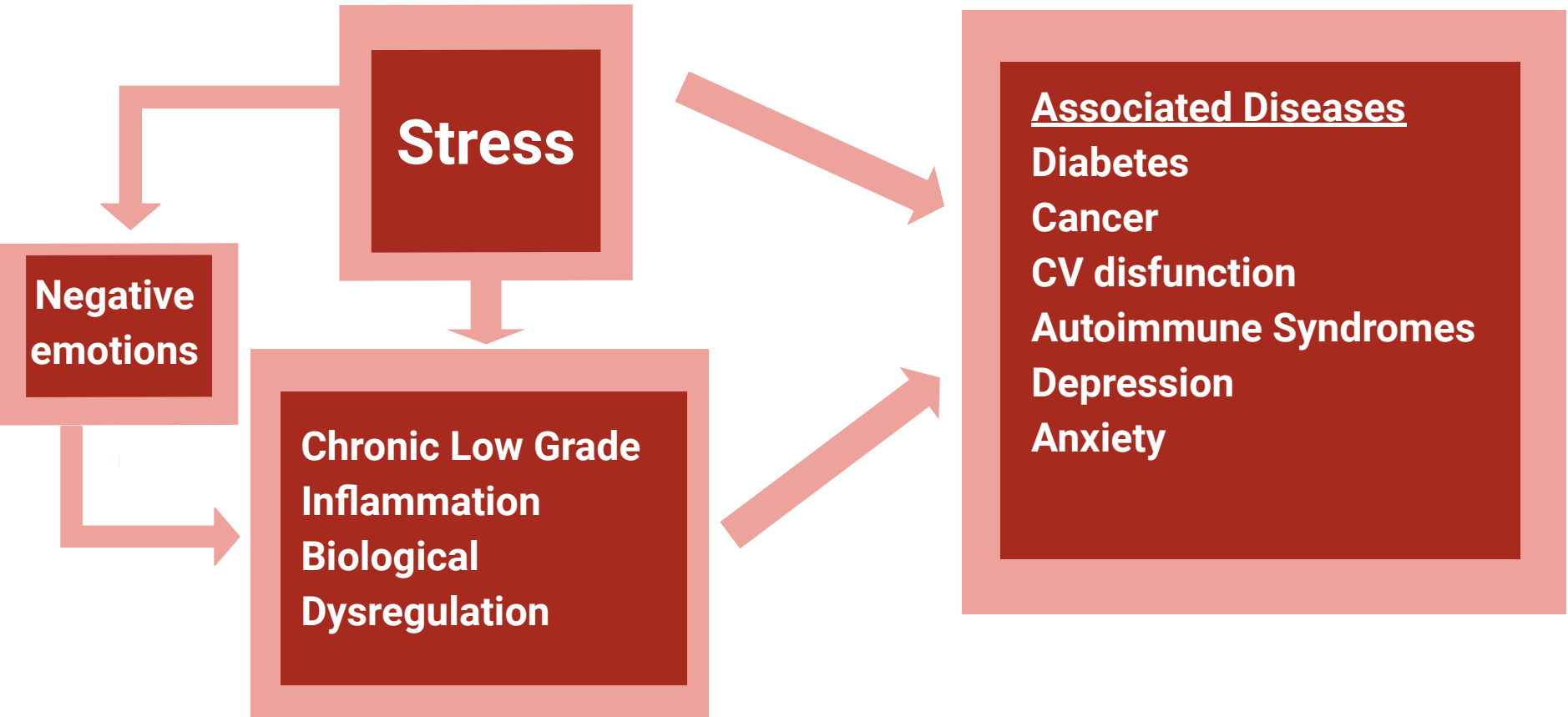
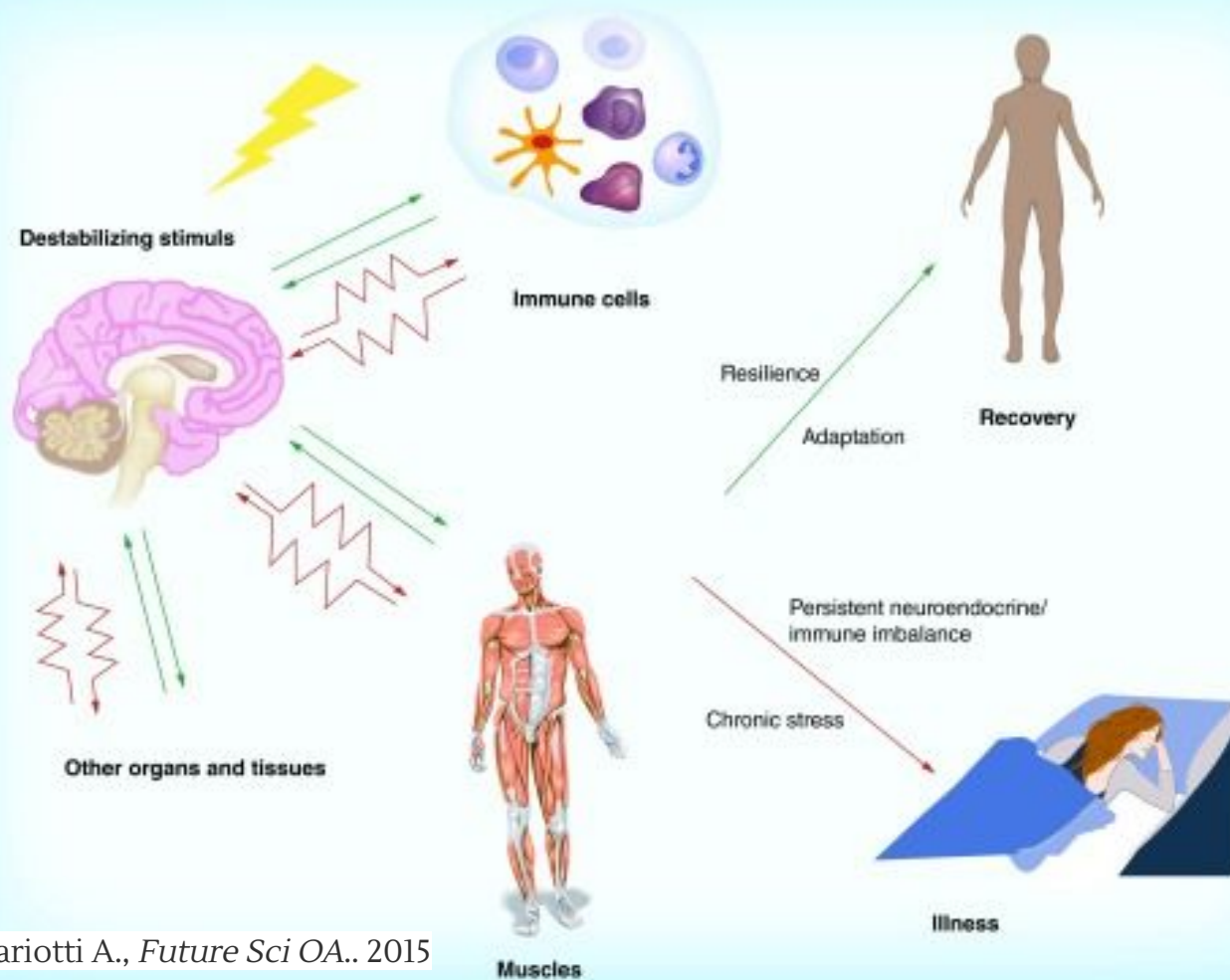

Saving lives

Tichianaa Armah, MD





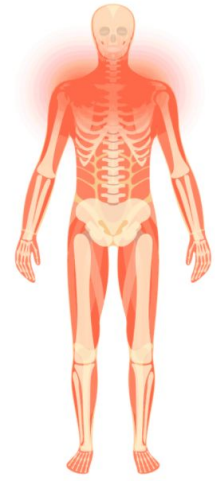
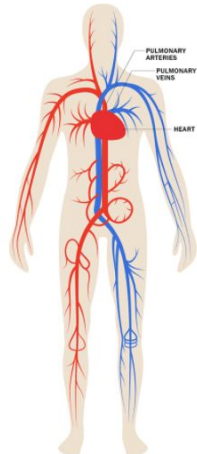
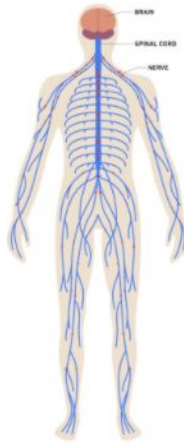




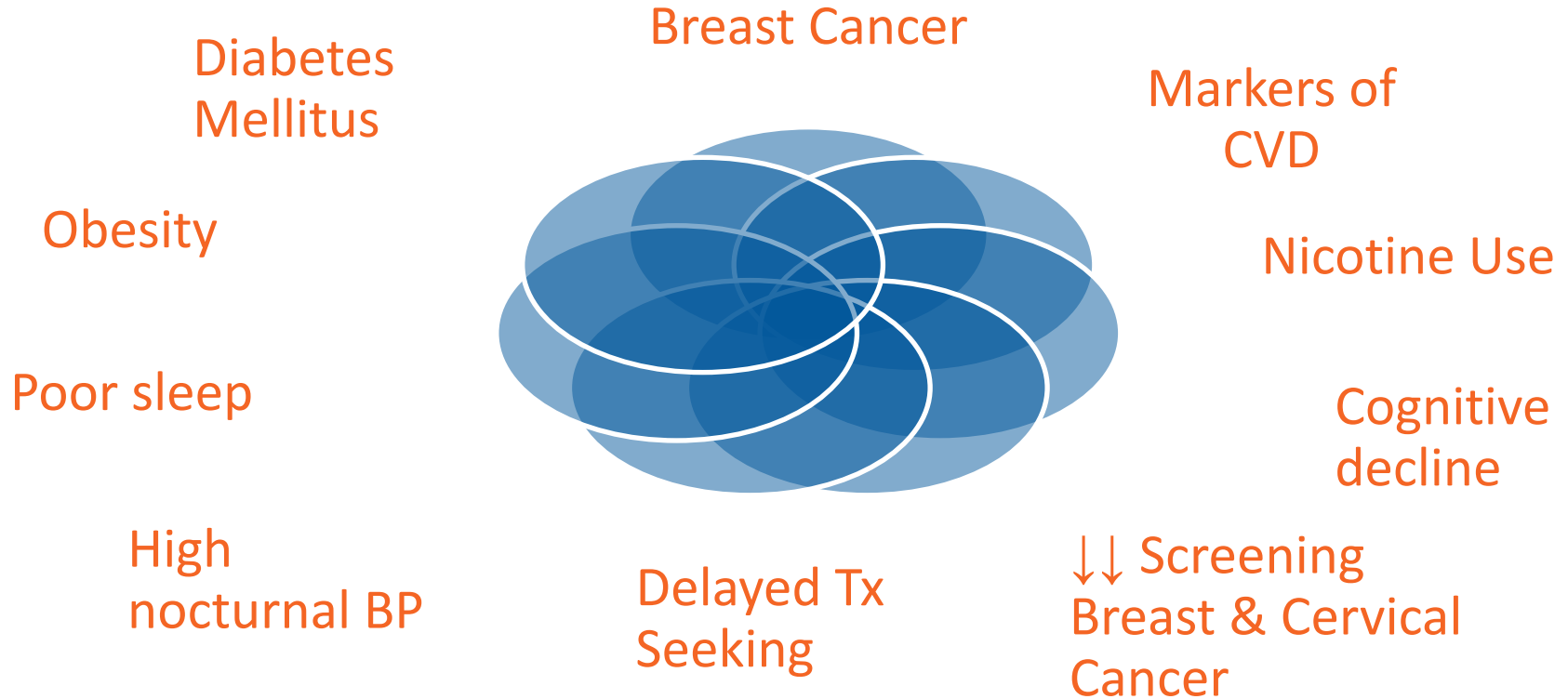
Discrimination and Health

Positively associated with:

- lower birth weight (Earnshaw et al., Ann Beh Med, 2013)
- coronary artery calcification (Lewis et al., Psy Med, 2006)
- blood pressure (Lewis et al., J Gerontology: Bio Sci & Med Sci 2009)
- C-reactive protein (Lewis et al., Brain Beh Immunity, 2010)
- cognitive impairment (Barnes et al., 2012)
- poor sleep (Lewis et al, Hlth Psy, 2012)
- visceral fat (Lewis et al., Am J Epidemiology, 2011)
- mortality (Barnes et al., J Gerontology: Bio Sci & Med Sci, 2008)



Everyday Discrimination & Health






Telomeres

Repetitive nucleotide sequences at the ends of a chromosome, which protects the end from deterioration or fusion with neighboring chromosomes.

—

“Interpersonal experiences of racial discrimination & internalization of negative racial bias operate jointly to accelerate biological aging among African-American men.”



**Nobel Prize Winner:
Elizabeth Blackburn
and colleagues
work.**



Killing of unarmed Two Lives at Crossroads in Ferguson

SHOT SIX TIMES



A Low-Profile Officer With Unsettled Early Days

By **MONICA DAVEY** and **FRANCES ROBLES**

FERGUSON, Mo. — On the early afternoon of Feb. 28, 2013, Officer Darren Wilson answered a police call of a suspicious vehicle where, the police said, the occupants might have been making a drug transaction. After a struggle, Officer Wilson subdued the suspect and grabbed his car keys before help arrived, the police said.

A large amount of marijuana was found in the car, the police said, and the 28-year-old suspect now faces seven charges, including possession of marijuana with the intent to distribute and resisting arrest. The incident won Officer Wilson a commendation, presented by the police chief this year as Officer Wilson stood, hands clasped before him, and city officials looked on.

It was, until this month, the work for which Officer Wilson was best known in his five years with the police. But two weeks ago, Officer Wilson gained far wider attention when he fatally



A Teenager Grappling With Problems and Promise

By **JOHN ELIGON**

FERGUSON, Mo. — It was 1 a.m. and Michael Brown Jr. called his father, his voice trembling. He had seen something overpowering. In the thick gray clouds that lingered from a passing storm this past June, he made out an angel. And he saw Satan chasing the angel and the angel running into the face of God. Mr. Brown was a prankster, so his father and stepmother chuckled at first.



"No, no, Dad! No!" the elder Mr. Brown remembered his son protesting. "I'm serious."

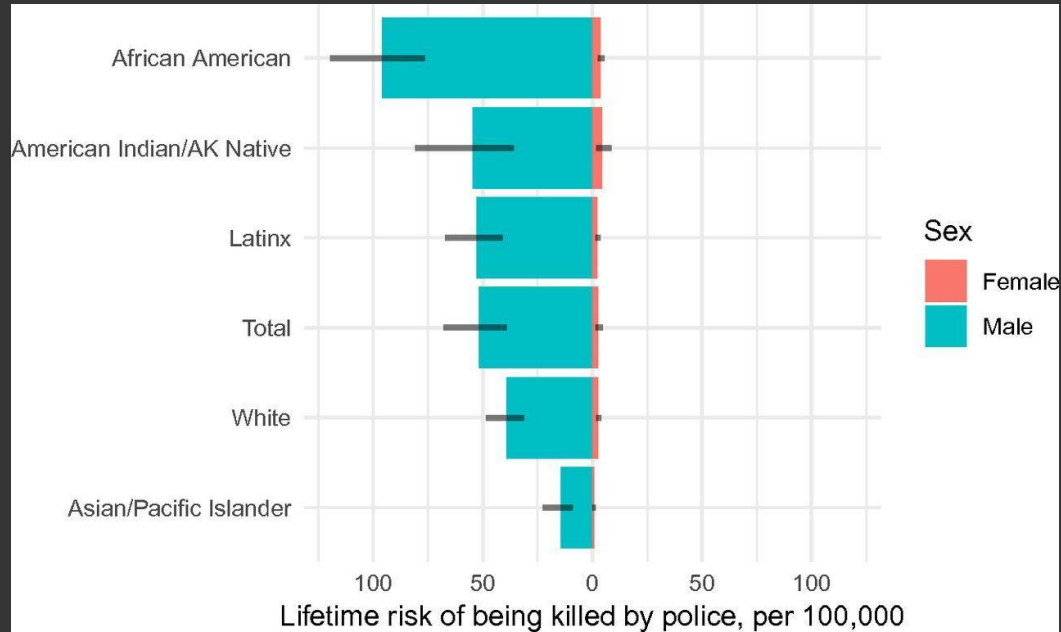
And the black teenager from this suburb of St. Louis, who had just graduated from high school, sent his father and stepmother a picture of the sky from

his cellphone. "Now I believe," he told them.

In the weeks afterward, until his shooting death by Darren Wilson, a white police officer on Aug. 9, they detected a change in him as he spoke seriously about religion and the Bible. I

Police use of force is among the leading causes of death for young men of color. Risk is highest for Black men who face a 1 in 1,000 chance of being killed by police.

Frank Edwards et al. PNAS 2019



Lifetime risk of being killed by the police in the United States by sex and race-ethnicity for a synthetic cohort of 100,000 at 2013 to 2018 risk levels.

The Next Black America: Obstacles Amidst Opportunities for Black Families

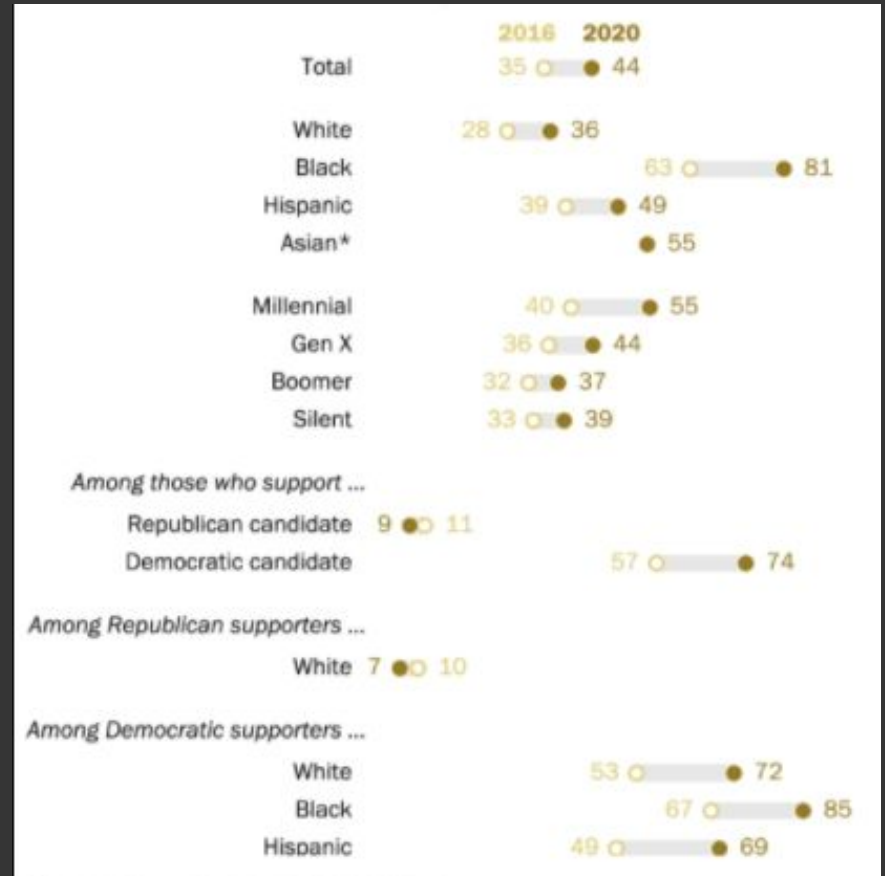
Tichianaa Armah
Yale School of Medicine

My husband and I sat clutching hands in a cold ultrasound suite. It was time to learn the gender of our second child. When the technician learned our eldest was a girl she quipped, "It's time to try for a boy." When she told us we were having another girl, however, my husband and I looked at each another and breathed a loud simultaneous sigh of relief. Although we had not yet discussed it, we both secretly dreaded the prospect of raising a Black boy in the United States. When we spoke of it later, we

returned once again to the news headlines and echoed throughout social media. It had been little over 15 years since the shooting deaths of unarmed Amadou Diallo and Patrick Dorismond and the sodomizing of Abner Louima in New York City, New York, where I lived at the time. People—and the media—had moved on from these stories. Thus, I have been deeply struck as I have watched the violence come to light once again. Has it really escalated, or have civilians become better at documenting it? Contrary to all the signs,

Summer 2020 vs 2016 views:

% who say it is a lot more difficult to be Black in this country than White.



<https://www.pewresearch.org/politics/2020/09/10/voters-attitudes-about-race-and-gender-are-even-more-divided-than-in-2016/>



#BLACKGIRLSMATTER

Pushed Out, Overpoliced, and Underprotected

THE REPORT

THE CAMPAIGN

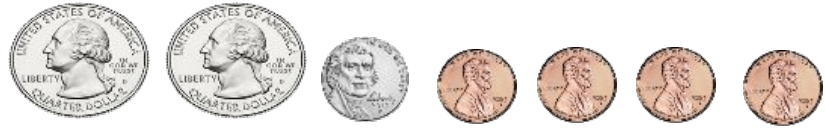


Median Income & Race 2018

For every dollar of
income paid to Whites,



Blacks paid 59 cents



Latinx paid 73 cents



Median Wealth & Race 2016

For every dollar of
wealth that Whites own,



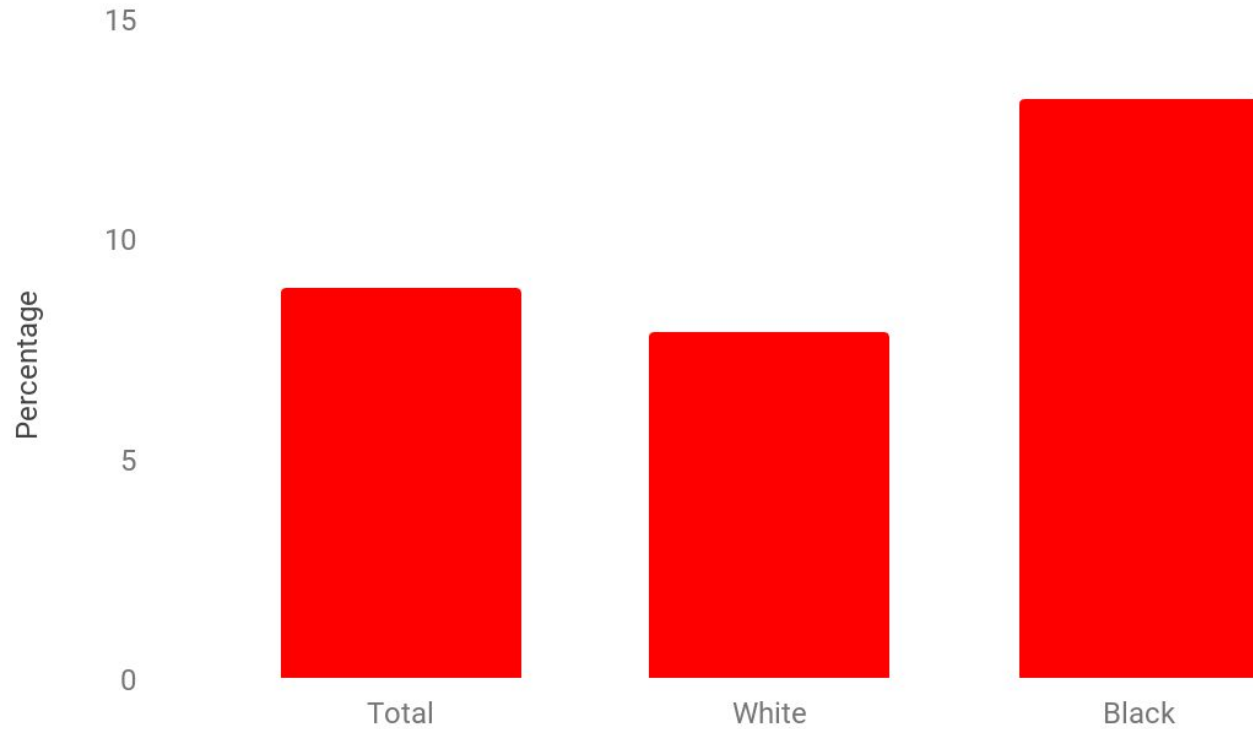
Blacks own 10 cents

Latinx own 12 cents

Other Races own 38 cents



Unemployment Rates 3rd Quarter Averages 2020



Call Backs for Employment



OWNED

A TALE OF TWO AMERICAS



Zillow Analysis of Current Population Survey (2013-2014, 1976-2007), Decennial Census (1900-1980), One-year American Community Survey (2007-2013). Adapted from <https://www.ownedfilm.com/data>

Homeownership while black

The devaluation of assets in black neighborhoods



In U.S. metropolitan areas, **10 percent** of neighborhoods are majority black

50% LESS

homes in **majority-black neighborhoods** are **undervalued** compared to homes in neighborhoods with **no black residents**



Majority-black neighborhoods at a glance:

- 37% of the U.S. black population live in these communities
- \$609 billion in owner-occupied housing assets
- 10,000 public schools
- 3 million businesses

Differences in **home** and **neighborhood quality** do **not** fully explain the devaluation of homes in majority-black neighborhoods



\$48,000
average loss
in home market value



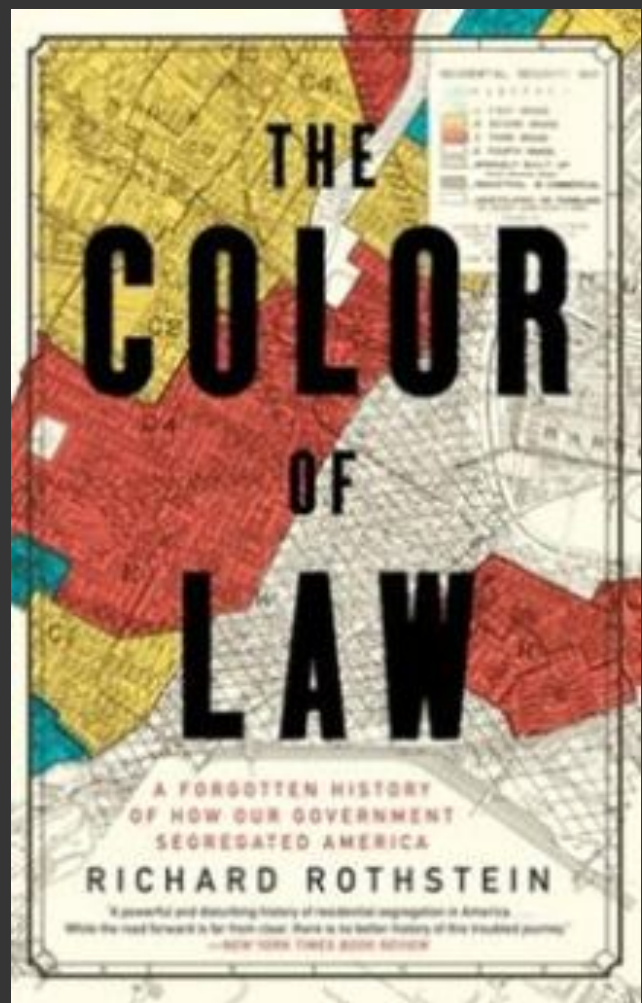
Amounting to
\$156 billion
in cumulative losses

Homes of similar quality in neighborhoods with similar amenities are worth **23% less** in majority-black neighborhoods

Metropolitan areas with **greater devaluation** of black neighborhoods are **more segregated**



Black children who grow up in those communities have **less upward mobility**



RESEARCH REPORT

Explaining the Black-White Homeownership Gap

A Closer Look at Disparities across Local Markets

Jung Hyun Choi

Alanna McCargo

Michael Neal

Laurie Goodman

Caitlin Young

October 2019 (updated November 2019)

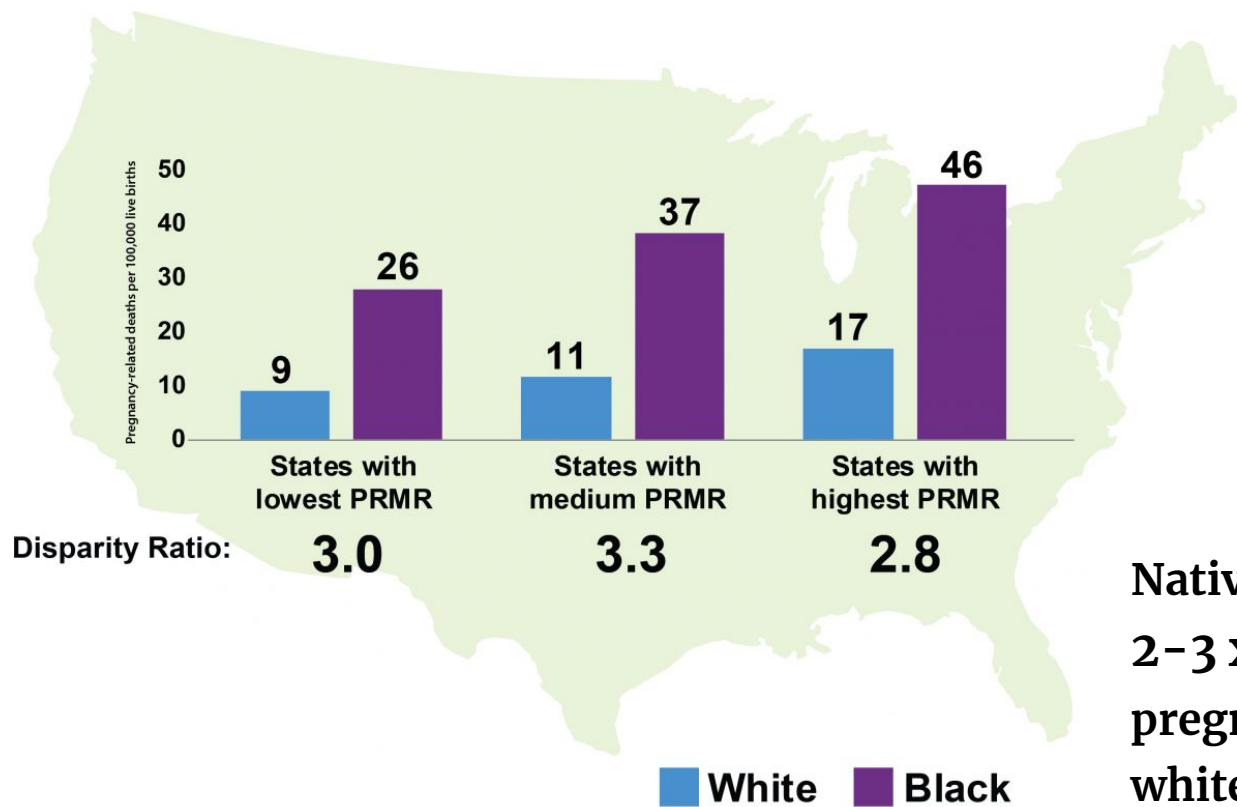


A blue-tinted photograph of healthcare workers in scrubs and masks, serving as the background for the report cover.

UNEQUAL TREATMENT

CONFRONTING RACIAL AND ETHNIC
DISPARITIES IN HEALTHCARE

INSTITUTE OF MEDICINE
OF THE NATIONAL ACADEMIES



**Native American & Black women
2-3 x's as likely to die from a
pregnancy-related cause than
white women.**



Interventions

Formative Factors to promote resilience

- Cultural Pride Reinforcement
- Supports
- Exposures



Interventions

Formative Factors to promote resilience

→ **Cultural Pride Reinforcement**





—

Cultural pride reinforcement alone, is the most consistent of racial socialization messages correlated with greater cognitive and behavioral competence, self-esteem, and mental health



American Indian and African-American Children More Likely to Experience Two or More Adverse Experiences, 2015-2016



National Survey of Children's Health (NSCH)



Interventions

Formative Factors to promote resilience

- Cultural Pride Reinforcement
- Supports



Teen rises to top despite obstacles

MH student gets Horatio Alger award

By HOWARD KOLUS
myra/Hershey Bureau Chief
ERSHEY — She explodes
joy, the words tumble from
everywhere deep inside when
asked her age.
seventeen now, but come Feb.
at magic 18th birthday
s.
ever thought about my age
but 18, boy," she says,
ing over what's about to
It's wonderful to think I'm
be 18," she can't help

g.
Tichianaa Timmons is a whirl of
enthusiasm and youthful
ce. A visitor is tempted
ocence, but Timmons, a
ratio Alger Scholarship
om Milton Hershey
perienced the hard
fe early on. Still, she
ed them to slow her

to Alger Association
dividuals who have
culties to achieve
Timmons, born in
ace infested with
d killings" accord-
arship application,
e Bronx with her
o father, who she
oholic and drug
ere until enter-
gh school fresh-
go.

rother and half-
om she's close
with whom she
death of her
cle who is in-

it wasn't the
teenager re-
rs spotting a
er home and
s our car!"
send her to

mother was a concert pianist. Her
hands were crippled about the
time of my birth so she laid in a
hospital bed instead of touring
pick-Germany as was scheduled for
re-her."

"My mother was my best friend
in the world. We thought me com-
ing here (to MHS) would take the
load from her. We thought that
was going to make everything
better.

want. I want my own family some
day so bad."

Her immediate goals are col-
lege — she hopes Swarthmore or

"This young lady is so actively
involved with all aspects of the
school," said high school principal
John Storm
learn. I never l
now I love the
get...I like to be



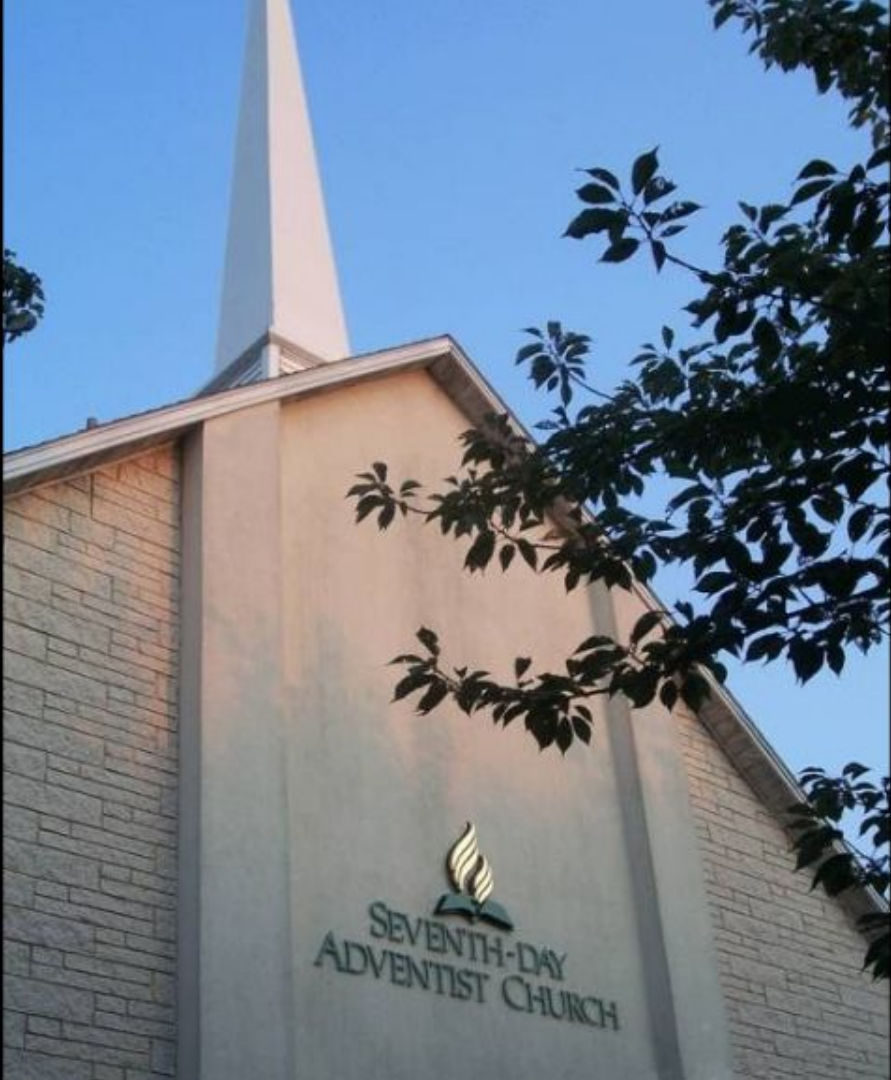
Tichianaa Timmons, 17, winner of the Horatio Alger Scholarship Award, helps Lulu Tunis, her 8-year-old roommate, with some third-grade Timmons lives in a student home that participates in a program mixing students of different ages.

Howard K.









—
High **Social support** from caregiver & peer **erased** the **negative effect** of high **racial discrimination** levels experienced by teens on **biomarkers** (higher overnight cortisol, epi, norepi, SBP, DBP, CRP, BMI) at age 20.

Gene Brody et al., Child Development , 2014

Negative effects of discrimination on **mental health** were reduced by **aspects of religious engagement**: religious attendance, seeking religious guidance, & church based social support.

Ellison, Musick & Henderson, Jour Sci study of Religion, 2008;
Ellison, DeAngelis Güven, Religions, 2017



Interventions

Formative Factors to promote resilience

- Cultural Pride Reinforcement
- Supports
- Exposures



Advocacy, protest, empowerment and
cultural affirmation are associated with
lower youth suicide risk with a
dose-response relationship.

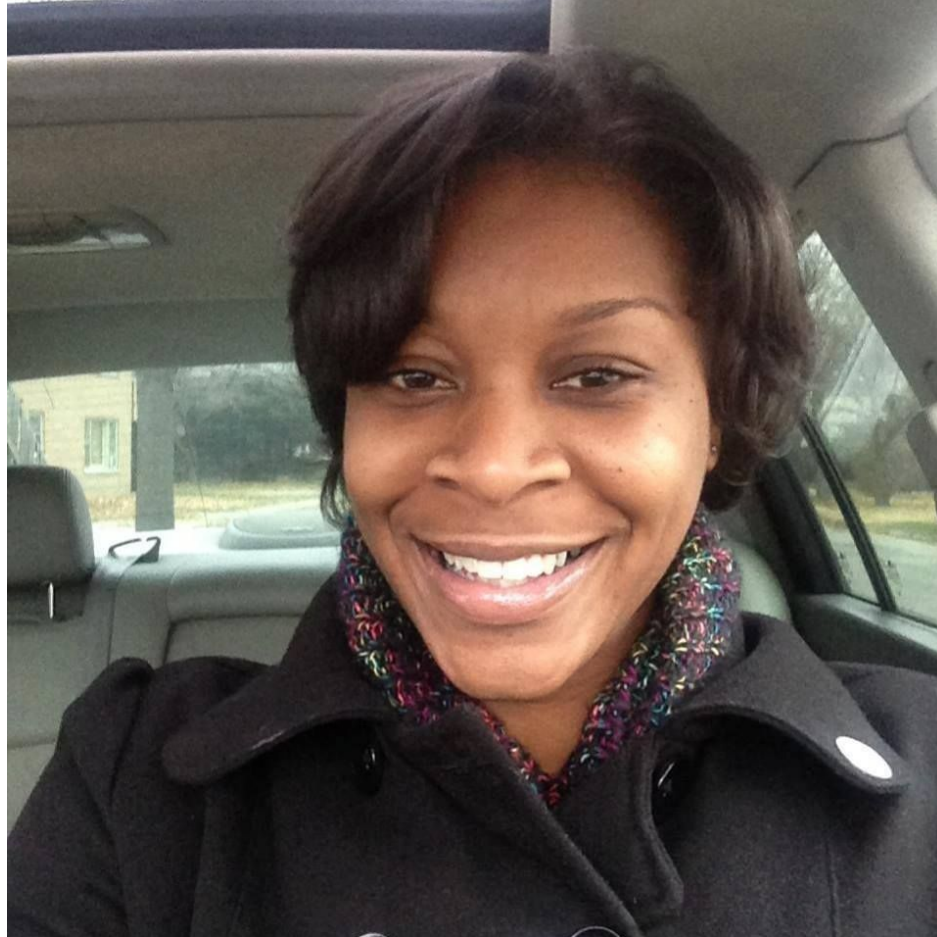
Chandler, & Lalonde, *Transcultural Psychiatry*, 1998



**The devaluation of Black Lives occurs on a
continuum.**

“I can’t breathe.”

ERIC GARNER - JOHN CRAWFORD III - MICHAEL BROWN - EZELL FORD
DANTE PARKER - MICHELLE CUSSEAU - LAQUAN MCDONALD - GEORGE MANN
TANISHA ANDERSON - AKAI GURLEY - TAMIR RICE - RUMAIN BRISBON - JERAME REID
MATTHEW AJIBADE - FRANK SMART - NATASHA MCKENNA - TONY ROBINSON - ANTHONY HILL
MYA HALL - PHILLIP WHITE - ERIC HARRIS - WALTER SCOTT - WILLIAM CHAPMAN II
ALEXIA CHRISTIAN - BRENDON GLENN - VICTOR MANUEL LAROSA - JONATHAN SANDERS
FREDDIE GRAY - JOSEPH MANN - SALVADO ELLSWOOD - SANDRA BLAND
ALBERT JOSEPH DAVIS - DARRIUS STEWART - BILLY RAY DAVIS - SAMUEL DUBOSE
MICHAEL SABBIE - BRIAN KEITH DAY - CHRISTIAN TAYLOR - TROY ROBINSON
ASSHAMS PHAROAH MANLEY - FELIX KUMI - KEITH HARRISON MCLEOD - JUNIOR PROSPER
LAMONTEZ JONES - PATERSON BROWN - DOMINIC HUTCHINSON - ANTHONY ASHFORD
ALONZO SMITH - TYREE CRAWFORD - INDIA KAGER - LA'VANTE BIGGS
MICHAEL LEE MARSHALL - JAMAR CLARK - RICHARD PERKINS - NATHANIEL HARRIS PICKETT
BENNI LEE TIGNOR - MIGUEL ESPINAL - MICHAEL NOEL - KEVIN MATTHEWS - BETTIE JONES
QUINTONIO LEGRIER - KEITH CHILDRESS JR. - JANET WILSON - RANDY NELSON
ANTRONIE SCOTT - WENDELL CELESTINE - DAVID JOSEPH - CALIN ROQUEMORE - DYZHAWN
PERKINS - CHRISTOPHER DAVIS - MARCO LOUD - PETER GAINES - TORREY ROBINSON - DARIUS
ROBINSON - KEVIN HICKS - MARY TRUXILLO - DEMARCUS SEMER - WILLIE TILLMAN
TERRILL THOMAS - SYLVILLE SMITH - ALTON STERLING - PHILANDO CASTILE - TERENCE
CRUTCHER - PAUL O'NEAL - ALTERIA WOODS - JORDAN EDWARDS - AARON BAILEY
RONELL FOSTER - STEPHON CLARK - ANTWON ROSE II - BOTHAM JEAN
PAMELA TURNER - DOMINIQUE CLAYTON - ATATIANA JEFFERSON - CHRISTOPHER WHITFIELD
CHRISTOPHER MCCORVEY - ERIC REASON - MICHAEL LORENZO DEAN - BREONNA TAYLOR
G E O R G E F L O Y D



Sandra Bland facebook page

Devaluation of Black Lives Continuum



Devaluation of Black Lives Continuum

Microaggressions



Save **More** Lives!



recommendations:

Pick up pens

Open to possibilities

Questions - Cultural Pride Reinforcement

1. What messages are conveyed to your children by the educational and promotional materials displayed on the walls of your buildings?
2. Do you seek out black-owned recruitment agencies?
3. Does your organization consider Black-owned vendors or service partners?
4. Do you support events by providing dedicated time to highlight Black achievements beyond MLK Day?
5. How much does your lack of knowledge about Black people in the History of America and the world shape the way you view Black people?
6. Do your daily interactions and assumptions strip Black people of their cultural pride because negative stereotypes dominate your interactions with them?
7. Can you see the value added by infusing the celebration of diverse culture instead of clinging to a harmful color-blind ideology?

Questions -Supports

1. Are you examining your patient population outcomes to identify racial trends and then using the data collected to effect positive change?
2. Do you identify and pay keen attention to racial disparities in the data reported?
3. Are any of your organization's efforts student-driven or student-inspired?
4. Are you checking to make sure that the patient satisfaction data you are collecting includes responses from Black and Brown students and families?
5. If you are hiring black staff, how is their retention rate?
6. Are there forums for employees to present job-related concerns involving race?
7. Do you prepare and encourage Black staff members to apply for and take on leadership positions in your organization?

Questions - Exposures

1. Does the racial composition of your workforce reflect the communities served?
2. Could you provide expertise for community garden, wellness, or fitness programs?
3. Could you organize an annual workshop on financial literacy or how to prepare healthy foods on a limited budget?
4. Could you teach community members how to advocate for themselves by more effectively communicating with their legislators and the public?
5. Could you decrease the threat of police violence by facilitating an activity that would engage local police in interactions with your students of color?
6. Are you connecting your families to agencies that provide resources or can refer your families to groups that do, like 211 and Aunt Bertha?
7. Could you invest in on-the-job training, vocational education, internships, and mentorship for Black members of your communities? Or arrange a monthly hour of paid time for your staff to serve as mentors in your school's community?



Talent is Universal but
Opportunity is Preferential.





Build Resilience

Promoting:

- Cultural Pride Reinforcement
- Supports
- Exposures

Reflect Honestly

Recognizing this will take

- Dedicated Time
- Leadership
- Action



More Resources

Undoing Racism

<https://www.pisab.org/>

Building Racial Equity

<https://www.raceforward.org/trainings>

Beyond Diversity 101

<https://www.bd101.org/>



Keep in touch:

LinkedIn: [Tichianaa Armah](#)

Twitter: [@DrArmah1](#)

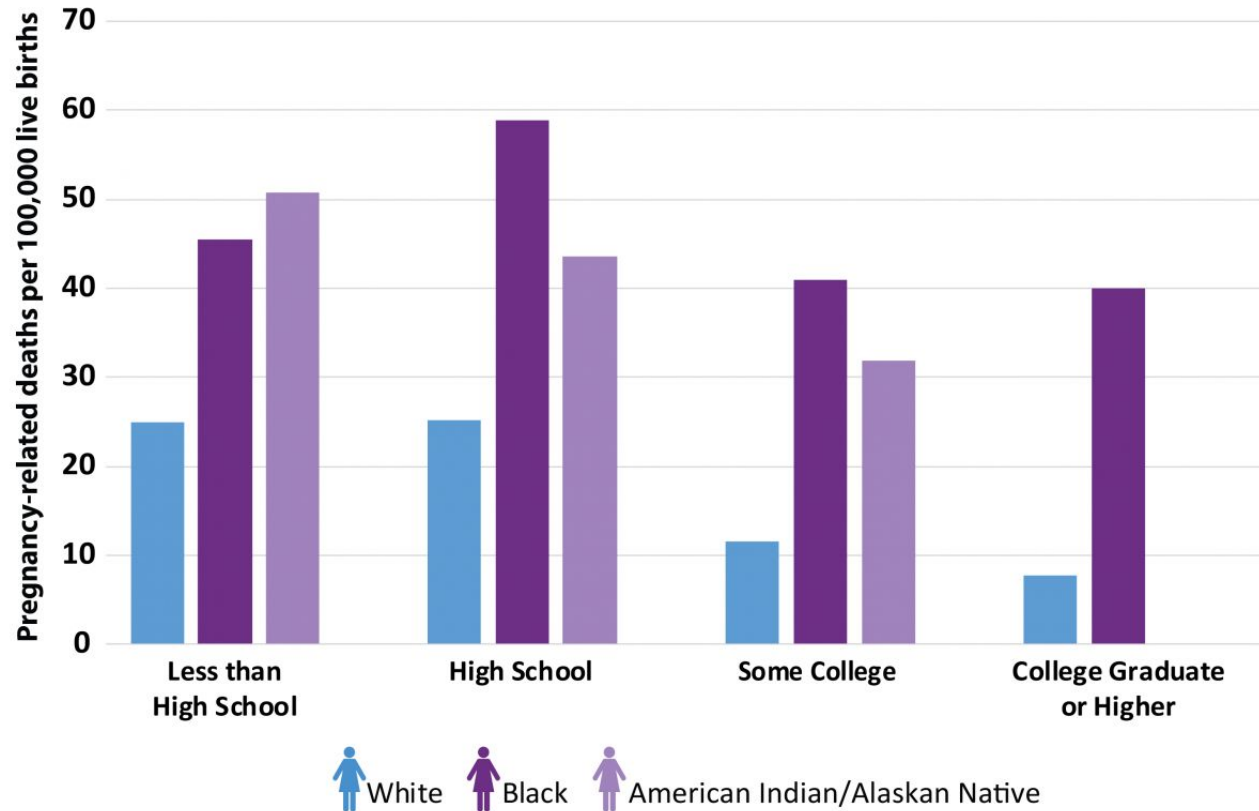
or

Find me on:

[Youtube](#)

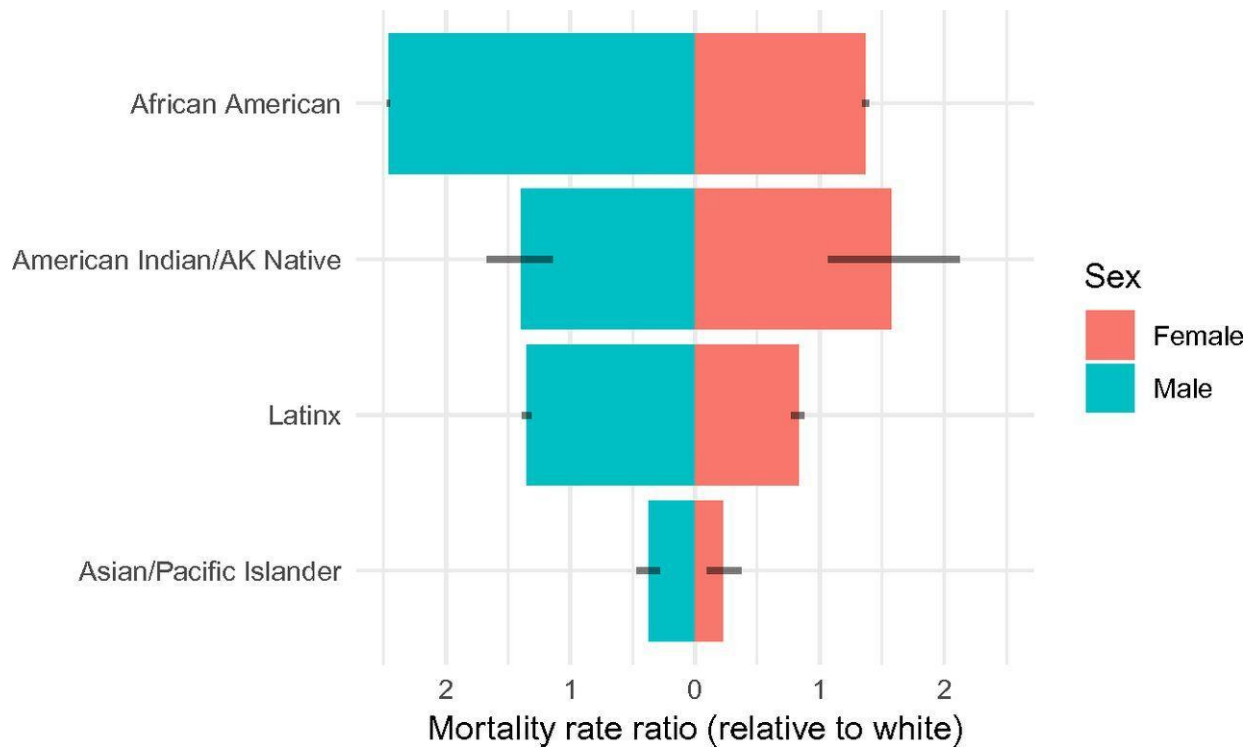
[Instagram](#)

Appendix





Inequality in lifetime risk of being killed by police use of force in the United States by sex and race–ethnicity at 2013 to 2018 risk levels.



Frank Edwards et al. PNAS 2019;116:34:16793-16798

PNAS