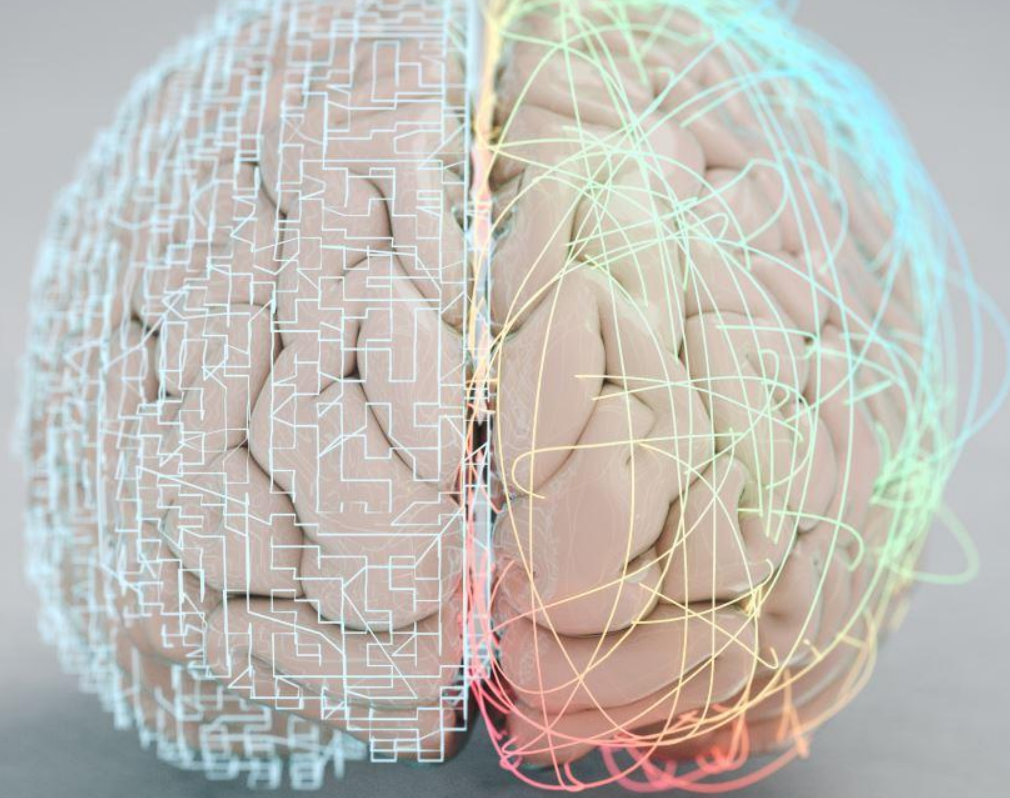


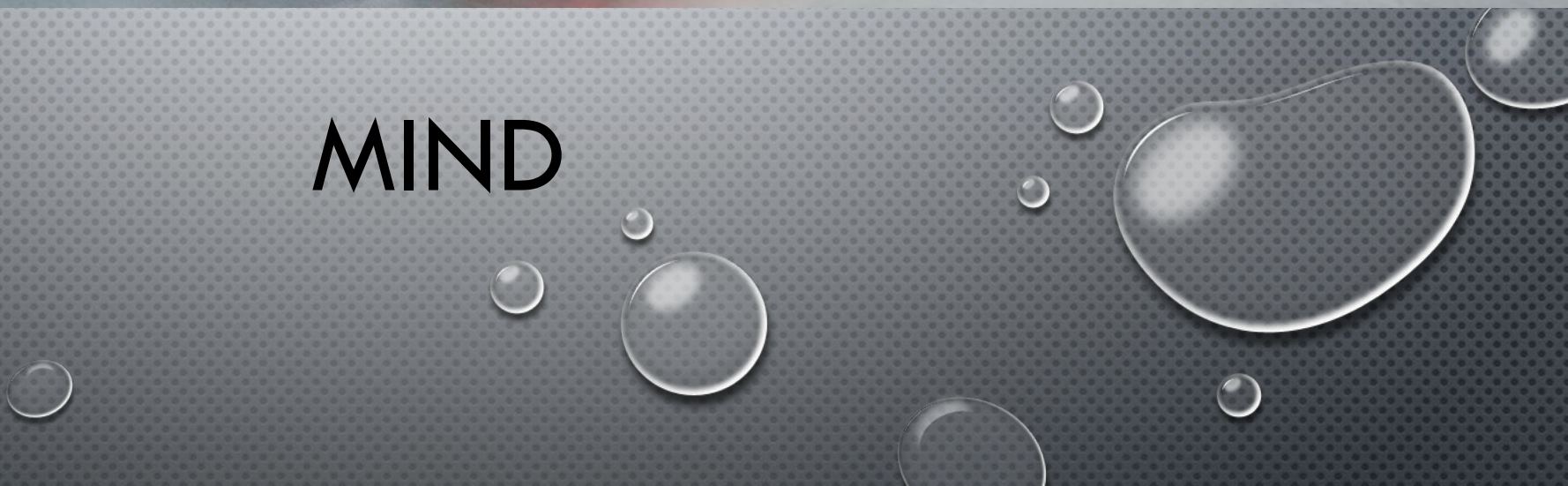


HOPE: STRENGTHENING OUR MENTAL HEALTH IMMUNITY

CARTER FAMILY REUNION



MIND



HOPE

FOSTERING AND RESTORING HOPE BEGINS WITH BELIEVING THAT WE CAN OVERCOME EMOTIONAL TRAUMA. HOWEVER, AS NEGATIVE THOUGHTS AND OVERBEARING LIFE CIRCUMSTANCES ARISE, IT CAN BE DIFFICULT TO HOLD TO A SENSE OF HOPE.

Hope



RESEARCH INDICATES AS MUCH AS 75% OF EVERYTHING WE THINK IS NEGATIVE, COUNTERPRODUCTIVE, AND WORKS AGAINST US.

RESEARCH FURTHER INDICATES THAT ALMOST 87% OF ILLNESS CAN BE ATTRIBUTED TO OUR THOUGHT LIFE.

ACCORDING TO A STUDY CONDUCTED BY THE HARVARD SCHOOL OF PUBLIC HEALTH AND THE WORLD HEALTH ORGANIZATION, BY 2020 DEPRESSION IS EXPECTED TO BE THE WORLD'S SECOND LEADING CAUSE OF DISABILITY.

BUILDING IMMUNITY THROUGH THOUGHTS

WE CAN STRENGTHEN OUR MENTAL HEALTH IMMUNITY BY CHANGING THE WAY THINK.

DISTORTED THINKING: THERE ARE COMMON THOUGHTS THAT LEAD TO FEELINGS OF DEPRESSION, HOPELESSNESS, SUICIDAL IDEATION, ANXIETY, PANIC AND ADDICTIONS



DISTORTED THOUGHTS



Catastrophizing

Personalization

Disqualifying the Positive

Magic Thinking

Emotional Reasoning

Jumping to Conclusions

Should Statements

Magnification and Minimization

Fortune Telling

Mind Reading

Overgeneralization

All or Nothing Thinking

CHALLENGE IRRATIONAL THOUGHTS



**HELPFUL
TIPS**

CHALLENGING IRRATIONAL THOUGHTS CAN HELP US CHANGE THEM AND BUILD MENTAL HEALTH IMMUNITY:

ANSWER THE FOLLOWING QUESTIONS TO ASSESS YOUR THOUGHTS:

1. IS THERE SUBSTANTIAL EVIDENCE FOR MY THOUGHTS?
2. IS THERE EVIDENCE CONTRARY TO MY THOUGHTS.
3. AM I ATTEMPTING TO INTERPRET THIS SITUATION WITHOUT ALL THE EVIDENCE?
4. WHAT WOULD A FRIEND THINK ABOUT THIS SITUATION?
5. IF I LOOK AT THE SITUATION POSITIVELY, HOW IS IT DIFFERENT.
6. WILL THIS MATTER A YEAR FROM NOW? HOW ABOUT FIVE YEARS FROM NOW?

MENTAL IMMUNITY IS NOT BEING ABLE TO RESIST OR DENY NEGATIVE THOUGHTS, IT IS BEING ABLE TO OBSERVE THEM WITHOUT ACTING ON THEM, OR AUTOMATICALLY BELIEVING THEY REPRESENT REALITY.

PRACTICE TO STRENGTHEN YOUR MENTAL HEALTH IMMUNITY

BE HONEST ABOUT YOUR FEELINGS

ADOPT AN ATTITUDE OF PROGRESS NOT
PERFECTION

ROUTINE PHYSICAL FITNESS EXERCISES

HEALTHY EATING HABITS

SLEEP HYGIENE

SPIRITUAL PRACTICES

SELF-COMPASSION AND SELF CARE

LIMIT SOCIAL MEDIA

SUPPORT NETWORK

REST AND RECHARGE

COMMUNITY





SPIRITUAL

FOR THOSE WHO HOPE

ISAIAH 40:31 "BUT THOSE WHO HOPE IN THE LORD WILL RENEW THEIR STRENGTH. THEY WILL SOAR ON WINGS LIKE EAGLES; THEY WILL RUN AND NOT GROW WEARY, THEY WILL WALK AND NOT BE FAINT."

PEOPLE OFTEN THINK THAT RELIGION IS AT ODDS WITH PSYCHOLOGY OR MENTAL HEALTH PROFESSIONALS

PAST MENTAL HEALTH PROFESSIONALS HAVE CRITICIZED RELIGION AND RELIGIOUS LEADERS HAS SUGGESTED THAT PSYCHOLOGY MIGHT BE ANTI-CHRISTIAN.

RECENTLY, RESEARCH HAS BEEN FOUND SUGGESTING RELIGION HAS POSITIVE EFFECTS ON MENTAL HEALTH





WHAT WE ALREADY KNOW (BIBLE TELLS ME SO)

2 TIMOTHY 1:7 "FOR GOD DID NOT GIVE US A SPIRIT OF FEAR, BUT OF POWER AND OF LOVE AND A SOUND MIND."

MATTHEW 6:34 "THEREFORE DO NOT BE ANXIOUS ABOUT TOMORROW, FOR TOMORROW WILL BE ANXIOUS FOR ITSELF. SUFFICIENT FOR TODAY IS ITS OWN TROUBLE."

PSALM 91:1-16 "HE WHO DWELLS IN THE SHELTER OF THE MOST HIGH WILL ABIDE IN THE SHADOW OF THE ALMIGHTY. I WILL SAY TO THE LORD, 'MY REFUGE AND MY FORTRESS, MY GOD, IN WHOM I TRUST.' FOR HE WILL DELIVER YOU FROM THE SNARE OF THE FOWLER AND FROM THE DEADLY PESTILENCE. HE WILL COVER YOU WITH HIS PINIONS, AND UNDER HIS WINGS YOU WILL FIND REFUGE; HIS FAITHFULNESS IS A SHIELD AND BUCKLER. YOU WILL NOT FEAR THE TERROR OF THE NIGHT, NOR THE ARROW THAT FLIES BY DAY,

A silhouette of a person running is centered in the background. The background is dark with several translucent bubbles of various sizes scattered around. In the bottom left corner, there is a silhouette of a human head in profile, with a thought bubble containing the silhouette of the runner.

BUILDING IMMUNITY THROUGH FAITH

RELIGION HAS BEEN SHOWN TO BE ASSOCIATED WITH BETTER MENTAL HEALTH AND BETTER QUALITY OF LIFE.

WHEN LOOKING AT CLINICAL POPULATIONS, RELIGIOUS FOLKS HAVE BEEN SHOWN TO HAVE LOWER LEVELS OF PSYCHOLOGICAL DISTRESS AND LOWER RISK OF SUICIDE. WHEN IN TREATMENT, RELIGION ALSO HELPS WITH COMPLYING WITH TREATMENT.

OVERALL, RELIGIOUS FOLKS REPORT MORE OPTIMISTIC LIFE ORIENTATION, INCREASED RESILIENCE TO STRESS, GREATER PERCEIVED SOCIAL SUPPORT, AND LOWER LEVELS OF ANXIETY.

HOW DO WE THINK THIS WORKS?

BELIEF IN GOD HELPS US COPE WITH OUR PROBLEMS

RELIGION IS OFTEN DEFINED AS A POSITIVE COPING MECHANISM IN DIFFICULT SITUATIONS.

SPIRITUAL SUPPORT, RELIGIOUS REFRAMING OF STRESSORS, AND SPIRITUAL CONNECTEDNESS CREATE BETTER MENTAL HEALTH.

RELIGIOUS FOLKS TEND TO HAVE BETTER SOCIAL INTERACTIONS WITH OTHERS AND EXPERIENCE POSITIVE CHANGES AFTER TRAUMA (POSTTRAUMATIC GROWTH)

THE PEOPLE OF GOD

PEOPLE WITH MENTAL ILLNESS BENEFIT FROM BEING SURROUNDED BY A SUPPORTIVE RELIGIOUS COMMUNITY

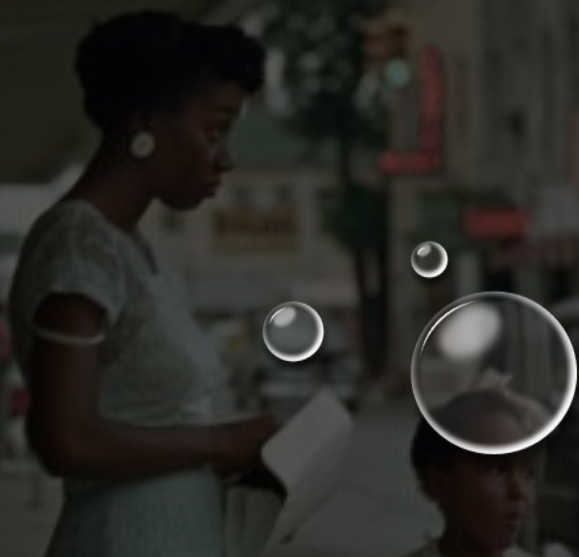
STUDIES HAVE SHOWN ATTENDING RELIGIOUS SERVICES REGULARLY CAN PROTECT AGAINST MAJOR INCIDENTS OF MENTAL ILLNESS.

COMING TO CHURCH OR BEING ACTIVE WITH A CHURCH IS ASSOCIATED WITH LESS DISTRESS FOLLOWING A NEGATIVE LIFE EVENTS.



COLORED
ENTRANCE

RACISM



WHAT IS RACISM

JONES (1975) DEFINED RACISM AS THE EXERCISE OF POWER AGAINST A RACIAL GROUP DEFINED AS INFERIOR BY INDIVIDUALS AND INSTITUTIONS WITH THE INTENTIONAL OR UNINTENTIONAL SUPPORT OF THE ENTIRE CULTURE.

COATES (2015) INDICATED THAT “RACE IS THE CHILD OF RACISM, NOT THE FATHER. AND THE PROCESS OF NAMING “THE PEOPLE” HAS NEVER BEEN A MATTER OF GENEALOGY AND PHYSIOGNOMY SO MUCH AS ONE OF HIERARCHY”

RACISM IS BAD FOR YOUR HEALTH

- PERCEPTIONS OF RACIAL EXPERIENCES CAUSE NEGATIVE EMOTIONAL STATES AND BODY REACTIONS (CLARK, ET AL. 1999, HARRELL, ET AL. 2011)
- EXPOSURE TO RACISM CAN CAUSE STRESS HORMONES THAT ARE RELATED TO IMMUNE AND CARDIOVASCULAR DISEASE (KOROUS, ET AL. 2017).
- COPING WITH RACISM, OVERWORKS YOU MENTAL AND PHYSICAL ABILITIES LOWERING YOUR OVERALL IMMUNITY.



WHAT IMMUNITY CAN BE BUILT

BUILD A SUPPORT NETWORK: YOU ARE NOT THE ONLY PERSON DEALING WITH RACE-RELATED STRESS AND CONNECTING WITH OTHER PEOPLE WITH SIMILAR EXPERIENCES AND FEELINGS CAN HELP YOU SUCCESSFULLY NAVIGATE RACISM.

SPIRITUALITY: UTILIZE YOUR BELIEF SYSTEM AS A WAY TO COPE WITH STRESS. THIS COULD INVOLVE CONNECTING WITH OTHERS WHO SHARE YOUR SPIRITUAL BELIEFS, CONFIDING IN YOUR SPIRITUAL LEADERS, OR PARTICIPATING IN YOUR SPIRITUAL RITUALS (E.G., PRAYER, MEDITATION).

HAVING A POSITIVE RACIAL IDENTITY: HAVING A STRONG SENSE OF SELF IS PARTICULARLY HELPFUL IN COMBATING RACE-RELATED STRESS. CELEBRATE YOUR CULTURAL NORMS AND PRACTICES AS WELL AS BUILDING FAMILY SUPPORT.





WORKFORCE SOLUTIONS



ILLUSION OF INCLUSION

- THE NUMBER OF AFRICAN AMERICANS EARNING BACHELOR'S AND GRADUATE DEGREES CONTINUES TO INCREASE. AND BLACK PEOPLE ACCOUNT FOR 12% OF THE U.S. WORKFORCE, CLOSE TO THEIR 13.4% REPRESENTATION IN THE GENERAL POPULATION.
- IN FACT, RESEARCH SHOWS THAT IN THE UNITED STATES, THE WEALTH GAP BETWEEN BLACKS AND OTHERS CONTINUES TO WIDEN; EXPERTS PREDICT THAT BLACK FAMILIES' MEDIAN WEALTH WILL DECREASE TO \$0 BY 2050, WHILE THAT OF WHITE FAMILIES WILL EXCEED \$100,000.
- BLACK ARE SEVERELY UNDERREPRESENTED IN POSITIONS OF LEADERSHIP IN ALL INDUSTRIES AND BUSINESS SECTORS

RACISM IN THE WORKPLACE



- BLACKS CONTINUE TO FACE BOTH EXPLICIT RACISM AND SUBTLE RACISM ON THE JOB.
- AVERSIVE RACISM: WHEN PEOPLE AVOID THOSE OF DIFFERENT RACES OR CHANGE THEIR BEHAVIOR AROUND
- MODERN RACISM: WHEN PEOPLE BELIEVE THAT BECAUSE BLACKS CAN NOW COMPETE IN THE MARKETPLACE, THEY NO LONGER FACE DISCRIMINATION. (ARTHUR BRIEF, 2020)

COST OF THE TICKET

- PEOPLE OF COLOR HAVE TO MANAGE THEIR CAREERS MORE STRATEGICALLY THAN THEIR WHITE PEERS AND PROVE GREATER COMPETENCE BEFORE WINNING PROMOTIONS.
- BLACK LEADERS WHO DO RISE TO THE TOP ARE DISPROPORTIONATELY HANDED “GLASS CLIFF” ASSIGNMENTS, WHICH OFFER NICE REWARDS BUT CARRY A GREATER RISK OF FAILURE.
- RESEARCH INDICATES WIDESPREAD RACIAL DIFFERENCES IN HIRING, PERFORMANCE RATINGS, PROMOTIONS, AND OTHER OUTCOMES.



DOUBLE CONSCIOUSNESS

- BLACKS ARE OFTEN REQUIRED TO DO TWO JOBS: “THE OFFICIAL ONE THE PERSON WAS HIRED TO DO, AND A SECOND ONE AS CHAMPION FOR MEMBERS OF THE PERSON’S MINORITY GROUP,” (TOIGO, 2022)
- BLACKS OFTEN HAVE TO CREATE “FACADES OF CONFORMITY,” SUPPRESSING THEIR PERSONAL VALUES, VIEWS, AND ATTRIBUTES TO FIT IN WITH ORGANIZATIONAL ONES.
- BLACK WORKERS FEEL LESS SUPPORTED, ENGAGED, AND COMMITTED TO THEIR JOBS THAN THEIR NON-BLACK PEERS DO

STRIVE FOR SUCCESS

BEGINS WITH AFFIRMING ONE'S OWN POTENTIAL. WHEN PEOPLE BELIEVE IN THEIR ABILITY TO GROW, THEY MAKE DECISIONS THAT REFLECT THIS CONVICTION, SUCH AS INVESTING IN THEIR POTENTIAL, FOCUSING ON THEIR UNIQUE STRENGTHS, AND DISCOVERING NEW PATHS TO SUCCESS AND FULFILLMENT THAT ALIGN WITH THEIR CORE VALUES AND LEADERSHIP GOALS.





BELONGING

- UNDERSTAND, YOU WILL FAIL SOMETIMES. THIS IS NOT BECAUSE OF YOUR RACE, AND YOUR FAILURES DO NOT REFLECT ON ABILITY TO PERFORM OR BE WORTHY OF THE JOB. USE EVERY FAILURE AS AN OPPORTUNITY TO LEARN, GROW, AND DEVELOP YOUR RESILIENCY.
- PROACTIVELY CULTIVATE VIBRANT NETWORKS WHERE YOUR PEERS AND MENTORS SUPPORT YOUR GROWTH. UNDERSTAND THAT YOU CANNOT RELY ON EXISTING NETWORKS TO PROVIDE YOU WITH EVERYTHING YOU NEED TO GROW AND DEVELOP. TOO OFTEN, MARGINALIZED PEOPLE ARE EXCLUDED FROM THESE PLACES. DO PARTICIPATE IN EXISTING NETWORKS IF POSSIBLE, BUT ALSO CONSTRUCT YOUR OWN SPACES WHERE YOU CAN DRAW SUPPORT WHILE YOU LEARN AND GROW.
- FIND SPACE TO BE NOURISHED, SPACE TO EXPLORE, AND SPACE TO FLOURISH.