



The Massachusetts Psychological Association  
2023 Annual Conference

## ***Raising the Next Generation: Innovation to Address the Evolving Needs of Youth and the Profession***

Saturday, November 4th, 2023  
Norwood, MA

### ***Decolonizing Clinical Practice for BIPOC Youth (1.5CE)***

**Presented Charmain F. Jackman, Ph.D. & Aleesha N. Young, LPC, Psy.D.**

Given today's socio-political climate, mental health professionals need to skillfully address topics of racism in therapy, clinical supervision, and other professional settings. Children involved in the Department of Youth Services (DYS) often have a history of adverse childhood experiences that profoundly impact their mental health and well-being, including abuse, neglect, violence, and multiple losses. For Black, Indigenous, and Other People of Color (BIPOC) youth, these stressors are compounded when they encounter governmental agencies with entrenched systemic oppression, racism, and discrimination. As juvenile justice agencies attempt to address vulnerable youth's emotional and behavioral challenges, engaging a racial trauma lens is critical.

During this workshop, we will discuss historical perspectives that contribute to systemic racism in the mental health field and the role of clinicians in examining their own biases. We will address racial trauma and generational trauma and tools that clinicians can use to engage a decolonized lens in their clinical and professional practice. Using historical and current events, we will also explore the impact of racial trauma, generational trauma, and collective trauma on organizational policies and practices and service delivery to BIPOC youth and families. Lastly, we will identify strategies that clinicians can utilize to assess and address racial trauma and disrupt organizational policies and procedures that perpetuate racial trauma for BIPOC youth.

#### **Learning Objectives:**

- Participants will be able to define racial trauma, historical trauma, generational trauma, intersectionality, decolonization, and liberation psychology;
- Participants will practice strategies for interviewing BIPOC youth about racial trauma. They will identify two (2) healing practices that they can teach children, identify two (2) practices that foster self-examination, and examine unconscious beliefs and attitudes toward the youth and families they serve;
- Participants will be able to identify three (3) biased organizational policies and practices that adversely impact BIPOC youth and families and identify strategies to advocate for eliminating these practices in the workplace.

**Dr. Charmain Jackman** (she/her) is a licensed psychologist with 25+ years in the mental health field. She is the founder and CEO of InnoPsych, a mental health tech company on a mission to disrupt racial inequities in mental health and to promote healing & thriving in communities of color. Prior to starting InnoPsych, Dr. Jackman worked as a forensic psychologist in the Suffolk and Norfolk County Juvenile Court Clinics and in schools for 17 years. She has extensive experience working with youth in crisis, children/youth and families involved with social services and the juvenile justice system, and with visual and performing artists. Dr. Jackman has been instrumental in helping leaders cultivate emotionally safe work cultures that foster thriving organizations and people and is a leadership coach and consultant in the areas of racial trauma, burnout, and employee emotional wellbeing. Dr. Jackman is deeply invested in teaching tools that foster healing and thriving and is the creator of the My Time To Thrive card deck, an interactive tool for reducing stress. She has won several awards for her impactful work including the 2022 Boston Business Journal Power 50 Movement Makers, 2021 American Psychological Association's (APA) Citizen Psychologist Award and City of Boston's 2021 Innovator of The Year award. Dr. Jackman has been featured on national media outlets such as the New York Times, NPR, Oprah Daily, and the Boston Globe and is a regular contributor to the PBS Teachers Lounge column.

**Dr. Aleesha Young** is a consultant with InnoPsych and a forensic evaluator at Western Massachusetts Juvenile Court Clinics, where she provides court-ordered evaluations for Youthful Offender, Competency to Stand Trial, and Criminal Responsibility cases and makes recommendations in emergency and civil commitment proceedings for youth involved in various agencies. As a post-doctoral fellow, she provided forensic evaluations to courts and attorneys on issues affecting children in the legal system, resulting in psychological assessment for Probate and Family Courts. She is firmly committed to social justice advocacy, program development, and increasing attention to awareness and engagement in best practices for embedding a diversity, equity, and inclusion (DEI) lens throughout all aspects of service delivery. In 2022, Dr. Young was awarded the American Psychological Foundation's Steven O'Walfish Award for developing a "Guide to Providing Culturally Competent Behavioral Health Services Through Telehealth," and in 2022, her article was published in APA's Flagship Journal, Psychological Innovations.