

Help the Unseen Queen: Black Females Who Face Unique Struggles in Education

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— AND —
C  NNECT

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- Our Stories
- Grief & the Systems
- The Education Steeplechase
- Changing Your Lenses
- Help Black Girls Put on Their Crown!



MY STORY: SUSAN TOLER CARR, P.E., GRM



- University of Southern California (USC)
BS Civil Engineering, Certificate in Business Management
- Registered Professional Engineer (P.E.) CA, AZ, FL
- UCSD Certified Independent College & Career Counselor (IEC)
- Co-Founder of Justin Carr Wants World Peace Foundation (AHP)
- Certified Grief Recovery Method® Mental Health First Aid®
- Blogger, Public Speaker, Mentor, Storyteller
- I'm an Expert in my Experiences, Member HECA, NACAC, WACAC

WE ALL CARRY THINGS IN OUR BACKPACK THAT NO ONE ELSE CAN SEE...



**What is Grief? Grief is the Normal and Natural Reaction to a Loss
Conflicting Feelings Caused by a Change or**

End in a Familiar Pattern of Behavior Can't Compare or Compete

● Emotional, Unique, Different, Better, More

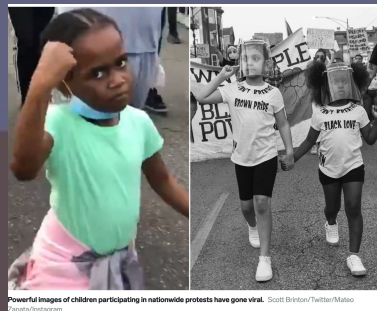
● Death, Divorce, Relationship, Job, Loneliness, #GeorgeFloyd

● Illness, COVID-19, Pet Loss, Move, Politics, Trauma

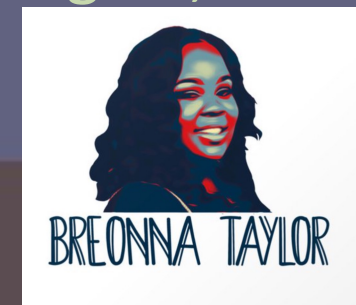
● Abuse, Loss of Trust, Safety, Income, Racism, Microaggressions

● DACA, Natural Disaster, Terror, Social Media Feeds

● Grief Affects Families, Communities, Strangers, Kids



Powerful images of children participating in nationwide protests have gone viral. Scott Brinkman/Twitter/Media

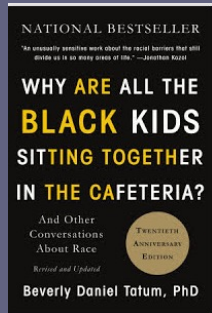


WHAT IS MENTAL HEALTH?

- Person's Condition with respect to their: Psychological, Emotional, Social Wellbeing
- It affects how we think, feel & act. It determines how we handle stress and make choices. It is important not to go unnoticed
- WHO 1 in 4 =25% people screened positive w/ MH issues before COVID for at least one or more MH, anxiety, mood or substance use disorder. Today it has increased to 7 in 10 =70%



Racism = Racial Prejudice + Power. Racism is Bred not Born



A Ku Klux Klan initiation

- It is Not Overt Discrimination
- Not Individual Acts of Hate
- Benefiting from a System of Privileges based on Race Subtly Ingrained in Surrounding Culture
- Difficult to Detect
- Institutional – Assume Affirmative Action or Athlete
- Microaggressions
- Moving Sidewalk if you stand still and do nothing you are helping to perpetuate. Must walk against It for change.



The Systems Don't Add Up

RACE & REALITY IN THE USA GAPS IN EVERY ASPECT OF LIFE

What are the structural conditions that cause racial health disparities?

Racial inequality was baked into the recipe of the creation of the United States of America. Inequities in neighborhood resources and the healthcare system are manifestations of this recipe.



- Wealth
- Health
- Education
- Environment
- Housing
- Food
- Criminal Justice

Healthcare

Blacks 14% Population, 23% COVID-19 Deaths

Wealth

For Every \$1 White Earns Brown \$.072 Black \$.059 cents
 For Every \$1 White Saves Brown \$.012 Black \$.010 pennies



The Education Steeplechase
**Emphasis is On Crossing the Finish Line
While Overlooking Struggles**



UNTOLD HARDSHIPS



- Low Income
- 1st Generation
- Grief & Loss
- Student-Athlete (1st)
- Foster/Homeless/Hungry
- LGBTQQT & Gender Issues
- Disabled or Bullied
- Veteran/Military
- IEP * 504 Plan * Gifted
- Disenfranchised
- Adverse Childhood Experience (ACE)
Adulthood PTSD

© 2015 Justin Carr Wants World Peace



- 6X More Likely Than White Girls to Be Suspended
- 3X More Likely to Receive 1 or More In-School Suspensions
- 3X More Likely to be Restrained than White Female Students
- 2X More Likely to Receive Corporal Punishment than White Females
- 4X More Likely to be Arrested than White Females
- 3X More Likely to be Referred to Law Enforcement than White Females

*SOURCE: Discipline Data for Girls in US Public Schools, Department of Education office for Civil Rights, 2018



Difference Between The Unseen & The Queen
Black Girls in High School*



GEORGETOWN LAW

ADMISSIONS & AID

ACADEMICS

EXPERIENTIAL LEARNING

FACULTY & RESEARCH

YOUR LIFE & CAREER



Black Girls Viewed As Less Innocent Than White Girls, Georgetown Law Research Finds

JUNE 27, 2017

429 Shares



First study focused on “adultification” of black girls shows significant bias toward girls starting at age 5, younger than in previous research on black

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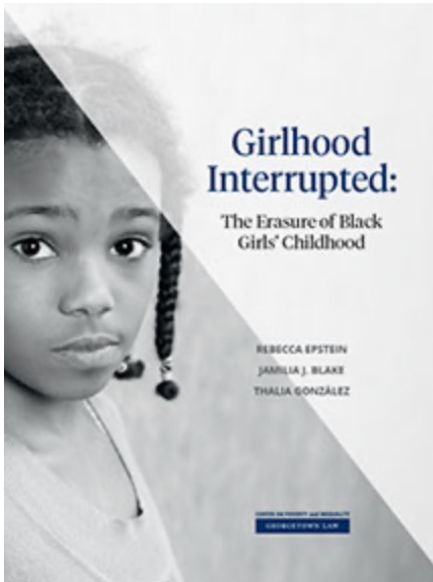
CONNECT

Facebook



End Adultrification

<https://youtu.be/L3Xc08anZAE>



HAPPY WHEN THEY GET IN...



MY STORY: DAHLIA ASHFORD, MS,CPC



- BS Biological Science, Mississippi State University (MSU)
- MS College Student Personnel Services & Administration (UCA)
- 12 years working PWI's and HBCU's
- College Admissions, Residence Life, Diversity & Inclusion
- Pre-college success, 1st yr. Experience, Student Success
- IEC
- Member of SACAC, NASPA, ACPA and AAUW

1 in 5 College Students has Anxiety or Depression

- **Students of Color in College feel less academically and Emotionally Prepared**
- **51% of Black College Students Feel Overwhelmed Most of the Time compared to 40% White Students**
- **57% Black –College is Not Living up to Expectations vs. 46% White**
- **Black students Less likely to seek help 25% Black vs. 40% White**
- **14% Black reported feeling Angry most of or all the time vs.8% White**
- **Students of Color don't succumb to Pressures of Substance Abuse**



Black College Student Statistics

Covid-19 has taken a heavy toll on Black college students most significantly. Suicide is the second leading cause of death among Black children and teens between ages 10-19. Higher rates of poverty, illness, and discrimination in the Black community put Black youth at higher risk for depression, anxiety, and other mental health issues. Black Americans are also less likely to seek and receive mental health treatment due to lack of access, cost, or stigma. According to a Pew Research report in 2019, Black people with college experience are more likely to say they have faced discrimination. Half of African Americans with at least some college experience also say they have feared for their personal safety because of their race. That share drops to about a third (34 percent) among those with less education.

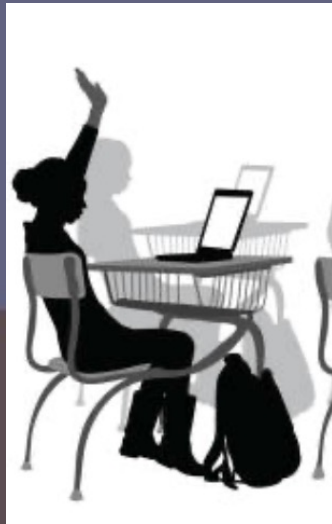


LONELY AT MANY LEVELS

- Disappointment of Being Romantically & Socially Ignored as a “Woman of Color”

- Exclusion In The Classroom

How can I cope in the white world of higher education?



**BLACK STUDENTS IN COLLEGE
KEEP THEIR FEELINGS TO THEMSELVES
AND SOME TURN TO RELIGION**



FAITH MATTERS

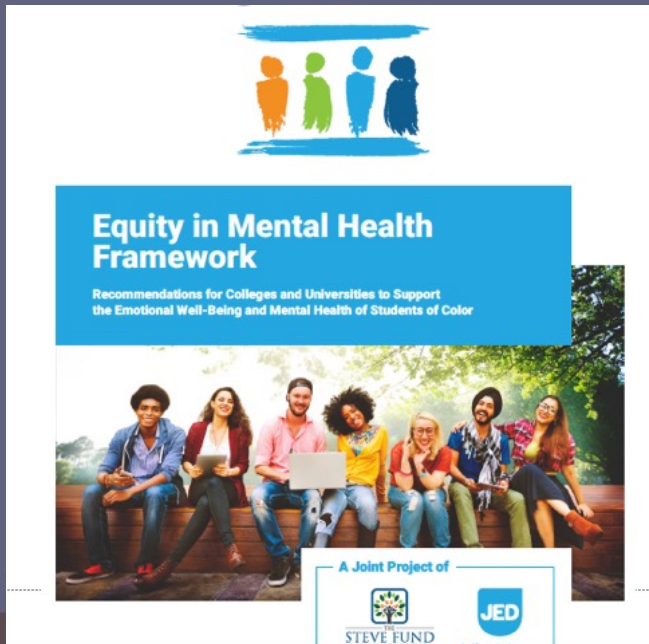
Don't underestimate your faith community

- Black Americans in 2020 are bearing the weight of two pandemics: COVID-19 and the impact of long-standing racial trauma, both of which have left their mark this year in painful ways. Consider that within the past six months some students may have attended the first funeral of their lives (masked and socially distanced). Consider also that they may have participated in the largest demonstrations for racial justice since the civil rights era, and that for many students, both funerals and protests were likely experienced within the context of the Black church.
- One way that colleges can help Black students adjust is to be aware that, for many of them, their faith is not checked at the door. It's an integral part of their identity and shapes much of their lives.



Equity in Mental Health for Students of Color (SOC)

RECOMMENDATIONS

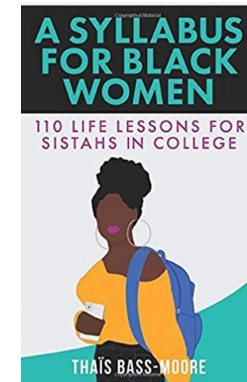


- Identify & Promote MH and Well-being
- Engage (SOC) & Provide Guidance & Feedback
- Actively Recruit, Train & Retain Diverse Faculty & Staff
- Create Opportunities to Engage National & International
- Support & Promote Safe Communication
- Offer a Range of Supportive Programs & Services
- Help Students learn Multiple Channels Culturally Relevant and Promising Programs, Collect Data

JUST GOOGLE IT!

Offer more opportunities for connection

- Make sure that students are aware of ethnic celebrations and social opportunities with cultural minority groups. If there is a Black gospel choir on a campus, even if it's meeting online this fall, go the extra mile to make sure they are aware of this opportunity.
- Or take a step further: compile a list of local houses of worship and include Black congregations on that list. Make a few phone calls to Black civic groups and explain that your campus is welcoming Black students enthusiastically this semester. Ask if you can include their contact info on a list of off-campus resources. Then make that list available to students.



Are you Willing to Adjust your Lenses? Who Do you See? What Do you Do?
DIVERSITY VS TOKENISM
PRO-BONO SHOULD NOT BE A BADGE OF HONOR



SAY YES. HELP THE BLACK FEMALES BY...



- Building Safe Spaces
- Encourage & Help them Create a Healing Plan
- Create Alone Time
- Express Emotions and have a Physical Release
- Encourage them to Eat as Nutritious as They can
- Create Community Support
- Make Space for Transgenerational Teachings



About the Steve Fund

The Steve Fund is dedicated to the mental health and emotional well-being of students of color.

Right at this moment, there are students of color who are failing academically, suffering emotionally and/OR in some cases are facing serious risk, because population-specific factors influencing mental health are too poorly understood and not acted upon. We are taking action.

[Learn more](#)



When Talking to them about Grief or Loss

Simple DO's



- DO-Find time to support them
- DO-Go first. You are the leader
- DO-Tell the truth about how you feel
- DO-Recognize grief is emotional
- DO-Listen with your heart not your head
- DO-Remember that everyone is unique
- DO-Be patient. Don't force conversation

Simple DONT's



- DON'T Say: "Don't Feel Scared"
- DON'T Say: "Don't Feel Sad"
- DON'T Say: "Everything happens for a reason"
- DON'T Say: "Be strong for others"
- DON'T Compare their lives to others
- DON'T Say: "I know what you're going through"
- DON'T Say: "Get Over It"

- We All must Unlearn Racist Behaviors and have Empathy for ALL
- Examine our Identities. Address our Overt Negative beliefs about people
- Can't stay with the status quo- Blatant Racism & Microaggressions will Continue
- Organizations are made up of Individuals. Do our own personal growth
- Work begins and ends with you. You have complete control. Challenge Policies with injustices- need to change our mind. POC can be racist too.
- How does White Supremacy or Racism show up in your life? Impact the people you are in relationships with, parents, kids, spouses. You have the ability to influence.
- Look at the Systems and how you can change. Can't wait for Policy Makers and Politicians to change- things will stay the same. Diversify your social network. Have conversations with other people. Not just one.



Connecting with Students

- “You must go beyond teaching the materials; you must be leaders, mentors and guides, care deeply about students and show it.”
- Build relationship w/ students, be enthusiastic, laugh, act silly. Have them smell the roses and blow out the candles.
- Catch students who aren’t doing well in class early and dig deeper to figure out what is preventing them from being successful. Help the high achieving students (they have disorders too)



(https://www.insidehighered.com/sites/default/server_files/media/Wright%20love%20in%20physics.jpg)

Jensen McRae Black Girl Culture

https://youtu.be/g_oLctGC98k



Black Girls Are Worthy. HELP Them Put On Their Crowns





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