



American Association of
Directors of Psychiatric
Residency Training

Abstract: 2023 American Association of Directors of Psychiatric Residency Training (AADPRT)

Plenary address: Beyond Cultural Competence: Contemporary Psychiatry in a Raced Society

March 3, 2023, 1:45 – 3 PM, San Diego, CA

Twenty first century psychiatry is marked by significant advancements in the pharmacological and behavioral treatment of mental health conditions. Less successful is our ongoing attempt at the recruitment, retention, and advancement of trainees of color and treatment of patients that represent our diverse, multi-ethnic society. While the need for mental health care in communities of color have never been greater, enhanced by the Corona virus pandemic along with persistent racial mental health inequities and disparities, our ability to match the societal needs with clinicians sensitive to and representing America's diversity remain significantly compromised. Simultaneously, clinicians of color, especially African American clinicians are leaving academic psychiatry in increasingly greater numbers as a result of persistent racial discrimination. Our need to understand, mitigate and reverse this trend is paramount to moving forward for the field of psychiatry, including those who will represent its future, and the vast American population that continues to need and pursue mental health care.

This presentation intends to illustrate the challenges and opportunities of appreciating that we are, as Toni Morrison states, a *raced* society. Meaning, the ongoing impact of our historical past as immigrants, as displaced people from around the world, whether voluntarily or forced to this country from Africa as slaves, a land ravaged by the forced displacement of its native people has further solidified the intra-psychic development of being *raced* as integral and foundational to the development of mind in America in all its complexities. By taking a biopsychosocial approach I will attempt to elevate the psyche of race to its rightful place in mind and in our considerations on how to impact our training of clinicians and open opportunities for faculty to teach and supervise beyond a white racial frame. This presentation is an attempt to move us beyond cultural competencies when it comes to our raced society in elevating the multi-ethnic and multicultural as intersectionally contiguous with the religious, sexual and gendered that represents modern American society.
