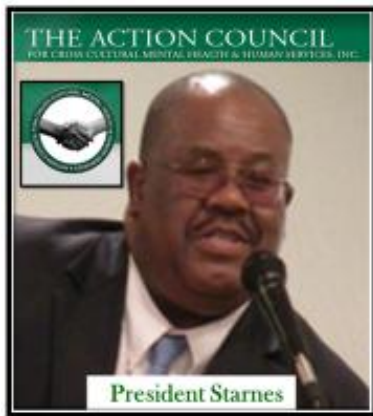




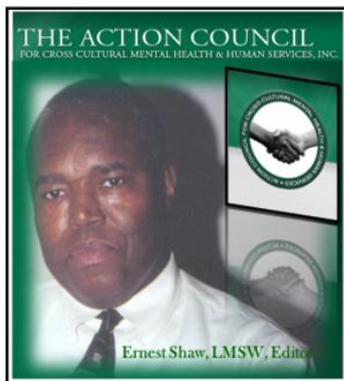
From the President



We have reached the end of another exciting year and the planning for the 2019 Cross-Cultural Conference is complete. The Action Council website is an excellent resource to obtain information on the Cross-Cultural Conference and other Action Council events. The success of our organization results from the hard work of our members and our board of directors. Hard-working men and women with a variety of skills, work daily to ensure that all Action Council events are relevant and an overall success. This edition of the newsletter will highlight just a few of them.

“Leading Change: A Cross Cultural Perspective on Diversity and Inclusion” was the theme of this year’s conference. In the coming year, the Action Council will continue to collaborate with other groups and individuals to reach a wider audience and make certain that our mission is accomplished. Please visit our website regularly at crossculturalactioncouncil.org.

From the Editor



Thank you for reviewing the 2018 edition of our newsletter. I am honored to serve as the current editor of our newsletter. My goal is simply to assemble the pieces of our story, preserve them and make them available. Please help me by sending me the pieces that you have.

The primary goal of this organization is to promote cultural competency through the various educational events that we sponsor and present throughout the year. This edition of the newsletter will provide our readers some of the highlights of 2018

including an abbreviated version of evaluation of the 40th Annual Cross-Cultural Conference. Please see the 2019 Conference Edition of this newsletter for a more detailed account of what happened at this year's conference

I thank those individuals and organizations who continue to contribute to our success and extend an invitation to everyone to join us for future events This edition of the newsletter will also provide information regarding preparation for the 40th annual conference in 2018.

You can contribute to the content of the newsletter by submitting print-ready news items and photographs to me at Ernestshaw2001@yahoo.com. We know that you are doing wonderful things out there that we all need to know about. Please remember that the opinions expressed in this publication are the opinions of the writers and do not necessarily reflect the policies of our organizations. We welcome corrections, opposing opinions, and constructive criticism.

40th Annual Cross Cultural Conference
LEADING CHANGE:
A Cross Cultural Perspective on Diversity and Inclusion
How Did We Do?
A Review of Attendees Evaluation
Ernest Shaw, LMSW
FEBRUARY 15-18, 2018
Myrtle Beach, South Carolina ♦ Landmark Resort
www.crossculturalactioncouncil.org

Planning is underway for next year's conference. However, we should take one last look at last year's conference. The 40th Annual Cross-Cultural Conference was held from February 15-18, 2018. The theme for the conference was: "Leading Change: A Cross-Cultural Perspective on Diversity and Inclusion."

This conference was designed for persons working with diverse cultural groups including but not limited to social workers, nurses, professional counselors, psychologists, physicians, attorneys, law enforcement, policymakers, educators, members of the clergy, criminal justice professionals, as well as other interested personnel.

The goal of the conference was to provide participants with the knowledge, skills and networking opportunities to enhance the delivery and effectiveness of services in their respective professions.

The PRE-CONFERENCE LEARNING INSTITUTE featured ED JOHNSON, M.ED., MAC, LPC, CCS who spoke on the topics, WHAT WOULD ADDICTION TREATMENT LOOK LIKE IF WE TREATED ADDICTION LIKE A CHRONIC DISEASE and ETHICAL DILEMMAS IN THE DIGITAL AGE. One of the participants noted “I loved the comparison with diabetes or hypertension. Really put things in perspective.” His performance in the second session was positively reviewed.



MR. JOHNSON



DR. SMITH



DIRECTOR MAGILL

The CONVOCAATION speaker was LUTHER E. SMITH, JR., Ph.D., MDIV Professor Emeritus of Church and Community Candler School of Theology Emory University. “This was a great way to begin the conference” one participant noted and continued with “He’s a good educator as well as speaker. Very timely considering what is going on in the world today. This is serious work.”

The OPENING PLENARY SPEAKER was JOHN MAGILL, DIRECTOR South Carolina Department of Mental Health. He gave what an attendee termed

a “Wonderful overview of DMH programs and history.” However, that individual also felt that he was “Too critical of Sexually Violent Predator Program given DMH is the BEST agency to provide treatment and evaluation for those individuals who desperately need mental health services and support upon discharge.” An additional comment was “Good information for all to know given that most people think Mental Health doesn’t do much in the community which isn’t accurate.”

A series of CONCURRENT WORKSHOPS were presented at the conference. These offerings were presented by a wide variety of presented by speakers representing a diversity of fields and institutions from across the nation. The tracks presented included CLINICAL TRACK CUTTING EDGE, POLICY TRACK, FAMILY TRACK and STUDENT TRACK. Attendees assess each presentation and some of their comments are included below.

CLINICAL TRACK CUTTING EDGE

UNDERSTANDING/ TREATING CLIENTS WHO SELF-HARM was presented by BARBARA MELTON, M.ED., LPC Private Practitioner and her presentation was described as “Extremely interesting, mind-boggling, and informative.”



UNDERSTANDING ATTENTION DEFICIT HYPERACTIVITY DISORDER ACROSS THE LIFESPAN; TREATMENT STRATEGIES, AND OPTIMIZING SUCCESS DR. SCOTT W. GOVERNO, DNP Family, Pediatric Primary Care, and Psychiatric Mental Health Nurse Practitioner, ANCC Board Certified. It was said that he presented a “Very nice presentation of issues and available treatment options as well as pros and cons of each.

KENNETH M. ROGERS, MD, MSPH, MMM Greenville Mental Health Center spoke on the topic DRAPETOMANIA TO SCHIZOPHRENIA: POLITICS, RACE, AND MENTAL HEALTH. His presentation was rated highly. One participant said he is “Always well prepared” and another said, “Have him back again.”

SYSTEMIC SCIENCE: INVOLVING THE FAMILY IN MENTAL HEALTH TREATMENT was presented by KENNETH W. PHELPS, Ph.D., LMFT. His presentation was described as “Very good presentation, broad scope with systemic focus, good points on treatment and evidence-based Best Practices.” Another participant wrote “Trump not all bad, nor Obama all good.”

THE ART OF ACTIVE LISTENING: THE KEY TO COMPETENT CLINICAL INTERACTIONS was presented by STEPHEN MCLEOD BRYANT, M.D., Provisional Clinical Professor Department of Psychiatry and Behavioral Sciences Miller School of Medicine, University of Miami Health System. His presentation was described as “Well done. Gave practical strategies for active listening. Very good presentation. I enjoyed the lack of PowerPoint usage. Created a more engaged group.”

POLICY TRACK

CARL JONES, Ph.D. Action Council Board Member presented NORMALIZING MALADAPTIVE BEHAVIOR: THE NEXUS BETWEEN PARENTING, SCHOOLING AND MENTAL HEALTH. One presenter wrote “Awesome awesome presentation. I was challenged to think...Appreciated the energy of the presenter and group interaction.” Another person said that “Dr. Jones is a dynamic presenter; however, the information he presented was old school, biased and opinionated...”



PROFESSIONAL ETHICS AND RISK MANAGEMENT IN THE CLINICAL ENVIRONMENT was presented by SALLIE CAMPBELL, LISW-CP, LMFT/S, DCSW Campbell Consultation and Therapy, LLC. One participant noted “A very important topic and presented very well and professionally.”

CHERYL MOORE ADAMSON, LYNN DINGLE, CHYNNA A.

PHILLIPS and CHERYL PENCE WOLF participated in a PANEL DISCUSSION titled: THE POWER OF COLLABORATION. One participant wrote “Excellent program. It encouraged creative ideas and thought” and another wrote, “Provided an opportunity to connect previous conference information to assist with identifying ways to connect with collaborators in the community to meet needs of parents, patients and clinicians”.



ROGER F. SUCLUPE, MSW, LCSW Lecturer/Faculty Member UNC Charlotte and ANDREW REYNOLDS, MSW, Ph.D. and KERI ELLIOTT REVENS a Doctoral Student, UNC Charlotte

presented PUENTES PARA TODOS – THE NEED FOR LATINO MENTAL HEALTH SERVICES: EVALUATING A CURRENT COMMUNITY PROGRAM. A participant reacted with

“Shocking to find out how there is still a lack of mental health services to the Latino population.”



SUBSTANCE USE
AMONG FEMALE

SOLDIER/VETERAN POPULATIONS was presented by LASHANDA GIBSON-PALMER, MSW and one participant noted: “This presenter is the most beautiful woman in the world.”

FAMILY/COMMUNITY TRACK

SOCIAL AND CULTURAL FOUNDATIONS IN COUNSELING: AN INTERACTIVE GROUP PROCESS FOR EXPLORING BIAS was presented by DAVID A. KAHN, Ph.D., LPC, LPCS. His effort was described as “thought-provoking and insightful as well as encouraged forward thinking to see the value in recognizing social and cultural differences in counseling.”

MOLLY FREYER, LCSW, MSW from New York University’s Silver School of Social Work presented DOMESTIC VIOLENCE AMONG WOMEN WITH DISABILITIES. She was described as “Very knowledgeable and certainly was prepared.”

FAMILY/ WORKING WITH LGBTQ+ POPULATIONS CHRISTOPHER K. BELOUS, Ph.D. LMFT CFLE Dept. of Psychiatry and Behavioral Sciences Mercer University School of Medicine One participant wrote “Went to the workshop out of curiosity. Really gained much-needed knowledge and insight. Presenter well organized and should be invited back. He would be a great plenary speaker.”

GINA N. DUNCAN, M.D. of Eastover Psychological and Psychiatric Group, PA, Charlotte, NC presented SUBTLE PRESENTATIONS OF BIPOLAR DISORDER: WHAT A CLIENT’S LIFE STORY CAN REVEAL. “She was excellent! Noted one reviewer and another noted “Very critical and necessary information.” A third individual described the presentation as “Awesome!”

WOMEN IN THE WORLD OF WORK: INTERSECTION OF CULTURE, DISABILITY, AND GENDER was presented by DR. CASSANDRA SLIGH CONWAY of South Carolina State University. One of the participants noted “This may have been the best workshop of the weekend. Very informative. I left wanting to do more in my career as a woman.”



STUDENT TRACK

Thommi Odom Lawson, Ph.D. was elected to the Board of Directors of the Action Council. We welcome her to the board. She has been a major contributor to our effort during the past several years. Her presentations have been interesting and informative and her work with students has enhanced our effort to attract young people to our organization. Dr. Lawson presented the workshops featured in the student track.

One attendee of MENTORING 101: THE ROLE OF THE MENTOR AND MENTEE noted “This workshop needs to be expanded beyond the student track. Should be part of a career track for employees wanting to move up in their organizations. Dr. Lawson is an exceptional speaker...” Another participant added “This should be a course for every age. The information was well presented and a new healthy perspective. I enjoy the co-presenter engagement.”

LIFE AFTER GRADUATION



This presentation consisted of a panel discussion. A future counselor expressed the following: “The panel was extremely discouraging for counseling students. I feel, from what was said by the panel that an LPC can easily be replaced by an MSW, LSW or even a BSW.” Another participant in the session noted “Session was loaded with information that will be very helpful in future career decisions. Thank you for the opportunity.

One participant assessed Dr. Lawson’s handling of MAXIMIZING THE CONFERENCE EXPERIENCE: THE ART OF NETWORKING as “By far the BEST professional identity development workshop I have been to. Thank you for the invaluable tips,

comments and just sharing your years of personal experiences with us.”

RESUME WRITING 2.0 FOR THE HELPING PROFESSIONAL was described as a “Very good presentation. Gave useful information.”



PRESIDENT'S LUNCHEON SPEAKER was THELMA DUFFEY, Ph.D. Immediate Past President American Counseling Association Professor and Chair of the Department of Counseling at The University of Texas at San Antonio. Her speech was described as “great-very applicable and educational. Introduced a different theory to help challenge professionals.” However, another person noted, “It was hard to fully pay attention while eating!”

The OTIS A. CORBITT LUNCHEON SPEAKER was CELIA WILLIAMSON, MSW, Ph.D. University of Toledo Professor of Social Work and Director of the Human Trafficking and Social Justice Institute. Her presentation was well received. One participant described the performance as “Moving, inspiring, I am ready to do my part to help change and not perpetuate the culture of turning a blind eye to these issues.” Another noted

“I feel as a future social work professional this social problem will be important for me to know about! Thank you for the wonderful presentation.” “Important subject. Consider repeating in workshop/class session.” Wrote another.

CLOSING BRUNCH SPEAKER was LEE GILL, J.D. CHIEF DIVERSITY OFFICER at CLEMSON UNIVERSITY. He was described as a “Charismatic speaker. Contagious passion. Awesome!” Another wrote



Excellent!!! Glad you are in South Carolina!!” However, another participant noted “I feel that the conference has been preaching about the past which frankly I think the past should stay there. We are in the future and had nothing to do with what happened. IT IS TIME TO MOVE FORWARD. Makes me feel that whites are not welcome-keep placing blame on me for something I had nothing to do with.

The speaker acknowledged Clemson University’s place in the history of our state while imploring perspective college students to seriously consider the opportunities that the university offers and the value of a Clemson education.

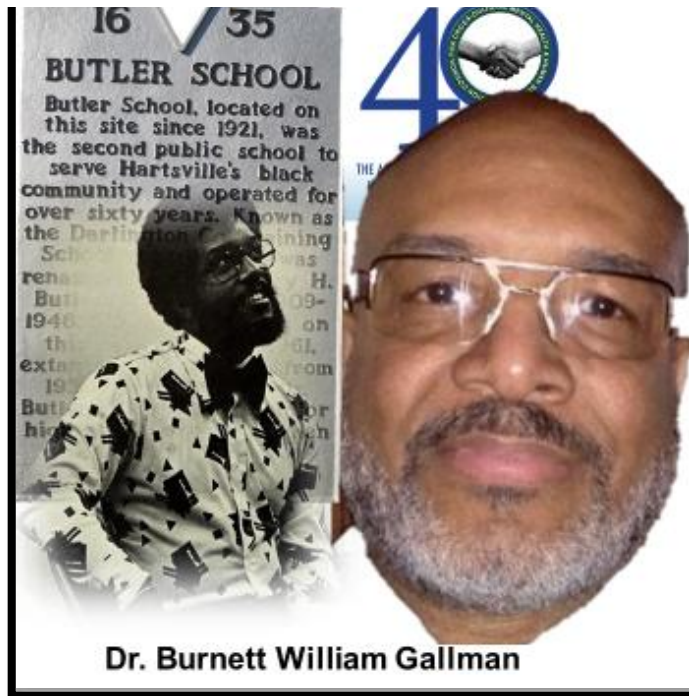
The overall conference evaluation revealed the following: The Educational Value of Conference was 3.96, based on a 4.0 scale. The Extent Workshops for this year's conference were as advertised was rated at 3.88. Sixty respondents consisting of 33 Action Council members and 27 nonmembers completed the overall conference evaluation. All 60 indicated that their personal goals and objectives were met during the conference. One person said that their personal goals and objectives were partially met. Respondents were asked if they planned to attend the 2019 conference. Fifty answered yes, none said no and fourteen said maybe. Many of those who answered "maybe" cited cost or possible inability to get time off from work for their current uncertainty.

We appreciate the many comments made regarding the quality of the presentations made by the many talented speakers. There were a few negative comments. However, most were of the technical nature relating to the poor quality of audio-visual equipment, inconsiderate behavior of participants and poor quality of the conference venue. Nevertheless, an examination of the hundreds of evaluation forms turned in by the attendees were almost universal in their conclusions. We commend Nadine Livingston and all of the members of the planning committee for their hard work. It was very nice to see Dr. Macey and to finally meet Mrs. Corbitt.



A participant in the 2018 conference expressed the following concern. "I find it ironic that a Cross-cultural conference was primarily Christian-based. It wasn't inclusive to other religions. I am a Christian myself, but I didn't think it was appropriate at a conference like this to say grace, have a worship service, etc. I don't feel that people from other religions would have felt comfortable or welcome at this conference."

Dr. Gallman Honored



Dr. Burnett Gallman and his wife are cited often as a couple who supported our effort during the early years. Dr. Gallman was one of the featured speakers at a Black Male Summit in Aiken in 2016 and is expected to speak at one of our future events. Dr. Gallman is another product of the “Corridor of Shame” that has made us proud. He is a graduate of Hartsville’s historic Butler High School. He attended Morehouse College and graduated from Benedict College and Hahnemann Medical School He is known for his insightful presentations and as a skilled physician. We thank him for his support and we congratulate Dr. Gallman who was the August 2018 honoree on the SC African American History Calendar.

In Memorium

Throughout the past year members of our family experienced the loss of loved ones. Mr. Bynum Andrew Bryant, the beloved father of Dr. Stephen McLeod–Bryant died on October 6, 2018, at in Binghamton, NY. Mr. Bryant lived a remarkable life and produced a son who served on the Board of Directors of the Action Council. Dr. McLeod-Bryant is a former president of the organization and is a regular presenter at so many conferences. His annual presentations are among the best each year.



Mr. Ivory Thomas Jr., brother-in-law of Action Council President James Starnes died in Aiken on January 19, 2018.

Mr. Charles Vinson Mitchell, the brother, and brother-in-law of Valerie and Charles Aiken, friends and supporters of the Action Council and the Cross-Cultural Conference, died on January 15, 2019. We extend our condolences to Dr. Mcleod-Bryant, President Starnes, The Aikens and all

Stress in the 21st Century – Part IV: Methods of Dealing with Stress

Carol Apt, Ph.D.

There are probably as many possible ways of dealing with stress as there are types of stress, but I'd like to offer a few suggestions; they fall into three general categories: cognitive methods, psychological resources, and social support.

Cognitive methods involve neutralizing the problem causing the stress by redefining or reframing it. When your boss constantly berates you and finds fault with everything you do, you can say to yourself (and I emphasize 'to yourself'), "that guy's an idiot," or you can picture him in a compromising or ridiculous position. Many years ago I put myself through college by working as a secretary; I realize now that I was in a position of role captivity because I had no skills other than typing and shorthand and knew that I would never go anywhere without a college degree, so I stuck it out. I think I had every kind of boss imaginable, from the kind-hearted, classy gentleman to the self-important jerk with the IQ of a tomato. I used a variety of cognitive methods to get

through the day, from trying to convince myself, sometimes quite successfully, that the job wasn't all bad because the pitifully low salary allowed me to get undergraduate and graduate degrees. I reminded myself that my jobs were located close to home, and some offered discounts on cafeteria lunches, thereby saving me money on gas and food. I realized that the typing and shorthand skills I acquired were a tremendous help in school, as I could take verbatim notes of what the professors said and type up my papers in no time flat. My reframing those jobs as ones that helped me ascend the educational ladder was very beneficial.



Psychological coping resources are those personality characteristics and feelings that people have that help them deal with stressful situations. For example, people with positive self-esteem tend to feel better about themselves and are more confident of their abilities to face whatever life has in store for them. Such individuals have more positive and effective ways of coping with stress because they are more likely to approach a stressful situation as a challenge rather than as a problem. Another useful psychological coping

mechanism is a feeling of control over one's life. People who have an internal locus of control, meaning that they see themselves as being in control of their lives, own the responsibility for finding solutions to their problems, rather than letting someone else figure out what to do.

And then there's social support – the help we get from other people. Sometimes we receive emotional support and have people to whom we can talk whenever we need to. We know they'll listen because they care about us. They don't always have to say anything specific; sometimes having someone to listen to us is all we need. At other times our friends and loved ones offer practical support; they'll know where to go to get a particular product or service. They'll give us concrete advice about what to do in a stressful situation, maybe because they have knowledge, experience, or contacts that we don't have. Friends who agree to watch our kids for a while, drive us to the supermarket, or lend us some money are providing practical support. At times they will recommend a counselor when it seems like our needs are best addressed by a mental health professional. Social support is a key element in all our lives; people who have people are happier, more successful (depending on how you define success, of course), and live longer. People who have people can be talked out of doing something stupid or dangerous; people who feel isolated or lonely are at risk for physical illness, depression, or even early death.

While it's probably impossible to live a completely stress-free life, there are ways to mitigate the effects of stress. And as the song stated, 'we get by with a little.

Editor's note: South Carolina State University Professor Carol Apt is a former member of the Board of Directors of The Action Council and a frequent presenter internationally and at our conferences.

Spotlight on George Greene

George R. Greene Jr., LMSW, is a native of Orangeburg, South Carolina. George attended Morehouse College and South Carolina State University receiving a master's degree in Counseling. He also served in the US Air Force during the Vietnam Era.

His professional experiences include being the Assistant Director of the South Carolina State



Counseling and Self Development Center from where he retired in 2008. George was also the Executive Director of the Waccamaw Economic Opportunity Council, Conway, SC. In this position, he supervised the operation of federal and state funded programs for Horry, Georgetown, and Williamsburg counties.

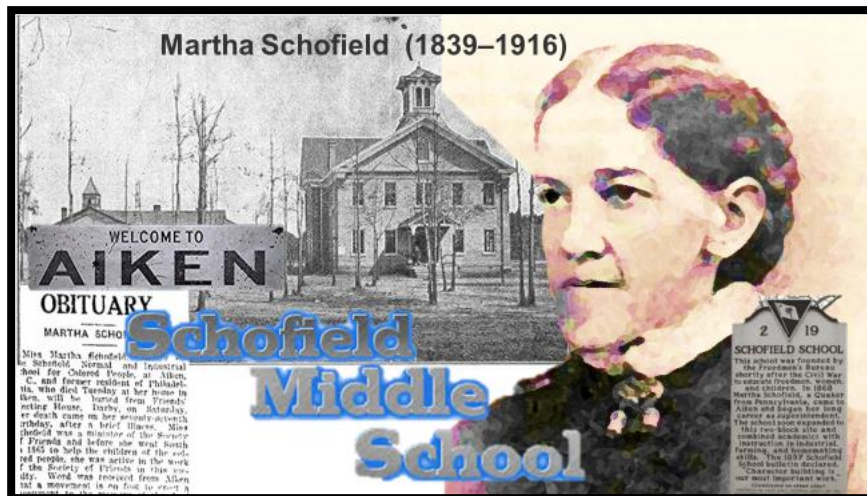
As a project director for Humanics Associates, a counseling firm that contracted with H.E.W. and Health and Human Services, George directed the State Training Office which supervised and administered training and technical assistance to Headstart programs in South Carolina and Florida.

George was also a project director under the auspices of the Department of Social Services: Office of Child Development. In this position, he supervised Daycare programs in Saxon Homes and Broad River Terrace, all in Columbia, South Carolina.

In addition to his professional activities, George is an avid volunteer. He presently serves on the Orangeburg Area Mental Health Center board of directors; he has been a member of the board of directors for the Action Council for Mental Health and Human Services for more than 15 years; he serves on two national committees for National Mental Health America, the Affiliate Committee and the Linguistic Committee; he is past president of the board of directors for Enderly East, a housing development for those with mental disabilities; and he served six years as President of Mental Health America of Orangeburg. Under his leadership, the organization was honored as Affiliate of the Year by the state organization.

He is a member of Omega Psi Phi Fraternity, Inc. and attends Trinity United Methodist Church with his wife, Dr. Ghussan Greene. George loves traveling in his RV with his wife and Max, his German Shepherd. He also enjoys golfing, fishing, and boating.

The Martha Schofield Legacy in Aiken



Schofield High School was once the only high school for African American students in Aiken and surrounding areas. Schofield produced more graduates who went on to make significant contributions to society than we have space to list here. However, Matilda Arabelle Evans and James Starnes are two that we should note. Evans was encouraged by the school's founder to

pursue a career in medicine at a time when African American women were not expected to consider such lofty goals. Evans became the first African American woman to be licensed as a physician in South Carolina. She opened the first hospital for African Americans in Columbia

and pioneered the idea of providing free medical examinations for children in the public schools of the Columbia.

James Starnes graduated from Schofield High School a hundred years after Evans was born. Schofield provided Mr. Starnes with the qualities to lead our organization as it enters its fifth decade.

Schofield High School was the brainchild of Martha Schofield, a white Quaker who was born in Pennsylvania in 1839. She came south after the Civil War to help educate former slaves who were previously denied educational opportunities. She became ill and had to return home to Pennsylvania. When she recovered in 1868, she headed south and used her life's savings to purchase land in Aiken and started a "Normal" school to teach her black students to become teachers of others. The school opened in 1870. Martha Schofield served as the face of Schofield Normal and Industrial School for fifty years. The school was well funded by her influential friends in the north. She died on February 1, 1916, on the day before her 77th birthdate. Her body was placed on a train in Aiken for her final trip home to Pennsylvania as 1000 black faces began to sing "Steal Away to Jesus," according to *Friends' Intelligencer*, a Philadelphia publication.

Martha Schofield's legacy survived her and continue to this day. In 1951, the school, became part of the Aiken County School system and was renamed Martha Schofield High School. In 1970, Schofield High was consolidated with Aiken High School, formerly the school for white students. When South Aiken High School opened in 1980, the school became Schofield Middle School. The Martha Schofield High School Legacy Group was formed in 2012 to carry the school's great legacy into the future. Plans are underway to foster collaboration between this group and the Action Council as we continue to work toward our shared goals.



Mrs. Ramona W. Carr