



SAGINAW COUNTY
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HEALTH AUTHORITY

MILITARY CULTURAL COMPETENCY

Bridging the Military-Civilian Divide



By: Matthew A. Clark

Saginaw County Community Mental Health Authority



Military Cultural Competency

Introduction

Why Military Cultural Competency

Basic Training

What You Can Do

Questions



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Matthew Clark: Veteran and Military Family Navigator

- Michigan Army National Guard
- Served 5 years
- 3 years as a Sergeant or E-5
- Family Legacy of Service
 - Grandfather (Army National Guard, 30 years)
 - 3 cousins (Marines, and 2 Navy)
 - 2 Uncles (Army and Navy)
 - 1 Aunt (Air Force)
 - 2 Best Friends (Army and Air Force)
- 8 years of experience in family coaching and case management
- Born and raised in Flint, Michigan
- Currently serves Saginaw, Midland ,and Bay Counties





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Veteran and Military Family Navigator

- Identify gaps & barriers
- Development of resources with CMH, SUD, & VA
- Linking Veterans to resources
- Reduction of stigma associated with getting help
- Increase in military cultural competence



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15 Things Veterans Want You to Know

<https://www.youtube.com/watch?v=VoE7wbLmu8A>

PSYCH/ARMOR®



Our Veterans

- **Suicide- 22/Day**
 - Down to 17/Day
 - 2X the Civilian Rate
- 11% of all **Homeless**
- 2X more **Depression**
- 15% of Combat Veterans have **PTSD**
 - Compare to 4% of U.S. Population
- **Moral Injury**
- **SUD**
 - Younger Veterans – Iraq/Afghanistan
 - 35% Co-occurring with PTSD
- **Workforce Challenges:**
Unemployment
- **National Guard / Reserve State**
 - Increased Risk for Suicide, PTSD, and Other Readjustment Issues
 - Increased Underage Drinking
 - Lack of Supports
 - Isolated



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Why Military Cultural Competency?

WWII: 10,110,104 were inducted into service. Nearly everyone knew someone in the war.

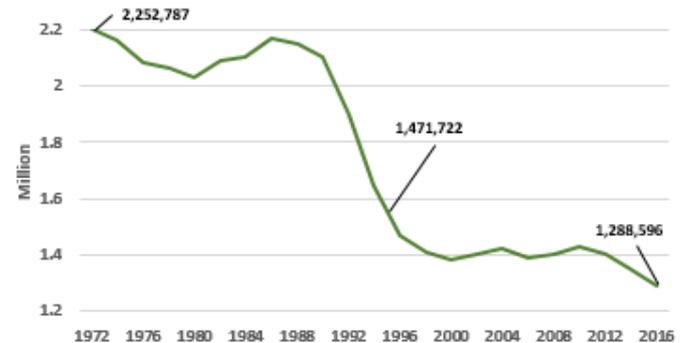
Active duty 1950 to 1970: 3,000,000 +/-

After Vietnam (1973): Military draft ended.

Today: 1/2-1% serve in the military. Smallest force in over 75 years. Troops in Iraq, Afghanistan, Syria, Africa, and beyond.

Our civilian population has never been this disconnected from those who serve.

Active Duty Personnel 1973-2016



Data sourced from the Defense Manpower Data Center, Office of the Secretary of Defense, U.S. Department of Defense



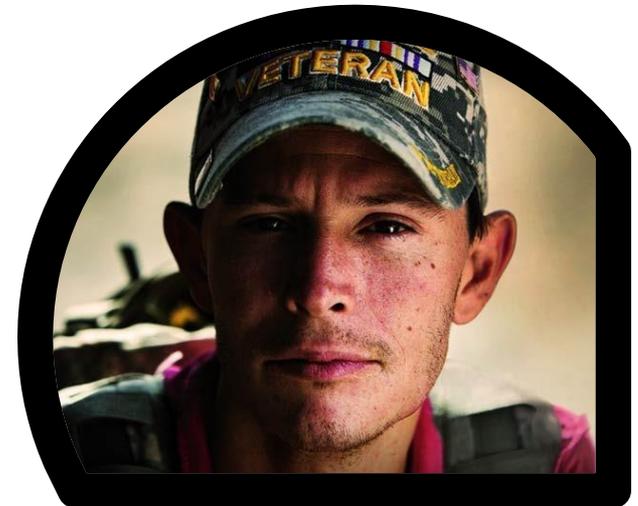
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The Result: A Military-Civilian Disconnect

A cultural divide has grown between civilian & military cultures.

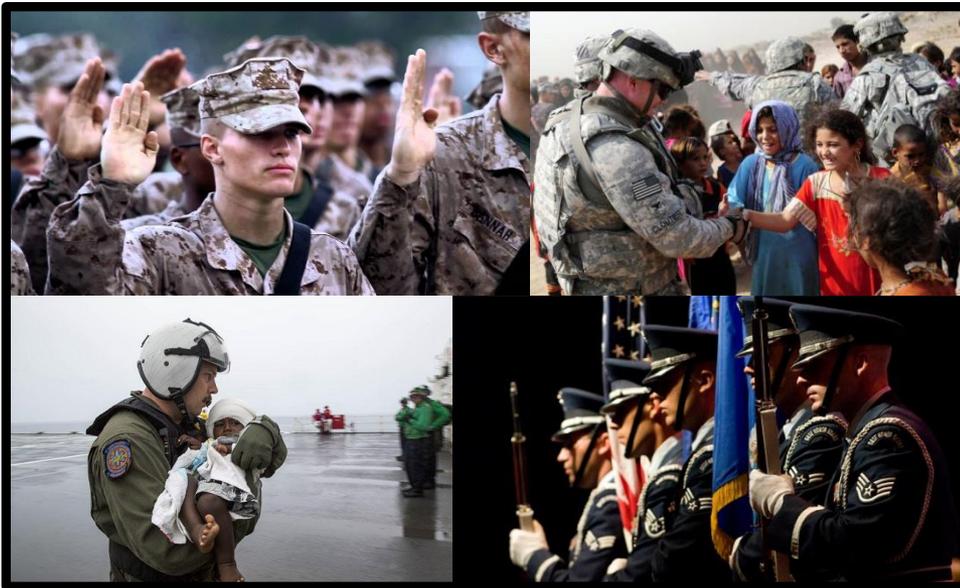
"For the first year after I returned from Iraq, the only people to whom I felt really connected were those who had served in combat ... In my mind, they were the only ones who understood."

Mike Scotti, USMC (Served in Iraq & Afghanistan)





Our Service Has Changed Us



Military Culture

Group Oriented Goals

Interdependence
Emotional Suppression

Train Hard; The Best is up to God"

Civilian Culture

Individualism
Personal Achievement

Personal Freedom
Emotional Expression

"Master of My Own Destiny



What Does This Mean For You?

- Stereotypes
- Heroic / Self Sacrificing
- Broken / PTSD
- <https://deploymentpsych.org/self-awareness-exercise>



Unconscious Bias





The Basics

Changing Culture

Diversity

LGBTQ

Women in Combat

Subcultures

- Special Forces
- Navy Submariners
- Navy and Airforce Pilots



CHANGING OF THE GUARD

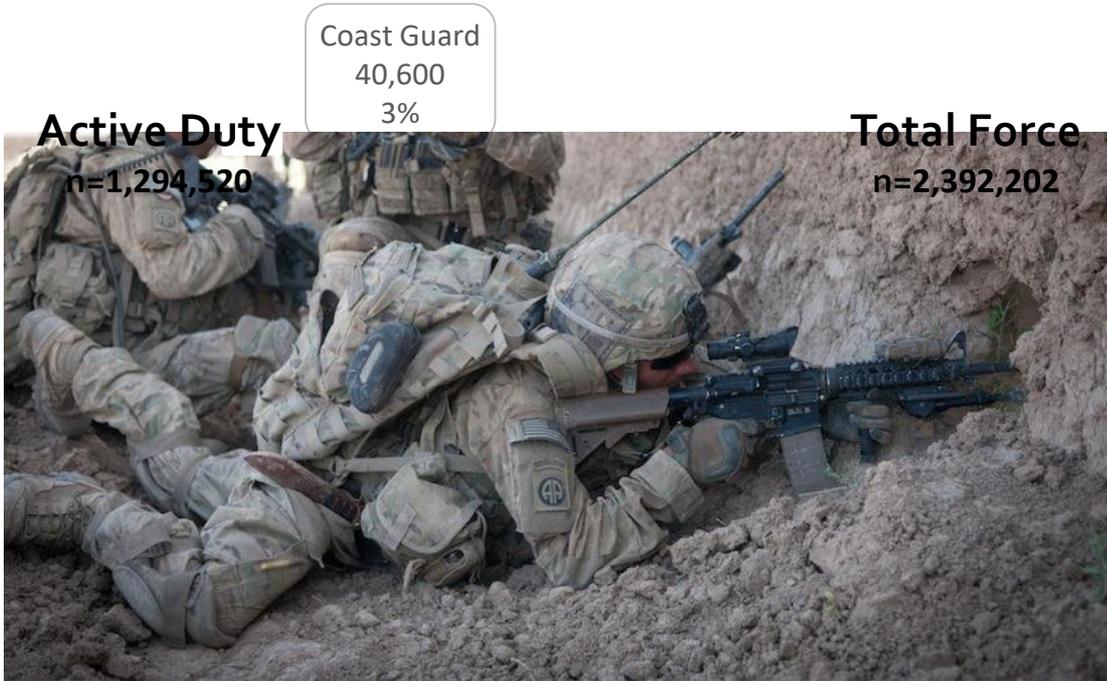
Demographic makeup of the U.S. armed forces has changed considerably since 1975, the end of the Vietnam era and beginning of the all-volunteer force, Pentagon figures show.

1975	2017
Active Duty 2,128,120	Active Duty 1,294,520
Females 2%	Females 16.2%
AA 14%	AA 17.3%
Hispanic 4%	Hispanic 15.5%
High School Education 61%	High School Education 99.3%
Bachelors or Higher ?	Bachelors or Higher 8.3%
Veterans 65-74 35.8%	Veterans 18-34 3.5%
Female Veterans 1.1%	Female Veterans .8%
Veteran Senators 81%	Veteran Senators 20%

Data Sourced from 2017 Demographics Report, U.S. Department of Defense



Basic Training

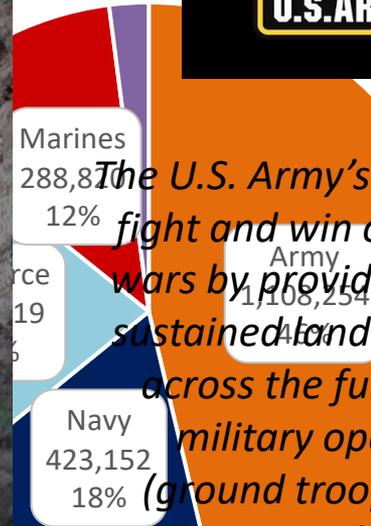


Active Duty
n=1,294,520

Coast Guard
40,600
3%

Total Force
n=2,392,202

Coast Guard
48,457
2%



The U.S. Army's mission is to fight and win our nation's wars by providing prompt, sustained and dominance across the full range of military operations (ground troops, armor, artillery, attack helicopters, spec ops, etc.)

Avg. Deployments in Months

Army = 20.4 Marines = 16.4 Navy = 13 AF = 12 CG = 9.7



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The Basics: U.S. Air Force



The mission of the United States Air Force is to fly, fight and win—in air, space and cyberspace.



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The Basics: NAVY



The mission of the U.S. Navy is to maintain, train and equip combat-ready naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas.



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The Basics: United States Marine Corps



As America's expeditionary force, the Marines are forward deployed to win our nation's battles swiftly and aggressively in times of crisis.



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The Basics: U.S. Coastguard



The mission of the United States Coast Guard is to ensure our nation's maritime safety, security and stewardship.



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The Basics: United States Space Force



The USSF is responsible for organizing, training, and equipping Guardians to conduct global space operations that enhance the way our joint and coalition forces fight, while also offering decision makers military options to achieve national objectives.



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The Basics

Unit Identification

Army

Corps, Division, Brigade/Regiment, Battalion

Navy

Fleet, Squadron, Group, Ship, Task Force

Air Force

Numbered Air Force, Wing, Group, Squadron

Marines

Division, Regiment, MEU, Task Force

Coast Guard

District, Squadron, Station

Space Force

Field Command, Delta, Garrison,
Squadron/Detachment





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The Basics

Badges/Awards





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Michigan is a Reserve and National Guard State!

- Part-Time- One weekend a month, 2-weeks a year
 - Often will leave families for longer than just one weekend a month and must attend schools that are sometimes months long
 - “Just a weekend warrior”
 - “You’re not in the REAL Army, you’re just a reservist.”
- It is possible to have a full-time job in the National Guard/ Reserves
- Reservists must balance a work-military-life balance without the option of support that active duty receives
- Reservists must maintain a level of readiness & be always on-call for deployments





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**Thank You For
Your Service?**





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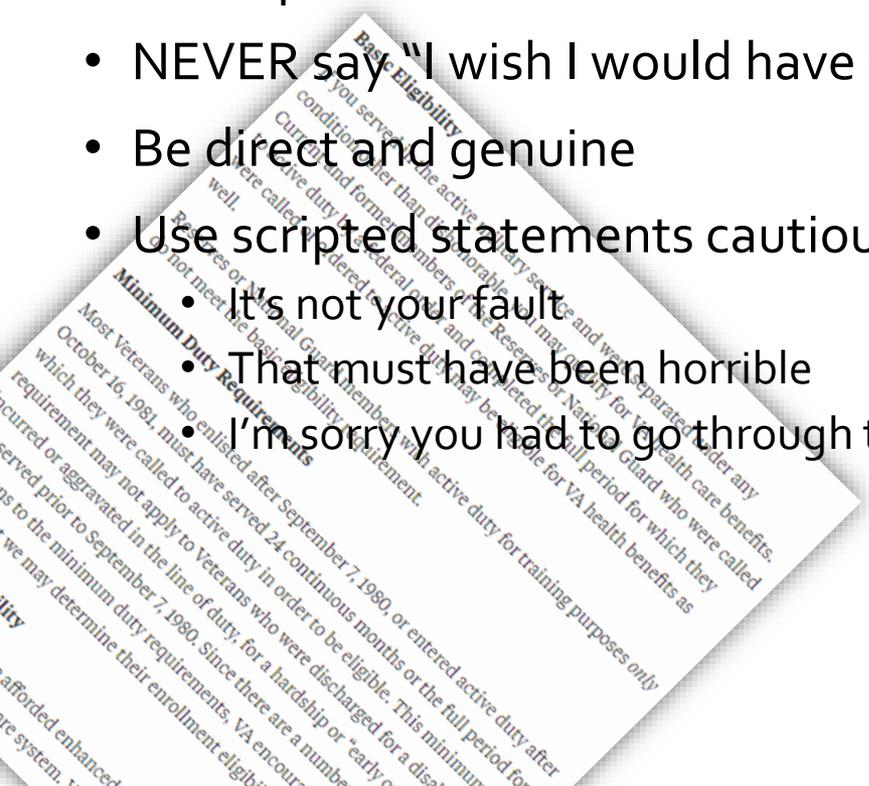
Thank You For Your Service?





Cultural Competency in Action

- Ask questions
- Avoid politics / recent news
- NEVER say "I wish I would have served"
- Be direct and genuine
- Use scripted statements cautiously
 - It's not your fault
 - That must have been horrible
 - I'm sorry you had to go through that
- Understanding the VA's Utilization Management process is very complicated
 - Only a Veteran by VA's definition is eligible for VA services
 - Barriers to accessing VA benefits





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What Can You Do?



CUSTOMIZE YOUR
RESPONSE



TAKE A REAL INTEREST
IN OTHERS



DEVELOP QUESTIONS
AROUND THE BASICS



BE GENUINE



CALL / INVOLVE
SCCMHA'S VETERAN
NAVIGATOR



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Main Facility

500 Hancock, Saginaw, Michigan 48602

Phone: (989) 797-3400

Toll Free: 1-800-258-8678

Michigan Relay 711

24 Hour Mental Health Emergency Services

(989) 792-9732

Toll Free: 1-800-233-0022

www.sccmha.org

