

ROBERT T. CARTER & ASSOCIATES



PROFESSIONAL.

OBJECTIVE.

ACCURATE.

www.RTCA411.com

RACIAL TRAUMA IN CULTURAL CONTEXT ASSESSMENTS

WHO ARE WE?

- We are a forensic and organizational consultant group of licensed psychologist and professors in the area of psychology and education.
- RTCA has worked on a range of issues related to racial discrimination, hostile work environments and racial harassment, specializing in race based traumatic stress.



ROBERT T. CARTER, PHD

Principal &
Managing Associate

DR. CARTER

is a

PROFESSOR, AUTHOR AND EXPERT

on race related issues is Professor of Psychology and Education in the Department of Counseling and Clinical Psychology at Teachers College at Columbia University. Carter has published more than 100 journal articles and book chapters as well as authoring and editing seven books.

Principal and CEO of Robert T. Carter and Associates, Dr. Carter works as an expert witness in race-related cases, lending his expertise in the area of stressful and traumatic effects of racial discrimination.

He has served as an expert witness on more than fifty discrimination, harassment and racial profiling cases. His most notable works include Routledge publication, Racial identity development theory: Applications to individual, group and organizations, serving as editor of an American Psychological Association publication and being selected as a division fellow.

Dr. Carter has received numerous national awards for his research and writings including The Ira Glasser Racial Justice Fellowship and being named an ACLU fellow. Dr. Carter and associates provide training, presentations and expert services to legal firms, corporate organizations and associations on the identification, understanding and prevention of race based traumatic stress injury.

WHAT WE DO

- We offer analysis and assessments specific to determining the psychological and emotional effects of racial incidents and encounters.
- We also offer consultation about racial issues and train professionals to recognize and address racial incidents for emotional and psychological effects.
- We provide professional opinions in the form of a structured report, called a social framework analyses, regarding the situation (s) the party encountered in the case based on published research evidence, legal cases/studies and government reports.
- Our work assists legal teams and their clients to litigate cases, seek damages and modify policies as a result of race based traumatic stress.



RACE BASED TRAUMATIC STRESS

WHAT IS IT?

It is a emotional/psychological response to racial experiences that results in functional impairments, making activities of daily living difficult.

Q: What is race based traumatic stress injury?

A: It is an emotional/psychological response to racial experiences that results in functional impairment (makes activities of daily living difficult)

Q: How is race based traumatic stress injury determined?

A: We conduct an assessment over a 2-3 day interview with the impacted party. The interviewer collects personal, medical, racial and educational, work history then discusses what incident (s) happened and how the person was affected.

Q: Do you talk to other people about the person affected/the client?

A: Yes, we may need to interview other people close to the subject to share his/her experiences and observations about the way the person was impacted.

Q: What happens after the interviews?

A: We provide professional opinions in the form of a structured report, called a social framework analysis, regarding the situation (s) the party encountered in the case based on published research evidence, legal cases/studies and government reports.



FREQUENTLY ASKED QUESTIONS



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Q: Do you share the information from the interview with anyone?

A: No, this information is confidential; with the exception of the parties in the litigation.

Q: Whom do you normally work with?

A: We work with lawyers, people who believe that they have been discriminated against based on race, human resource departments and other organizations that need counsel on race related discrimination, harassment and profiling issues.

Q: What types of issues or industries do you work with?

A: We deal with racial discrimination issues that may occur in various settings such as housing, employment, schools, public, private and consumer, profiling etc. .

Q: Do you offer other services besides expert witness testimony?

A: Yes. We teach legal and human resource professionals on how to recognize and avoid racial discrimination claims. We advise on the development of organizational policies and procedures as well as train health professionals on the use of the assessment tools we use.



THE RESULTS

"Our work as expert witnesses, have involved the modification of school systems' racial desegregation plans, biracial custody, racial discrimination & racial harassment in schools, the workplace and as consumer racial profiling."

- ROBERT T. CARTER, PHD

RTCA

*in the
news*

SPEAKER. TRAINER. EXPERT WITNESS.


Huffington Post Feature:

The Difference We Haven't Overcome: Why the Color Line Endures in America

THE BLOG Updated Nov 30, 2014

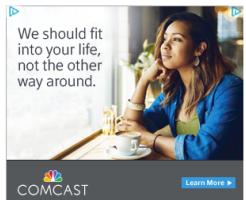
The Difference We Haven't Overcome: Why the Color Line Endures in America

By Robert T. Carter, Ph.D.



SCOTT OLSON VIA GETTY IMAGES

Before the killing of Michael Brown in Ferguson, MO, recedes in the rear-view mirror, let's be straight with ourselves about what the events surrounding his death tell us [about race in America](#).




We should fit into your life, not the other way around.

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AdChoices

TRENDING



Hospice Doctor Describes What Happens The Moment After We Die

RTCA Associate, Dr. Silvia Mazzula featured on the Steve Harvey Show



We Can Help

**ARE YOU A LEGAL ADVISOR?
NEED ASSISTANCE ON A CASE?**

Contact us to schedule a free consultation.

**ARE YOU A CEO,
HR DIRECTOR, OR UNIT CHIEF?**

We can assist with the development and implementation of organizational policies and practices aligned with EEOC regulations.

LEARN MORE @ WWW.RTCA411.COM.RTCA

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