



The Practice

- **Demonstrate Respect for your Experience-** your experience is yours to own. Don't allow anyone to give you your experience
- **Translate your meaning-** Say what you mean and mean what you say. Don't say what you think others want to hear. There is liberty and judgement in everything you do and say.
- **Listen to yourself-** If you chose to blend in with crowd then you give up the opportunity to stand out from the crowd.
- **Give your accurate location-** Own your experience in time
- **Demonstrate that you are coachable-** all of us have been conditioned to believe much of what we believe. We need to be open to self-discover without being concerned about popular opinion or hurt feelings.

When Race/Racism is the Elephant in the Room:

**How to Bring Up Race in
Therapeutic Conversations
and Not Come Undone**

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Learning Objectives & Goals

Why you should care

- To increase the success rate of fair and impartial treatment
- Become better providers
- Decrease harm to marginalized communities.



How did race become the elephant in the room ?

The United States Was Built On:

Genocide- the deliberate killing of many people from a particular nation or ethnic group with the aim of destroying the nation or group

Half-Truths- statements that conveys only part of the truth, especially one used deliberately in order to deceive someone.

Untruths- a lie or false statement

Greed- intense and selfish desire for something, especially wealth & power.

Gaslighting-manipulation by psychological means into questioning their own sanity.

If this is so, then what does that say about our constitution

Constitution of the United States

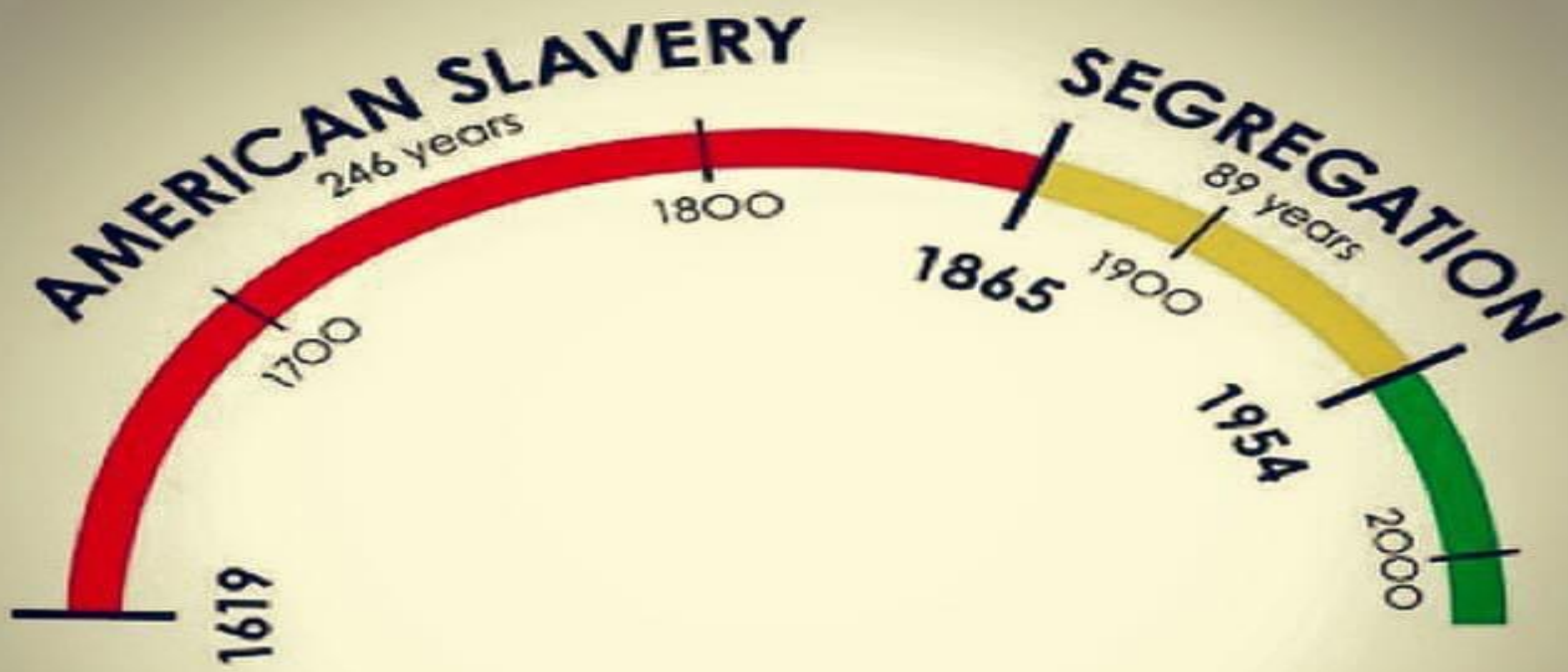
The Constitution is the fundamental law of the U.S. federal system of government. The Constitution defines the principal organs of government and their jurisdictions and basic rights of citizens.

Slavery started in 1619. 168 years later the Constitution of the U.S. was signed on September 17, 1787. 76 years after that President Lincoln issued the Emancipation Proclamation on January 1, 1863. 244 years had passed, from the beginnings of slavery, until that form of slavery ended.

Biases can be found in the constitution, laws, and policies which started and fuels systematic/institution racism



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Truth – vs-
Reality

What are you
telling yourself?





Racism, at its most basic level, is a lens through which people interpret, naturalize, and reproduce inequality. We all struggle to truly see one another due to the conditioning that has been imposed upon us through the accumulation of lies and deceit. This is why it's so difficult for us to have real conversations about things that matter--things that heal. Racism is not a "white" issue; it is a systematic/structural issue that builds the dominant culture into a position of power; the white culture. This system oppresses those who don't identify as white. Our biases go where we go; in our home, workspace, school, community etc. It is critical for "we the people" to fix what has been broken in ourselves, communities, and society.



Important to Understand


- **White Supremacy:** The social, economic, and political systems that collectively enable white people to maintain power over people of other races.
- **White privilege:** Advantages a person has in society because of their white skin.
- **Systemic Racism:** Group-level processes and structures that are implicated in the reproduction of racial inequality.
- **Racialized Trauma:** The cumulative effects of racism (i.e., daily overt and covert acts) on an individual's mental and physical health that led to trauma symptoms, including anxiety, depression and suicidal ideation, as well as physical health issues.

I Have Rights:

The only
rights
you
have
are the
ones I
give you

- Know Your Place

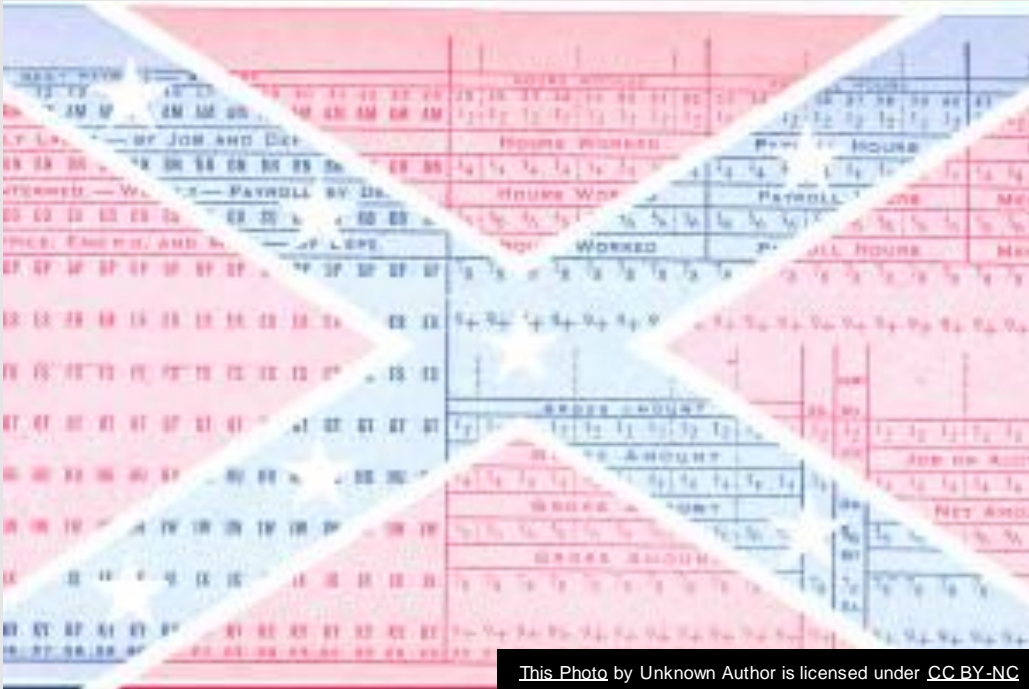




Effects of Structural Power Privileges

- Top 10 richest Americans: 100% White
- US Congress: 82% White*
- US Governors: 90% White*
- Top military advisors: 100% White
- Current Pres, VP: 100% White
- US House Freedom Caucus: 99% White
- Current Pres Cabinet: 91% White

Effects of Structural Power Privileges (cont.)



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- People deciding what TV shows we see: 93% White
- People deciding what books we read: 90% White
- People deciding what news is covered: 85% White
- People deciding what music is produced: 95% White
- Directors of top 100 grossing films of all time worldwide: 95% White
- Teachers: 82% White
- Full Time College Professors: 84% White
- Owners of men's professional football teams: 97% White

I HAVE THE PRIVILEGE OF



**BEING TOTALLY UNAWARE
OF MY OWN PRIVILEGE**



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Implicit Bias

“Attitudes or stereotypes that affect our understanding, decision making, and behavior, without our even realizing it.” This has become the breeding ground for racial disconnection.



First Impressions and The Mind

- First impressions are made quickly (snap judgments; safety, attraction, gender, nationality, age, etc.)
- Exposure to an unknown face for one-tenth of a
 - second was enough to judge implicitly.
- Judgment do not change with increased of one
 - second, but confidence in the judgment increased

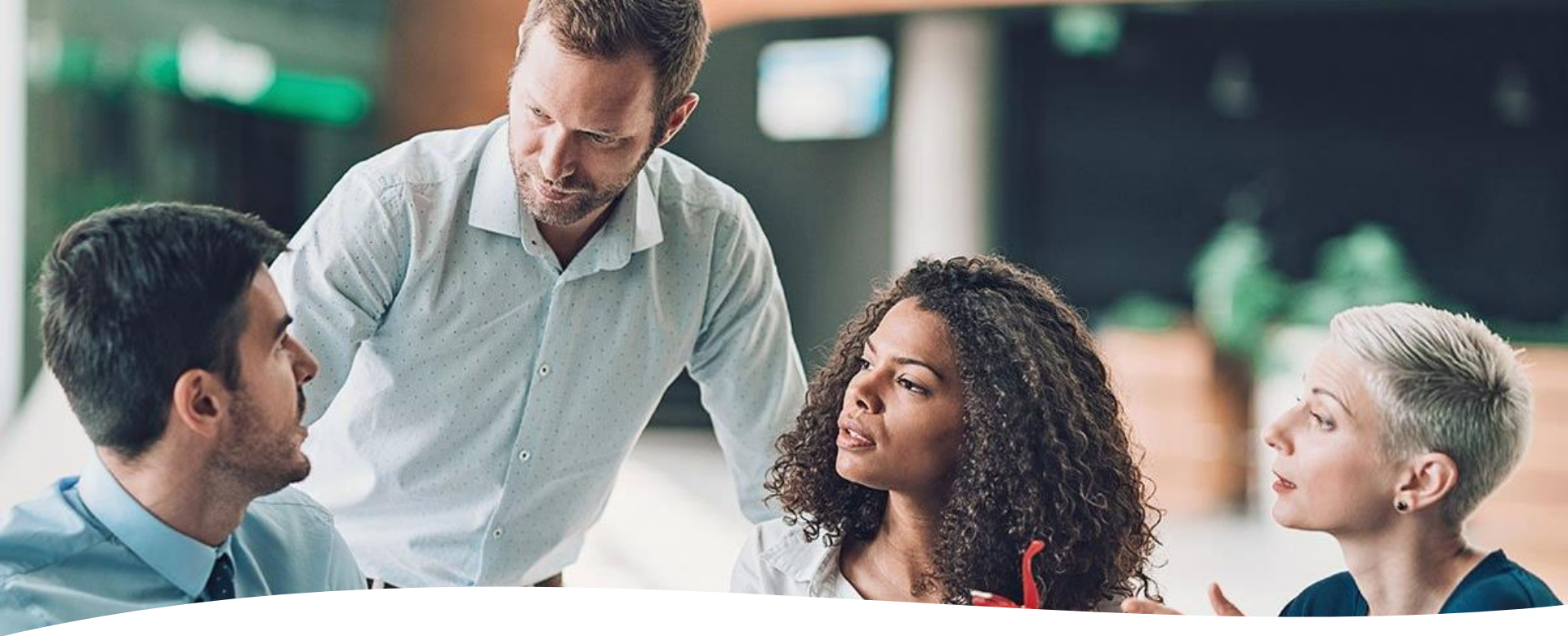
• Willis & Todorov, 2006



"Well
I'M
not
racist!"

"I don't
SEE
race"





Strategies to Interrupt Implicit Bias

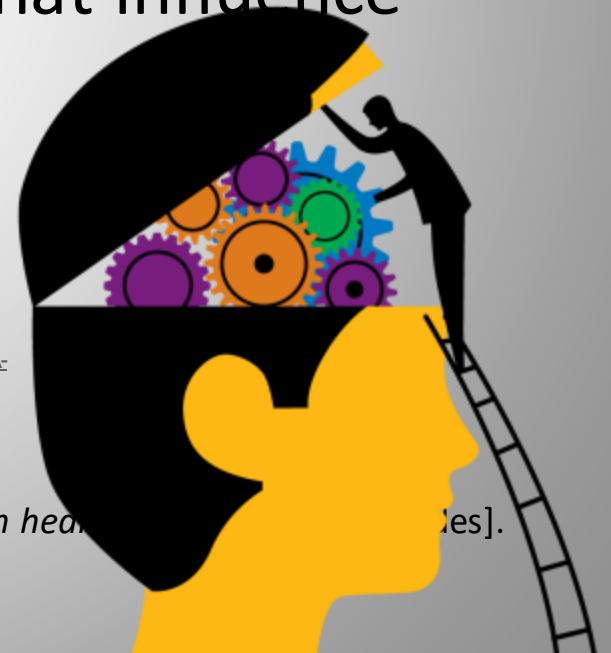
- Good intentions are not enough
- Collect data, monitor inequities
- Reduce discretion- behaving or speaking in such a way as to avoid causing offense
- objective processes – development or improvement of some type of process..DOING SOMETHING!
- Promote workforce diversity and INCLUSION!
- Recognize bias in documentation
- Imagery and role modeling
- Accountability (individual, institutional)

Managing Personal Implicit Bias

- Become aware of own biases (Triggers)
- Slow down (identify and feel your feelings)
- Feeling more comfortable with and confident in people who share one's own culture
- Positive or negative stereotypes that influence perceptions
- Elicit diverse input into decision
- Practice humility

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Sabin, J.A. (2016). *Implicit bias in health care* [Book review].



Potential Responses to Conversations about Race/Racism

- I don't want to be called a racist
- I don't know what to say or do, so I say or do nothing
- I feel guilty and I am ashamed
- That's not me that's them
- I have friends of color
- Talking about trauma insights trauma



Courage

Courage does not always roar. Sometimes courage is the quiet voice at the end of the day saying,

“I will try again tomorrow.”

And the day came when the risk to remain tight in a bud was more painful than the risk it took to BLOOM

- Open for something new



Good Trouble



Washington State Legislature Season in 2021

- 1.A capital gains tax law that will affect mostly the wealthiest 7000 people in our state and create **\$500 million dollars every year** for education
- 2.Working families tax credit (WFTC) which will **provide \$300-1200 once every year** to low-income families in our state regardless of immigration status
- 3.Public Health: Huge expansion of \$147 million a year
- 4.Health care access: New law that supports and solidifies and hopefully makes more affordable for lower income people our State public option
- 5.People who are unhoused: \$290 million additional money for housing/rent. Available yearly through a \$100/real estate transaction fee
- 6.Climate justice: Low carbon fuels standards to be implemented. Carbon tax assessed on the largest polluters
- 7.Police reforms: neck restraints, choke holds, no knock warrants are now illegal in this state. Laws adding accountability are included in this law.
- 8.Our state budget was generous and passed without the typical austerity measures (cutting some social service to pay for another social service)
- 9.**Juneteenth (June 19) is now a state holiday!**

We have a long way to go but this is an amazing start for equity on the state policy level. Our work to advocate for implementing, supporting and expanding these policies until justice is served continues.



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Action Steps

The time to do what's right is always NOW.

Stop looking outside of yourself for motivation/permission to blaze the trail of change. Take the RISK!!

Do not concern yourself with other people's opinion about you.

Embrace Conflict

Mix and mingle with those who are different than you. Let them help you to unlearn what you THINK you know.

Lean into your privilege

Get comfortable being uncomfortable

If you chose to blend in, you give up to right to be the difference

Questions

Thank you for your time and listening to this important topic.

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Advocating for social justice is fulltime work

Recommended Sources

White Fragility: Why it's so Hard for White People to Talk About Racism

Robin DiAngelo, 2018

My Grandmother's Hands: Racialized Trauma & the Pathway to Mending Our Hearts & Bodies

Resmaa Menakem, 2017

So You Want to Talk About Race

Ijeuoma Oluo, 2018

White Rage: The Unspoken Truth of our Racial Divide

Carol Anderson, 2016; lecture at <https://www.youtube.com/watch?v=YBYUET24K1c>

Beyond Inclusion, Beyond Empowerment: A Developmental Strategy to Liberate Us All

Leticia Nieto et. al, 2010

On Being with Krista Tippett, Robin DiAngelo and Resmaa Menakem in Conversation

<https://onbeing.org/programs/resmaa-menakem-notice-the-rage-notice-the-silence/>

On Being with Krista Tippett, Resmaa Menakem, Notice the Rage, Notice the silence

<https://onbeing.org/programs/robin-diangelo-and-resmaa-menakem-in-conversation/>

Dr. Kenneth Hardy on Trauma - lecture

<https://youtu.be/h5mtPXRKf8>