

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 choose to blend in with crowd then give up the opportunity to stand out from the crowd.

Give your accurate estimate of your experience in time

Demonstrate that you are confident All of us have been conditioned to believe what we believe. We need to be able to stand over without being concerned about our opinion or hurt feelings.

Learning Objectives

- Increase awareness of how unconscious or unspoken racism compromise clinical discussions and outcomes
- Create a Safe environment where clients can be seen fully, as they are, without pretense
- Decrease harm to marginalized communities



Do You See Me?

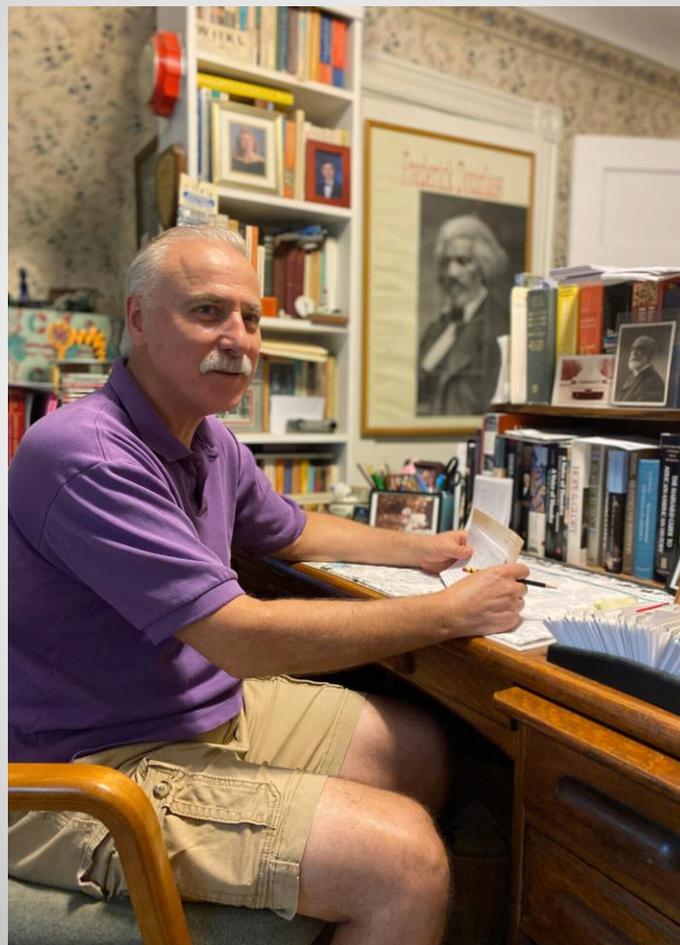
Moving From Tolerance to Acceptance



Tolerance – One's capacity to endure the existence of other people's opinions or behaviors that one does not necessarily agree with.

Acceptance - The action of consenting to receiving or undertake something offered.

Historian Donald Yacovone, an associate at the Hutchins Center for African & African American Research,



Who Formed American's Identity

- It was a man by the name of John H. Van Evrie (1814-1896). A Canadian born American physician and defender of slavery. He said people of African decent are essential to do “the white man’s work.”
- Even people who opposed slavery believed that “others” could never be absorbed by white society.

The 19th and 20th Century Textbooks Taught:

White Supremacy: White supremacy precedes the origins of the United States. Every aspect of social interaction, particularly in the 18th and 19th centuries, was dominated by white identity, and white supremacy became an expression of American identity. These sentiments can also be found in America's Christianity.

What about other races of people

- 20,000 Chinese Immigrants toiled through back breaking labor during both frigid winters and blazing summers to build the transcontinental Railroad.
- Hundreds died from explosions, landslides, accidents, and diseases.

How the U.S. Stole Half of Mexico's Land

- Map of Mexico in 1845, at the time, included present-day
- California
- Nevada
- Utah
- Arizona
- New Mexico
- Texas and parts of Wyoming, Colorado, Nebraska, and Oklahoma.



How Did Colonial Government Treat The Native Americans

- The Colonial government saw the Native Americans as savages and viewed them with a judgmental opinion
- The Native Americans were pushed around and had to move several times to secure their safety. The vast majority of the Native Americans died from war and different diseases brought to North America by the foreigners. Diseases like small pox, measles, scarlet fever, tuberculosis and sexually transmitted diseases. They didn't have immunity to these types of diseases at the time so it slowly killed the Native Americans wide spread. Eventually the United States had a policy on Indian removal.



The Con

The white people lied to the Native Americans, took all their land, and used them for their wars, AFTER they taught them how to live on the land.



Land of Opportunity

02/21/2019

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

DiAngelo, R. (2018). *White fragility*. Boston, MA: Beacon Press.

*updated as of February 2019

Effects of Structural Power Privileges (cont.)

- 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

DiAngelo, R. (2018). *White fragility*. Boston, MA: Beacon Press.

How Can I Get White Benefits

- Be willing to acclimate to a US standards
- Be willing to pledge your allegiance to the US and no other
- Be willing to turn a blind eye to the truth
- Never allow yourself to be uncomfortable

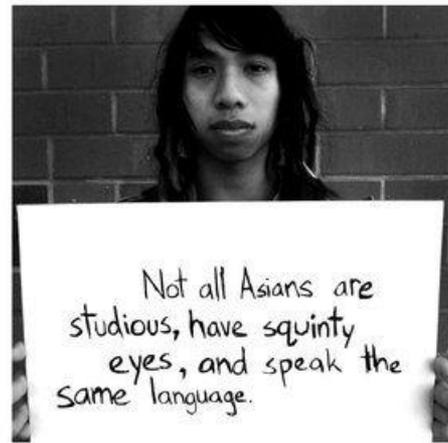


Truth
-VS-
Reality

Implicit Bias

“attitudes or stereotypes that affect our understanding, decision making, and behavior, without our even realizing it”





Bias is contagious

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. It has become the breeding ground for implicit bias and racial disconnection. 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.

Unseen Discrimination

- Not necessarily overt
 - can be absence
- Preference to increase advantage of groups already advantaged
 - In-group/out-group bias
 - favoritism



Greenwald, & Pettigrew, 2014, Banaji & Greenwald, Blindspot, 2013

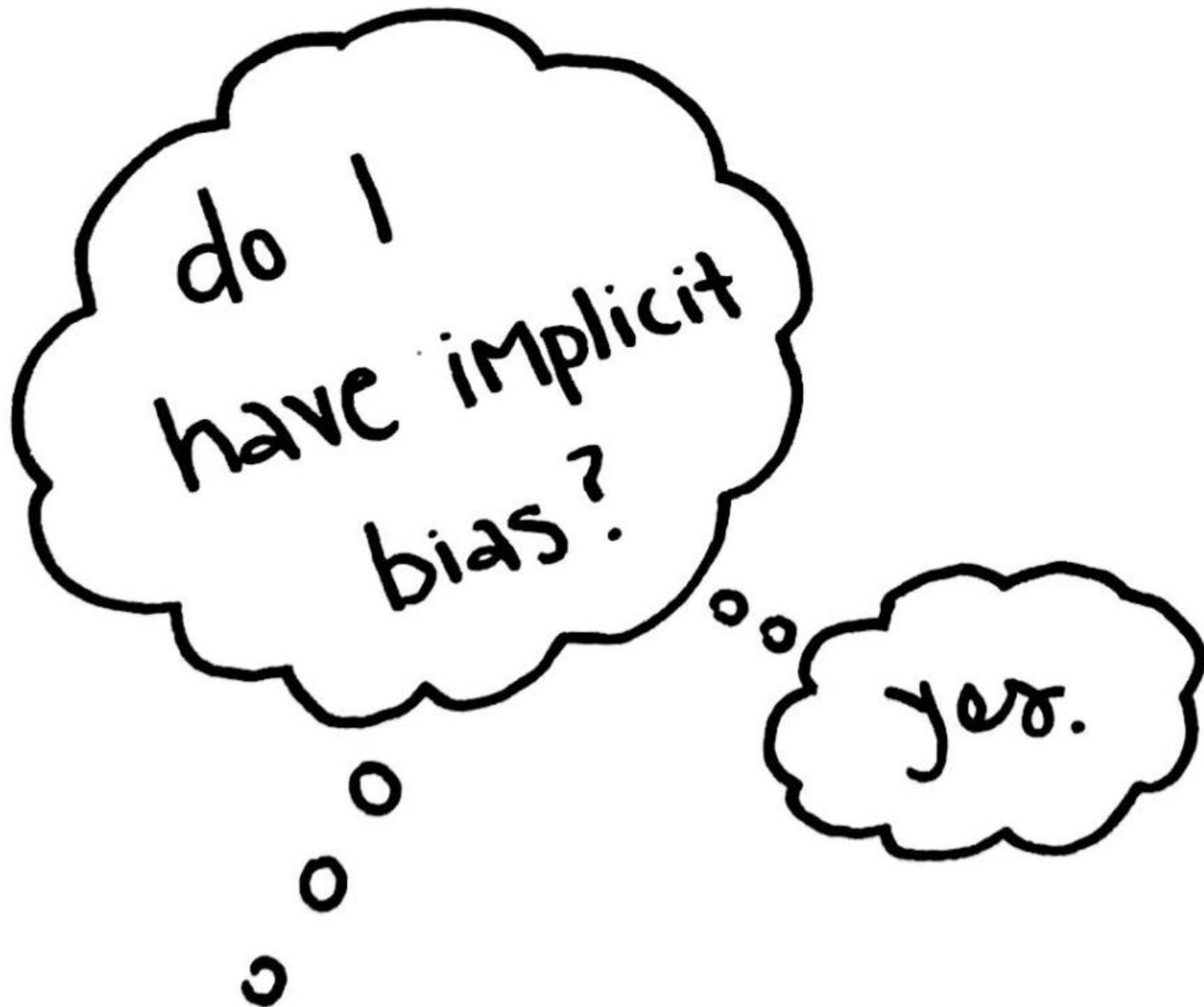
Acknowledging implicit biases and
how they can create barriers.

<http://www.engr.washington.edu/lead/biasfilm/>

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)

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



Managing Personal Implicit Bias

- Become aware of own biases
- Slow down and ask yourself if your responses are warranted
- Positive or negative stereotypes that influence perceptions of people
- Be careful about decisions by “intuition”
- Elicit diverse input into decision
- Humility

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

Personal experiences as a professional
person of color in health care.

Questions

More on Implicit Bias

- Listen to this podcast episode for an easy summary of the topic:
 - <https://www.npr.org/2018/03/09/591895426/the-mind-of-the-village-understanding-our-implicit-biases>
- A link to the implicit bias test through Harvard:
 - <https://implicit.harvard.edu/implicit/takeatest.html>

Recommended Reading

- **“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
- **“Beyond Inclusion, Beyond Empowerment: A Developmental Strategy to Liberate Us All”**
– Leticia Nieto et. al, 2010