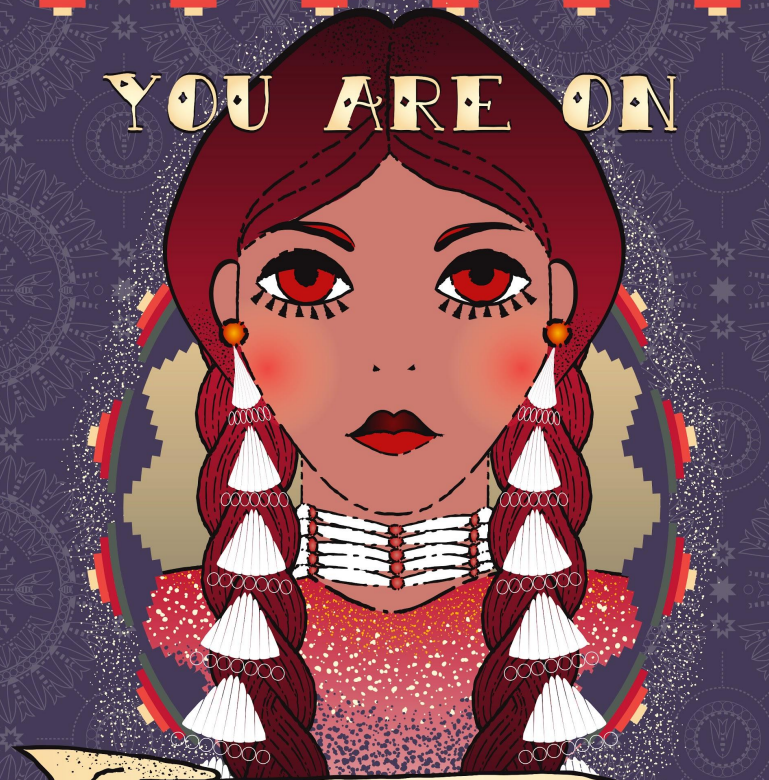


**For Behavioral Health
LEADERS: A Kaleidoscope
Approach to supporting
DIVERSITY in the workplace**

April 27, 2022 | 2:00-3:15 PST

ALEKS MARTIN, LSWAIC, SUDP x Northwest MHTTC

YOU ARE ON



DUWAMISH
dxʷdəwʔabš

LAND



wdac.us/nativeland

#HonorNativeLand

Art: Mariana Myles, Spirit Lake Dakota



Goodmorning Seattle USA 2015



Circa late 1970's, Philippines.

GOALS

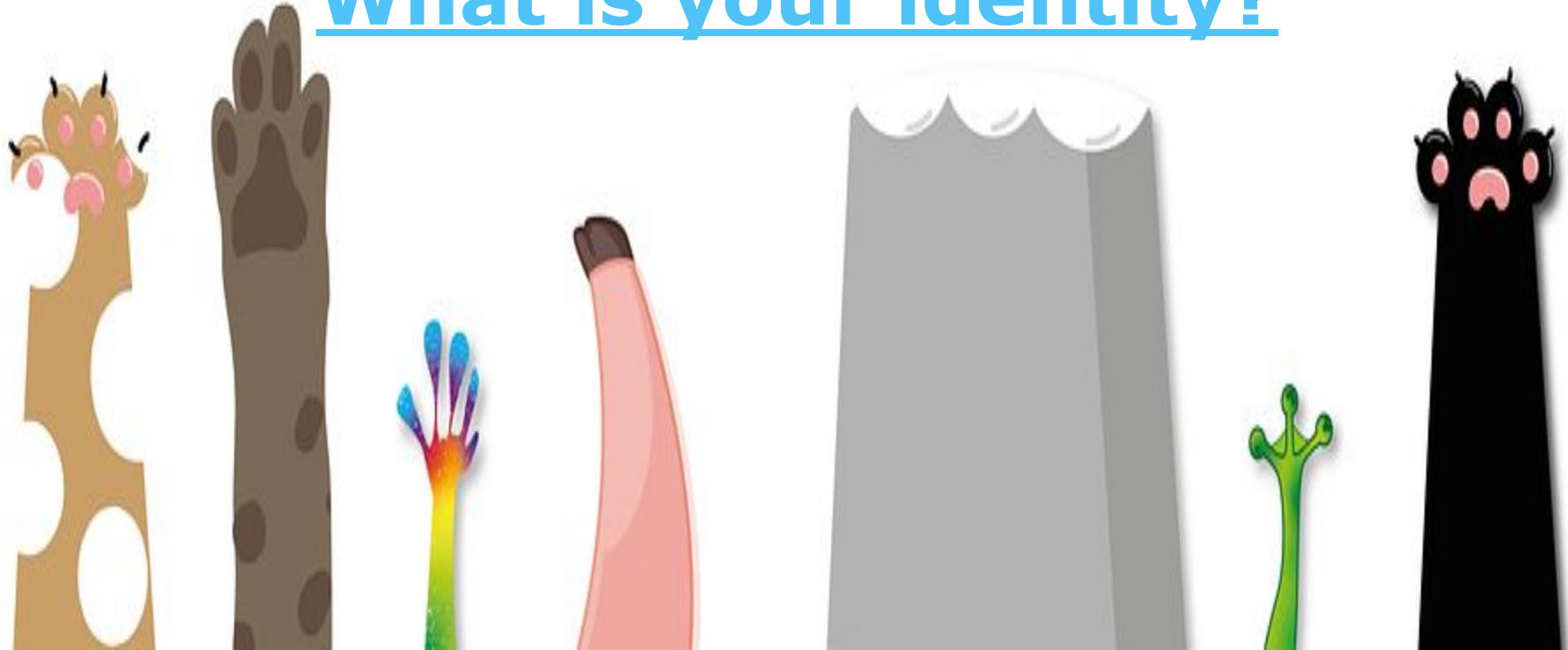
- Refresh ALL memories
 - no matter how faint
- Honor OUR achievements
 - no matter how small
- Celebrate CONNECTIONS
 - foster the future

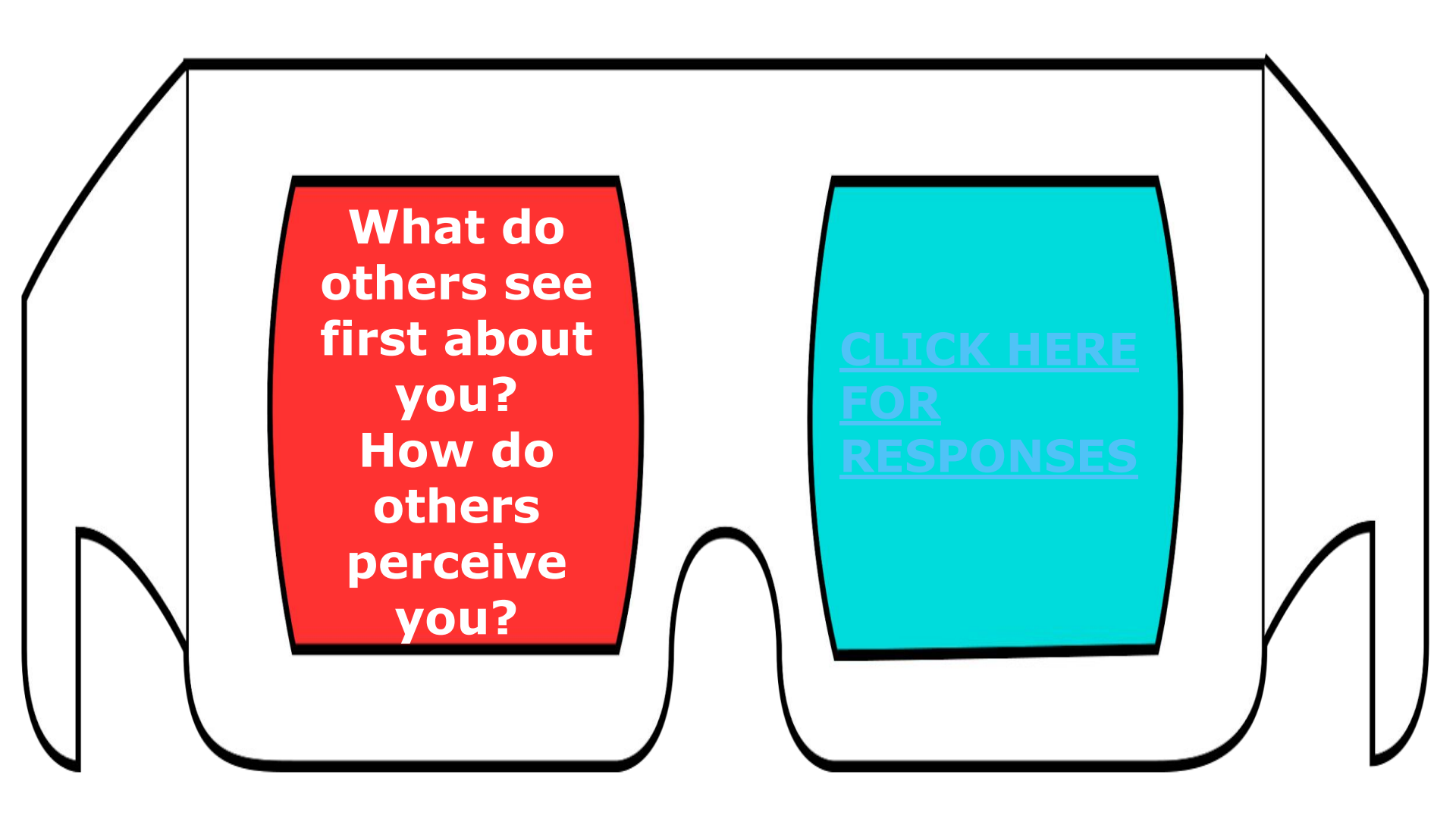
A painting of a mountain range under a cloudy sky. The mountains are in the foreground, and the sky is filled with soft, white and grey clouds. The overall tone is somewhat somber and atmospheric.

Learning Objectives

- *Allyship as a Leader*
- *Awareness of Implicit Bias*
- *Understanding of Power Dynamics*

How do you see yourself?
Who are you?
What is your identity?



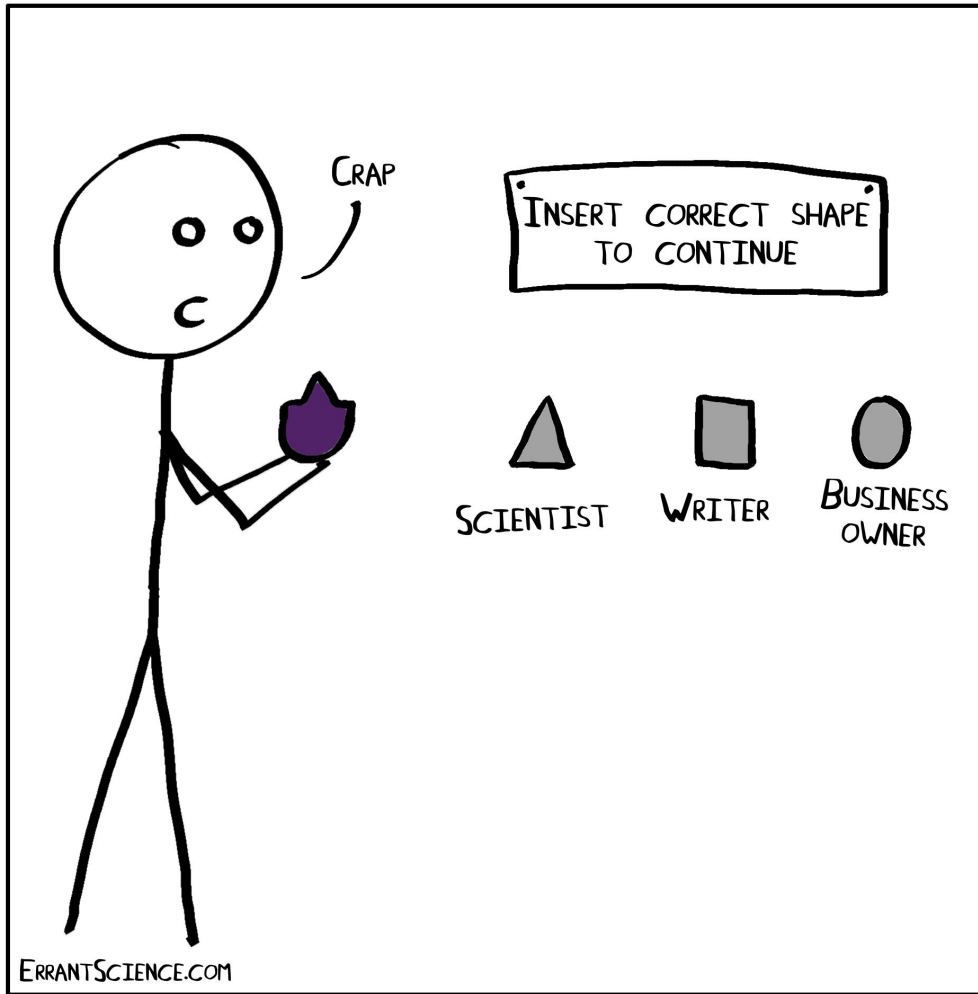


**What do
others see
first about
you?
How do
others
perceive
you?**

[CLICK HERE
FOR
RESPONSES](#)







What does

being an

ALLY

mean to you?



INSTITUTIONAL POWER: The ability or official authority to decide what is best for others. The ability to decide who will have access to resources. The capacity to exercise control over others.

PREJUDICE: A judgment or opinion that is formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices are learned and can be unlearned.

STEREOTYPE: An exaggerated or distorted belief that attributes characteristics to members of a particular group, simplistically lumping them together and refusing to acknowledge differences among members of the group.

OPPRESSION:

The combination of prejudice and institutional power which creates a system that discriminates against some groups (often called “target groups”) and benefits other groups (often called “dominant groups”).

Examples of these systems are racism, sexism, heterosexism, ableism, classism, ageism, and anti-Semitism.

Four Levels of Oppression/”isms” and Change:

- **Personal:**

Values, Beliefs, Feelings

- **Interpersonal:**

Actions, Behaviors, Language

- **Institutional:**

Rules, Policies, Procedures

- **Cultural:**

—— Beauty, Truth, Right

PRIVILEGE:

Privilege operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups.

. In the United States, privilege is granted to people who have membership in one or more of these social identity groups:

- White people;
- Able-bodied people;
- Heterosexuals;
- Males;
- Christians;
- Middle or owning class people;
- Middle-aged people;
- English-speaking people

TARGETS OF OPPRESSION:

Targets of oppression are members of social identity groups that are disenfranchised, exploited, and victimized in a variety of ways by agents of oppression and the agent's systems or institutions.

Targets of oppression are subject to containment, having their choices and movements restricted and limited, are seen and treated as expendable and replaceable, without an individual identity apart from their group, and are compartmentalized into narrowly defined roles.

AGENTS OF OPPRESSION:

Agents of oppression are members of the dominant social groups in the United States, privileged by birth or acquisition, which knowingly or unknowingly exploit and reap unfair advantage over members of groups that are targets of oppression.

Agents of oppression are also trapped by the system of institutionalized oppression that benefits them and are confined to roles and prescribed behaviors.

RACE:

Someone has said that “race is a pigment of our imagination”. That is a clever way of saying that race is actually an invention. It is a way of arbitrarily dividing humankind into different groups for the purpose of keeping some on top and some at the bottom; some in and some out. And its invention has very clear historical roots; namely, colonialism.

RACISM:

Racism is a system in which one race maintains supremacy over another race through a set of attitudes, behaviors, social structures, and institutional power. Racism is a “system of structured dis-equality where the goods, services, rewards, privileges, and benefits of the society are available to individuals according to their presumed membership in” particular racial groups (Barbara Love, 1994. *Understanding Internalized Oppression*).

- Educate oneself about oppression;
- Learn from and listen to people who are targets of oppression;
- Examine and challenge one's own prejudices, stereotypes, and assumptions;
- Work through feelings of guilt, shame, and defensiveness to understand what is beneath them and what needs to be healed;
- Learn and practice the skills of challenging oppressive remarks, behaviors, policies, and institutional structures;
- Act collaboratively with members of the target group to dismantle oppression.

An ALLY is a person whose commitment to dismantling oppression is reflected in a willingness to do the following:

INTERNALIZED OPPRESSION:

The process whereby people in the target group make oppression internal and personal by coming to believe that the lies, prejudices, and stereotypes about them are true.





IMPLICIT BIAS



- Implicit biases are unconscious attitudes and stereotypes that can manifest in the criminal justice system, workplace, school setting, and in the healthcare system.
- Implicit bias is also known as unconscious bias or implicit social cognition.
- There are many different examples of implicit biases, ranging from categories of race, gender, and sexuality.
- These biases often arise as a result of trying to find patterns and navigate the overwhelming stimuli in this very complicated world. Culture, media, and upbringing can also contribute to the development of such biases
- Removing these biases is a challenge, especially because we often don't even know they exist, but research reveals potential interventions and provides hope that levels of implicit biases in the United States are decreasing.



Simply Psychology

Charlotte Ruhl
July 01, 2020

POWER

the ability to influence
and make decisions
that impact others

PRIVILEGE

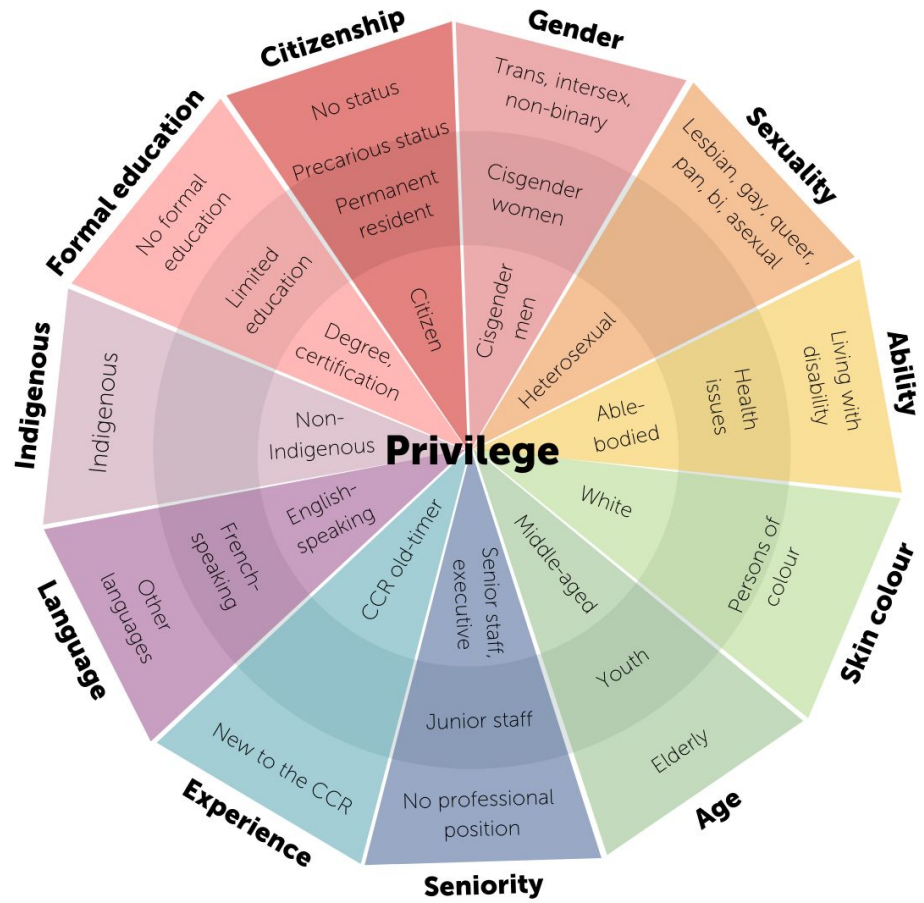
advantages and benefits
that individuals receive
because of social groups
they are perceived to be a
part of.

Social identity:

an individual's sense of who they are based on which social group(s) they belong to.

Social justice:

the practice of allyship and coalition work in order to promote equality, equity, respect, and the assurance of rights within and between communities and social groups.



MATRIX OF DOMINATION | MATRIX OF OPPRESSION

a sociological paradigm that explains issues of oppression that deal with race, class, and gender, which, though recognized as different social classifications, are all interconnected.

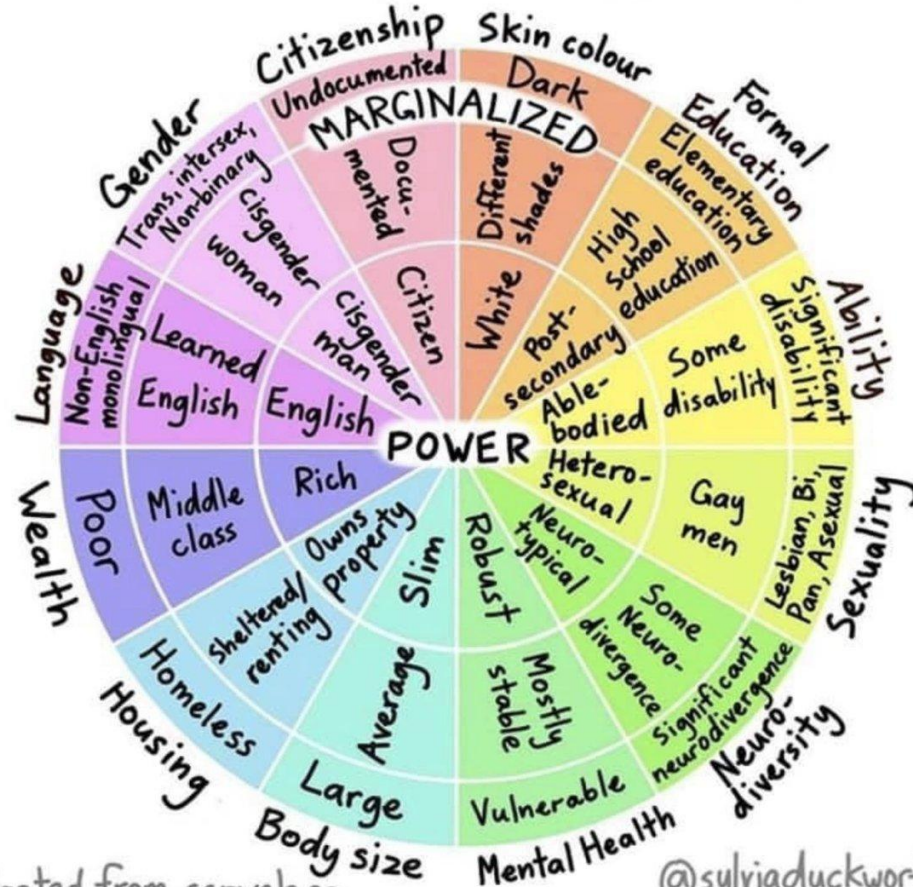
INTERSECTIONALITY

the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

WHEEL OF POWER/PRIVILEGE

MARGINALIZED
MEMBERSHIP:

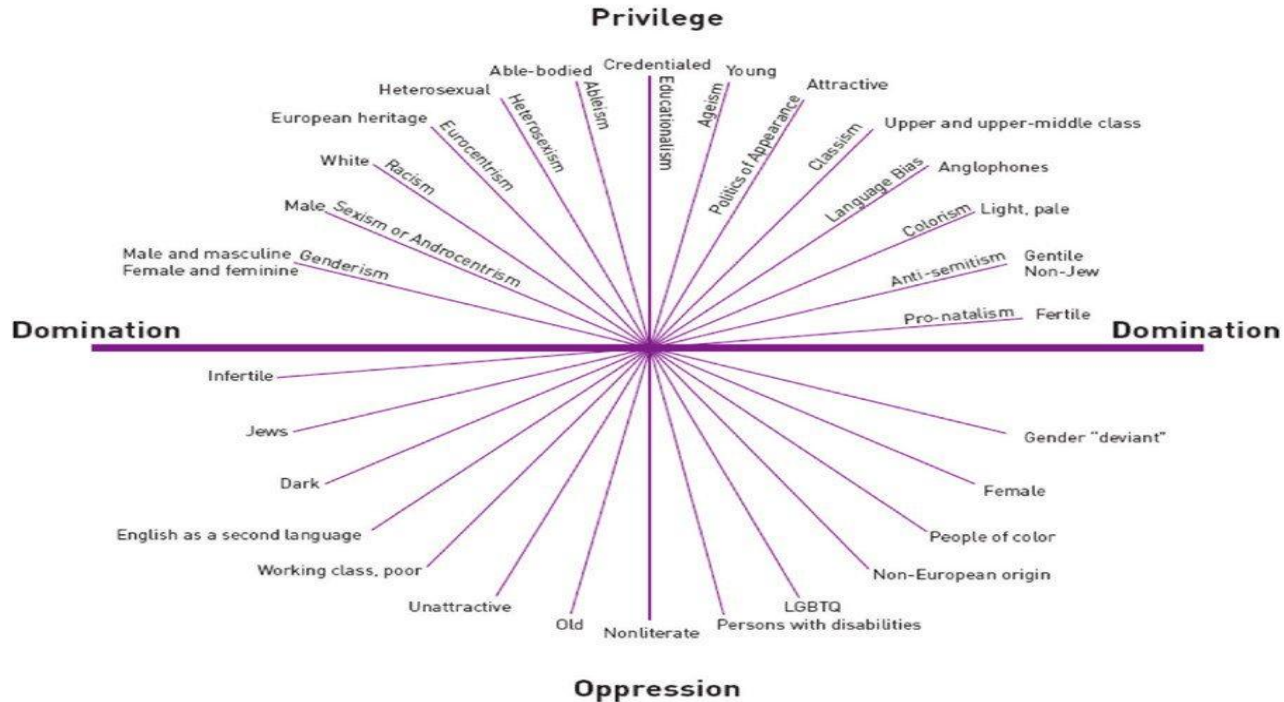
POSITIONS
OF POWER:



Adapted from ccrweb.ca

@sylvriaduckworth

Intersectionality



Antiracist Checklist for Whites adapted from Dr. John Raible's (2009) checklist for antiracist white allies.

Part 1

- _____ I demonstrate knowledge and awareness of the issues of racism.
- _____ I continually educate myself about racism and multicultural issues.
- _____ I recognize my own limitations in doing antiracist work.
- _____ I raise issues about racism over and over, both in public and in private.
- _____ I realize "it's not about me." I avoid personalizing racial issues as they are raised in conversation.
- _____ I can identify racism as it is happening.
- _____ At meetings, I make sure antiracism is part of the discussion.
- _____ I can strategize and work in coalition with diverse others to advance antiracist work.
- _____ I attend to group dynamics to ensure the participation of people of color.
- _____ I support and validate the comments and actions of people of color and other allies (but not paternalistically)
- _____ I strive to share power, especially with people from marginalized groups.
- _____ I take a personal interest in the lives and welfare of individuals of different races.
- _____ I use my position as a white "insider" to share information with people of color that they may not have access to.

(cont...)

<https://robindiangelo.com/wp-content/uploads/2016/01/Antiracist-Checklist-2015.pdf>



- *Supporting bipoc/multicultural staff within predominantly white workforce*

- How to still give negative feedback when there is a race-based power differential -such as lacking clinical skills.

- *I wanted to be able to discuss the power dynamics of implicit bias with my clinicians from a therapeutic lens.*

Collins, P. H. (1990). Black feminist thought in the matrix of domination. *Black feminist thought: Knowledge, consciousness, and the politics of empowerment*, 138(1990), 221-238.

Crenshaw, K. (1989). Demarginalizing the intersection of race and sex: A black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. *u. Chi. Legal f.*, 139.

Crenshaw, K. (1990). Mapping the margins: Intersectionality, identity politics, and violence against women of color. *Stan. L. Rev.*, 43, 1241.

Gouws, A. (2017). Feminist intersectionality and the matrix of domination in South Africa. *Agenda*, 31(1), 19-27.





SALAMAT PO & THANK YOU!
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