

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.

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



Social Stratification

The segregation of a society based on arbitrary factors such as:

- Wealth
- Race
- Ethnicity
- Education
- Gender
- Occupation
- Social Status
- Derived Power

–Social or Political, Earned or Inherited





POWER OUTAGES



1. **Operant Conditioning-** A learning process through which the strength of a behavior is modified by reinforcement or punishment.

2. **Classical Conditioning-**A learning procedure in which a biologically potent stimulus is paired with a neutral Stimulus (produce reflective behavior).

Conditioning



White Rage

Carol Anderson, Emory University Professor, wrote, “the presence of black/brown people is not the trigger for white rage. It is the presence of black and brown people with ambition, drive, aspirations, who achieve, people who don’t accept their subjugation (the action of bringing someone under domination or control). People who demand their rights.”

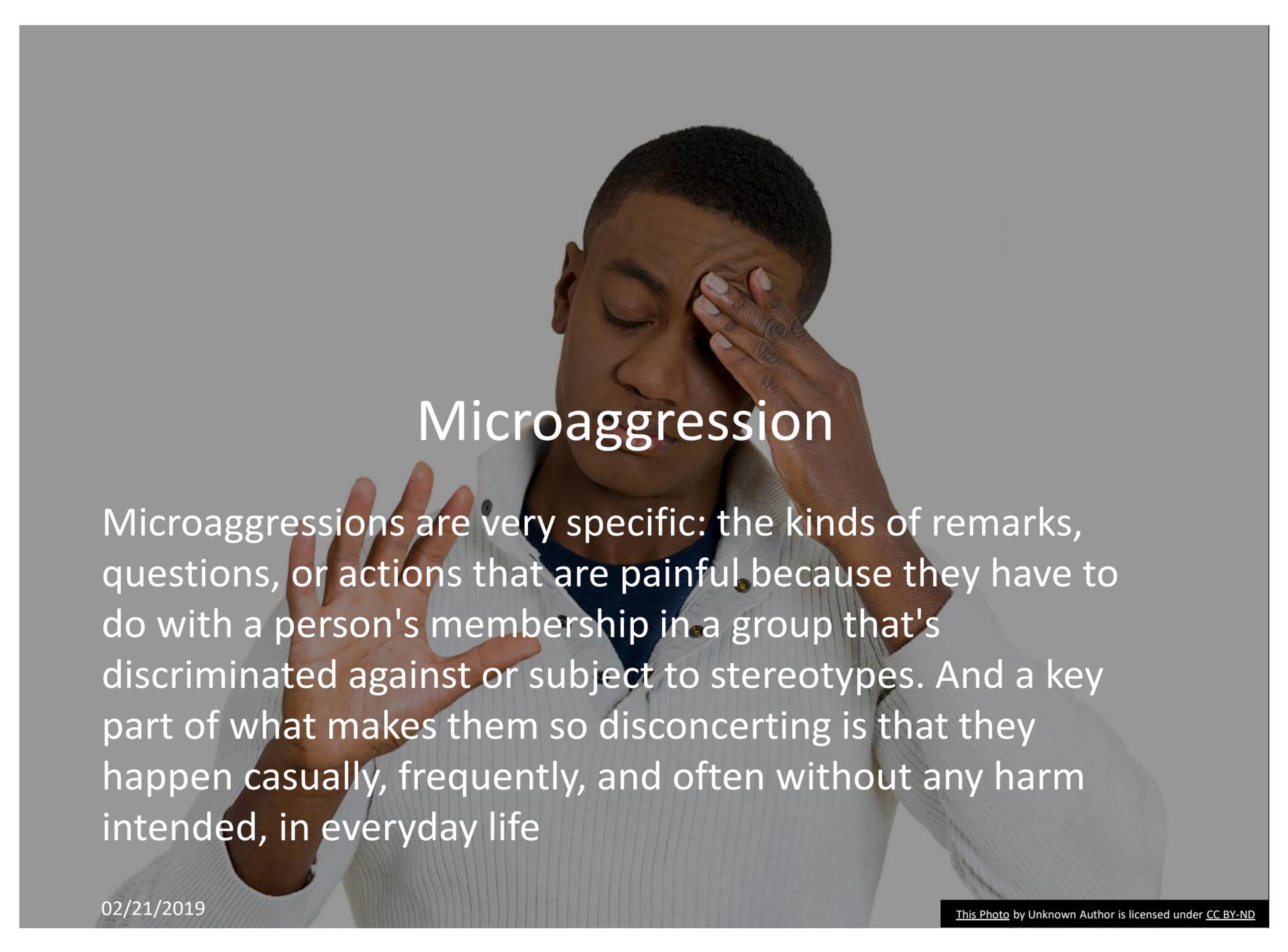
White rage can be hard to detect because it’s cloaked in reasonableness: **we need to keep our communities safe. We must protect our children. We must ensure safety and security for our neighbors.**



Implicit Bias

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

-
- We all have biases

A young Black man is shown from the chest up, wearing a white button-down shirt over a dark blue t-shirt. He has his eyes closed and his right hand is pressed against his forehead, suggesting a state of stress, frustration, or discomfort. The background is a plain, light gray.

Microaggression

Microaggressions are very specific: the kinds of remarks, questions, or actions that are painful because they have to do with a person's membership in a group that's discriminated against or subject to stereotypes. And a key part of what makes them so disconcerting is that they happen casually, frequently, and often without any harm intended, in everyday life

Impact of Microaggressions

HOW TO DEAL WITH MICROAGGRESSIONS

- Research has shown that microaggressions, although they're seemingly small and sometimes innocent offenses, can take a real psychological toll on the mental health of their recipients. Which can even lower work productivity and problem-solving abilities. It can also lead to a hostile work/school environment.



The accumulative effects of Microaggression

Leads to feelings of:

- anger
- frustration
- exhaustion
- diminished self-confidence
- poor self-image

Mental health problems:

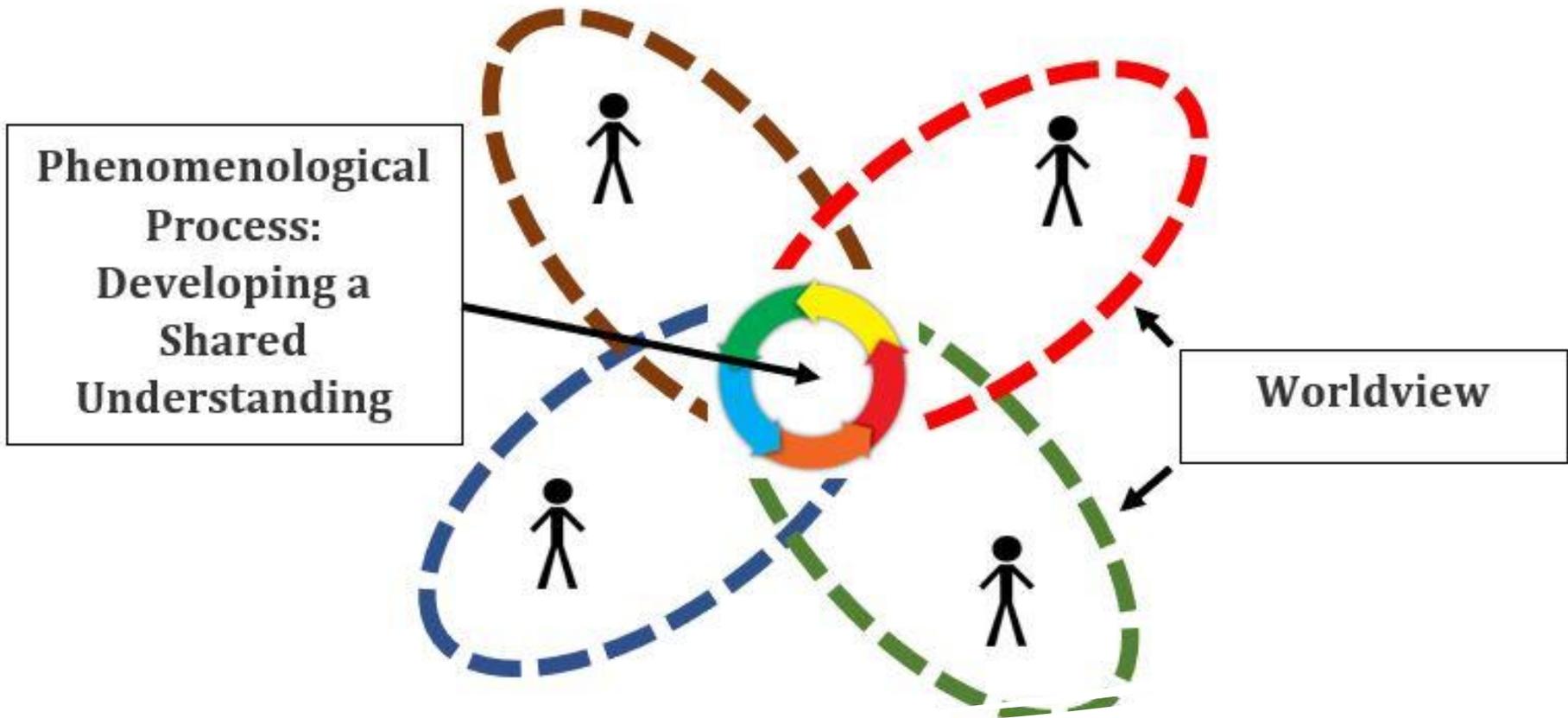
- depression
- anxiety
- trauma



Microaggression

Many researchers have argued that microaggressions are more damaging than overt expressions of bigotry precisely because they are small and therefore often ignored or downplayed, leading the victim to feel self-doubt for noticing or reacting to the encounter, rather than justifiable anger, and isolation rather than support from others about such incidents.





Different Worldview

- Lack of understanding of unique life experiences
- Lack of knowledge about cultural systems of healing
- Lack of participation in their own treatment



Phenomenology

The study of structures of consciousness as experienced by the first-person point of view. The central structure of an experience is its intentionality, its being directed toward something, as it is an experience of or about some object. There are two types of phenomenology: descriptive and interpretative

Culture & Diversity

- Focus on lifestyle, cultural, values, and sociopolitical realities of minority
- Techniques used with Caucasians are inherently different from those needed when dealing with POC
- POC historically terminate permanently after one session/treatment
- POC underuse services available to them because they don't feel seen or heard





Evidence Of Bias

- Research shows therapists view clients of different cultures than their own differently
- Ethnically matched therapists tend to evaluate clients as having higher mental functioning than mismatched therapists



Providers Awareness

- A culturally skilled provider is one who moves from being culturally unaware to being culturally sensitive to his or her own cultural heritage while respecting the differences of others
- The culturally skilled provider is aware of personal biases and their possible specific effects on the outcome of therapeutic interventions with POC
- The culturally skilled provider is comfortable with difference of race, religion, sexuality, disabilities, etc.
- The culturally skilled provider acknowledges personal attitudes, beliefs, and feelings

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
- Elicit diverse input into decision
- Humility





Classism

- The importance of missing work is a world view that differs between cultures.
- The therapist may feel it is a necessary requirement for the well-being of the client.
- The low-income family for whom that time off work has a significant impact on their livelihood would not agree.
- We must remember that this work flexibility is a middle- and upper-class luxury that should not impact our perception of our clients
- A provider's role is to be active not dominating.

Naikan Therapy Japan

These styles of therapies involve a process of continued meditation upon highly structured instruction in self-observation and self reflection.



Morita Therapy Japan

- Purpose-centered therapy was created in the 1930s
- It is designed to build character
- Character is determined by behavior
- This theory is based on the idea that decisions become grounded in purpose



African American/Africans

- Therapy in the African American/African communities will vary because the diversity within the African community has increased.
- There have been splits, often generational, that view issues in the post-civil rights era differently
- Different contingents within the population self-identifying as Black or as African American





Espiritismo (based in Latin America, Caribbean)

Belief that good and evil
spirits can affect health, luck,
and other elements of human
life

02/21/2019

Values conflicts in counseling Asian Americans

- Asian Americans prefer to keep counseling short
 - Focus on interdependence (dependence of two or more people or things on each other)
 - Appreciate social relationships
 - Living in harmony with nature
 - Perspective of mental illness as a family failure
 - Physical complaints, since they are culturally accepted means of expressing psychological and emotional stress
-



This Photo by Unknown Author is licensed under [CC BY](#)



Hispanic Americans

- Family roles are clearly defined
- Cooperation rather than competition
- Extended family includes non-blood members
- The Catholic church has primary influence
- Being is a value over doing

Native American Values

- Sharing: honor and respect are ingrained through sharing
- Cooperation: family and group take precedence over the individual
- Non-interference: Native Americans are taught non-interference rather than reaction
- Time orientation: Native Americans focus is on the present than the future, planning and punctuality are not important
- Extended family orientation: strong respect for elders and interrelationships connect to large numbers of people
- Harmony with nature: Native Americans practice acceptance opposed to trying to control their environment





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