The MHTTC Network uses affirming, respectful and recovery-oriented language in all activities. That language is:

INVITING TO INDIVIDUALS PARTICIPATING IN THEIR OWN JOURNEYS

STRENGTHS-BASED AND HOPEFUL

PERSON-FIRST AND FREE OF LABELS

INCLUSIVE AND ACCEPTING OF DIVERSE CULTURES, GENDERS, PERSPECTIVES, AND EXPERIENCES

NON-JUDGMENTAL AND AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR AND UNDERSTANDABLE

HEALING-CENTERED AND TRAUMA-RESPONSIVE

CONSISTENT WITH OUR ACTIONS, POLICIES, AND PRODUCTS

National Hispanic and Latino
MHTTC   Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Disclaimer

This presentation was prepared for The National Hispanic and Latino MHTTC under a cooperative agreement from the Substance Abuse and Mental Health Services Administration (SAMHSA). All material appearing in this presentation, except that taken directly from copyrighted sources, is in the public domain and may be reproduced or copied without permission from SAMHSA or the authors. Citation of the source is appreciated. Do not reproduce or distribute this presentation for a fee without specific, written authorization from The National Hispanic and Latino MHTTC. This presentation will be recorded and posted on our website.

At the time of this presentation, Tom Coderre served as Acting Assistant Secretary for Mental Health and Substance Use at SAMHSA. The opinions expressed herein are the views of the speakers, and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.

This work is supported by grant No. 6H79SM081788 from the DHHS, SAMHSA.

Addressing Our Bias when Working with the LGBTQ+ Community
Part I: Identifying Our Bias and its Impact on Our Work"

Jesús Ortega, LMSW

Date

06/11/2021

Happy Pride!

Diversity

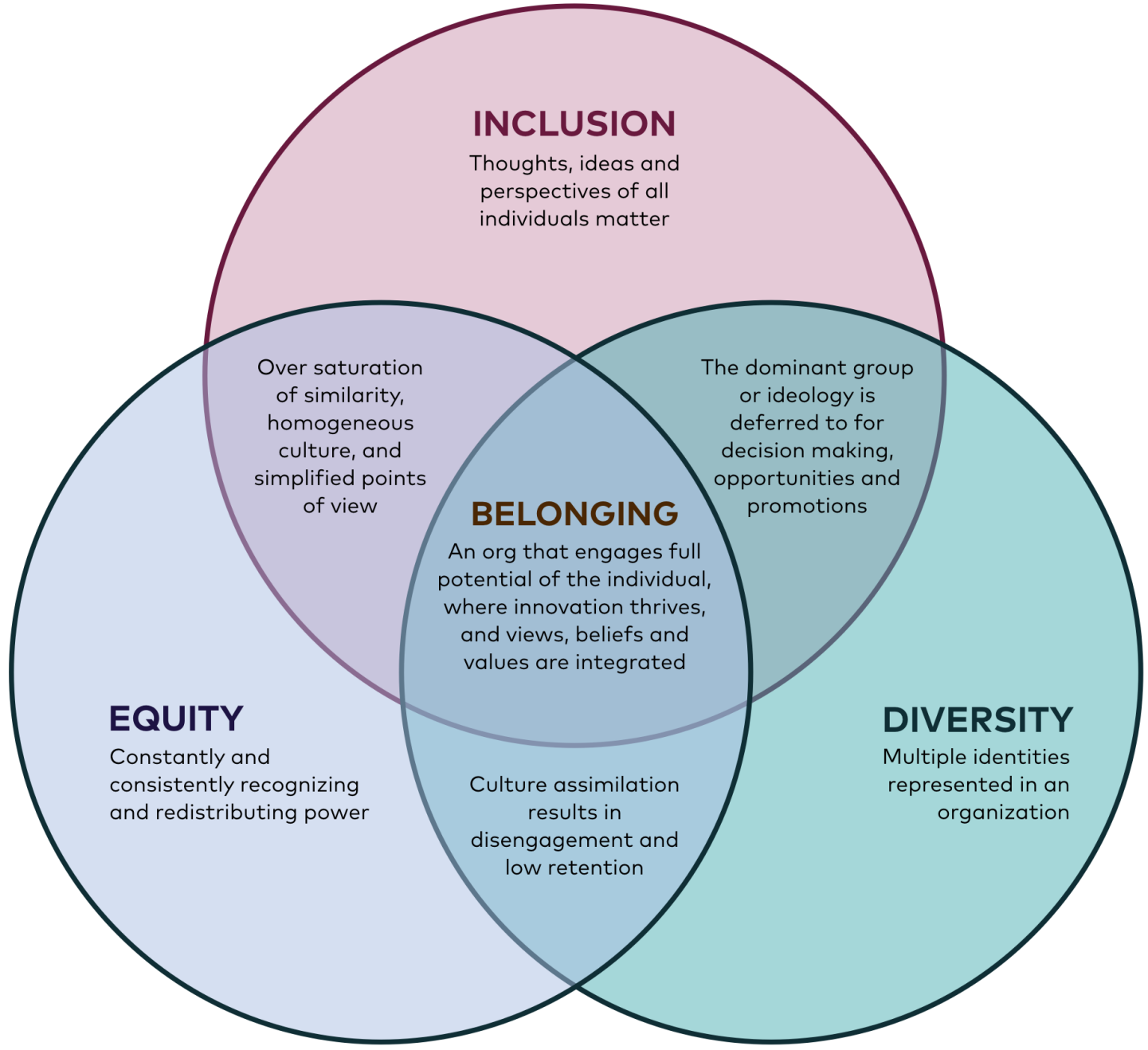Is embracing the many ways in which we are similar to and different from other human beings.

Equity

Is providing equal opportunities for all with justice and fairness.

Inclusion

Is creating the conditions where people have a sense that they are respected, connected, contributing and progressing.

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Co-creating a culture of inclusion in working relationships

INCLUSION
Thoughts, ideas and perspectives of all individuals matter

Over saturation of similarity, homogeneous culture, and simplified points of view

The dominant group or ideology is deferred to for decision making, opportunities and promotions

BELONGING
An org that engages full potential of the individual, where innovation thrives, and views, beliefs and values are integrated

EQUITY
Constantly and consistently recognizing and redistributing power

Culture assimilation results in disengagement and low retention

DIVERSITY
Multiple identities represented in an organization

Turner Consulting Group, In https://medium.com/@krysburnette/its-2019-and-we-are-still-talking-about-equity-diversity-and-inclusion-dd00c9a66113

A sense of belonging is a basic human need that influences thoughts, emotions, and behaviors, and it is often described as a sense of connectedness.

Sense of Belonging
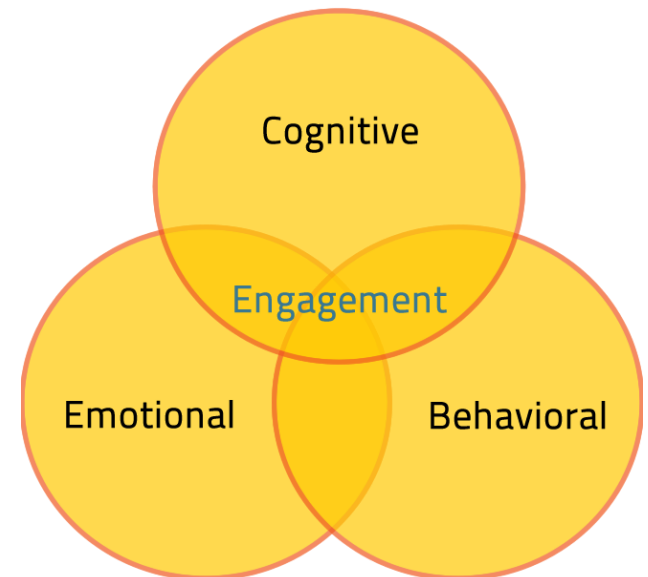
Strayhorn T.L (2012). College student's sense of belonging: A key to education access for all students. Routledge

How does **IMPLICIT BIAS** get in the way to building an inclusive helping working relationship?

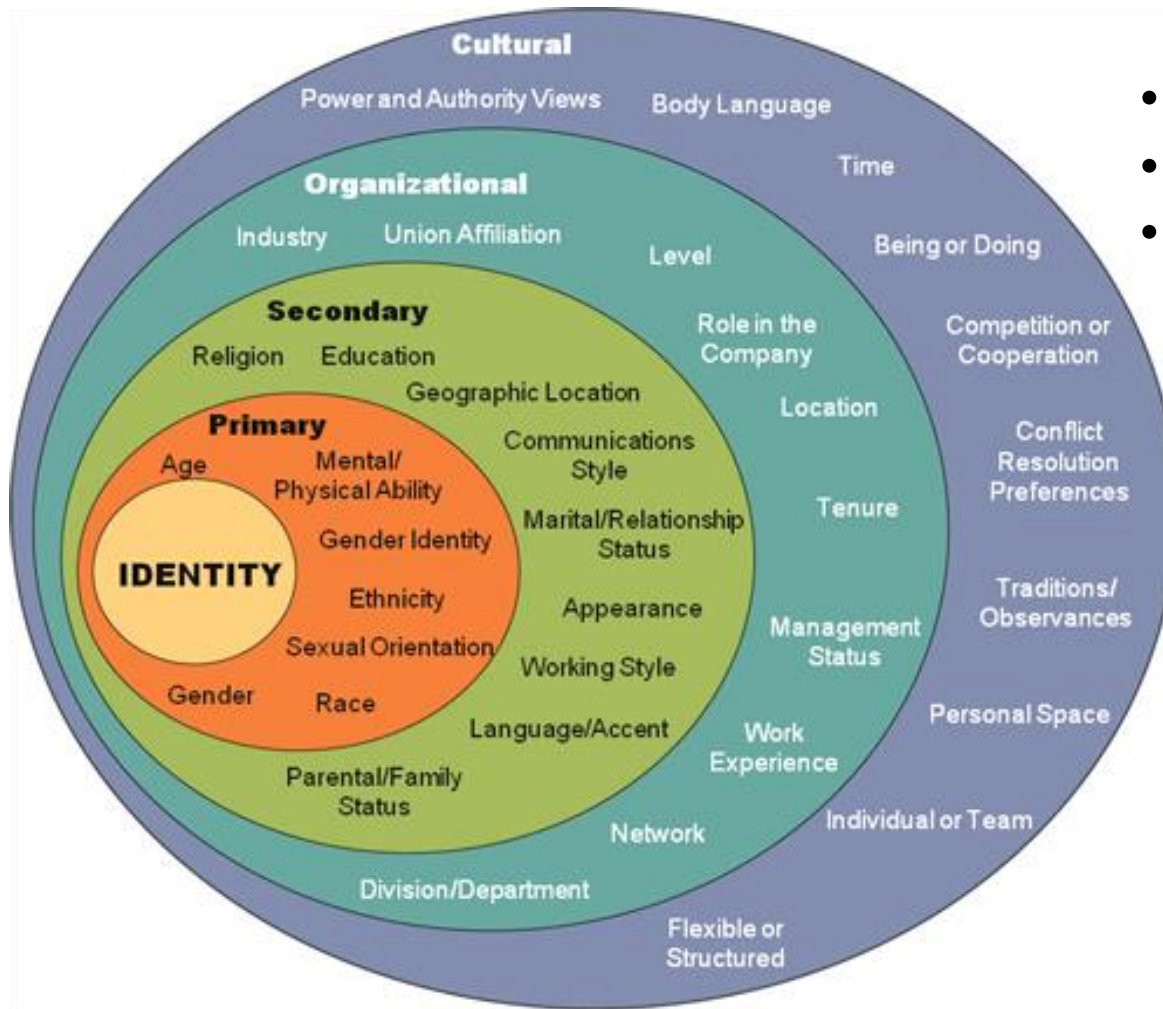How can we address **IMPLICIT BIAS** to build a culture of inclusion and belonging?

National Hispanic and Latino
MHTTC   Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

4 Agreements

Stay Engaged

Experience Discomfort

Speak your Truth

Accept non-closure

Adapted from: Singleton, G.E., & Linton, C. (2006). Courageous Conversations about Race: A Field Guide for Achieving Equity in Schools. pp. 58-65. Thousand Oaks, CA: Corwin.

National Hispanic and Latino
MHTTC   Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

How Implicit Bias and Social Identities interact ?

- Within each of us?
- With each other?
- With society at large?

Social and Racial identity

These identities are fundamental elements of our self-concept and their combination in different configuration can have a powerful influence on how we understand our life experiences.

Tatum, B.D. (2000). The Complexity of Identity: "Who Am I?". Tatum, B. D. (2000). The complexity of identity: "Who am I?." In Adams, M., Blumenfeld, W. J., Hackman, H. W., Zuniga, X., Peters, M. L. (Eds.), Readings for diversity and social justice: An anthology on racism, sexism, anti-semitism, heterosexism, classism and ableism (pp. 9-14). New York: Routledge.

Cycle of Socialization

Created by B. Harro (1982). Referenced in Adams, et al. 1997 Teaching for Diversity and Social Justice
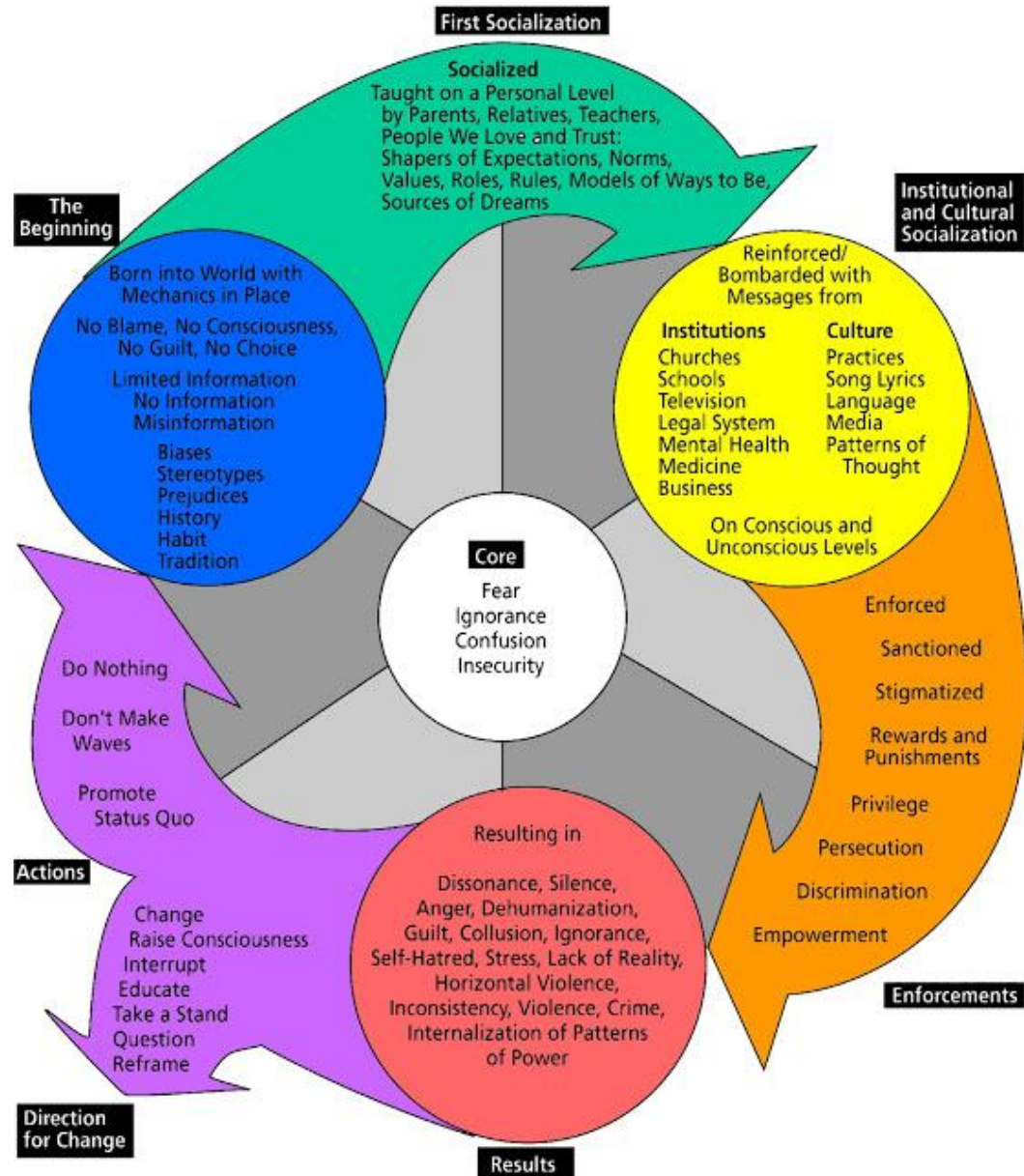
Our Brain receives up to 11 million pieces of information in any one time

How many pieces of those 11 millions are we able to process in any one time?

1) 5 Million
2) 5,000
3) 500
4) 50

Perceptions

Interpretations

Preferences

Selective Attention

11 MILLION PIECES OF INFORMATION AT ANY ONE TIME

40-50 PIECES OF INFORMATION GET ABSORBED

Intelligence, judgment, and behavior (frontal lobe)

Memory (temporal lobe)

Language (parietal lobe)
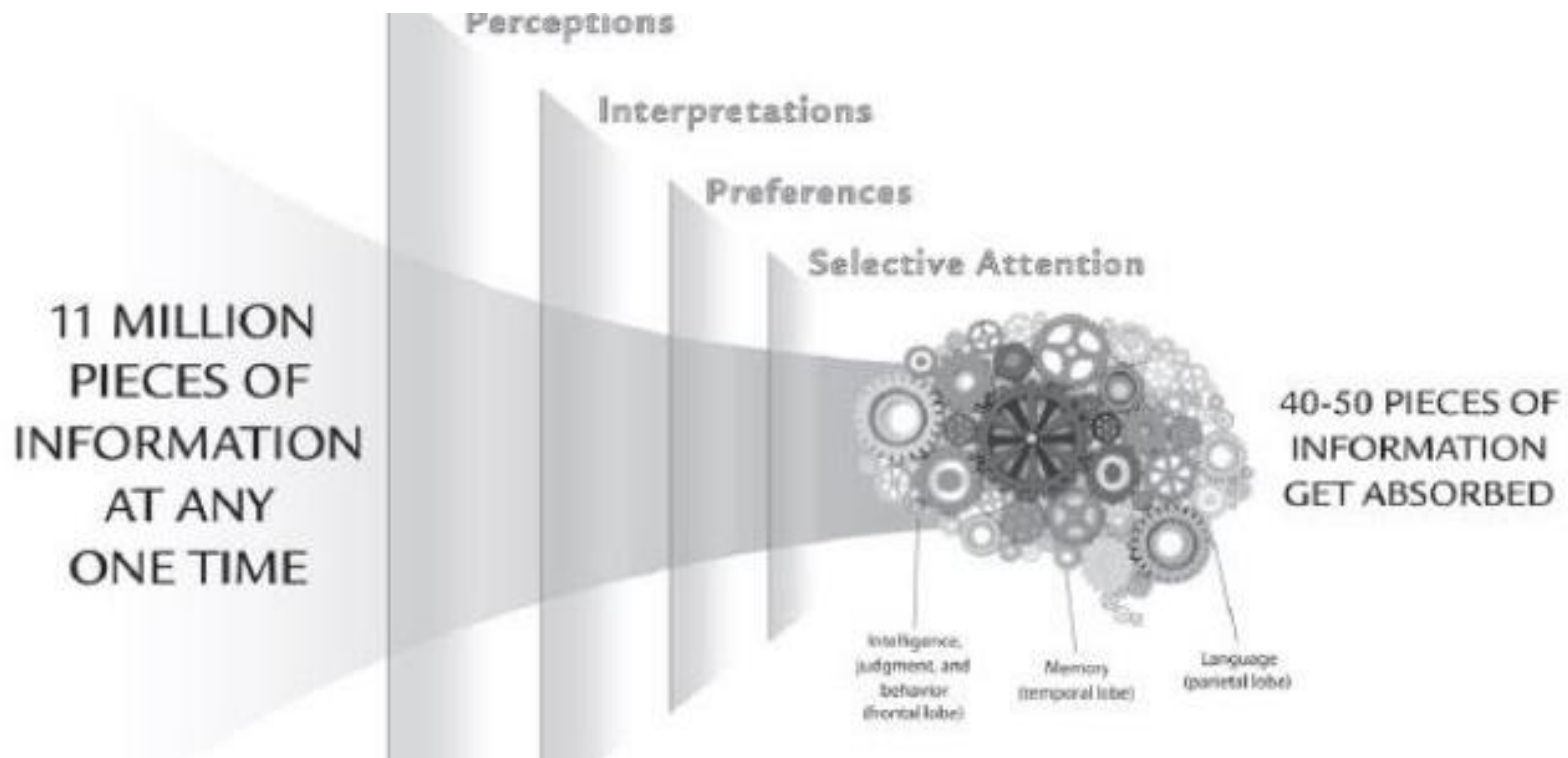
99.999545 %

Information we receive is processed
OUTSIDE of our consciousness

"If you can raed tihs praapragh, it's bcsecuae our mnids are vrey good at ptuting tgoehter peiecs of ifnroamtoin in a way taht is esay for us to make snese of. Our mnids do tihs atoumtaicllay, whituot our cosncoius cotnrol."

What is Implicit Bias?

A shortcut to interact with our world

An automatic response

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

IMPLICIT BIAS

WHAT WE DON'T
THINK WE THINK
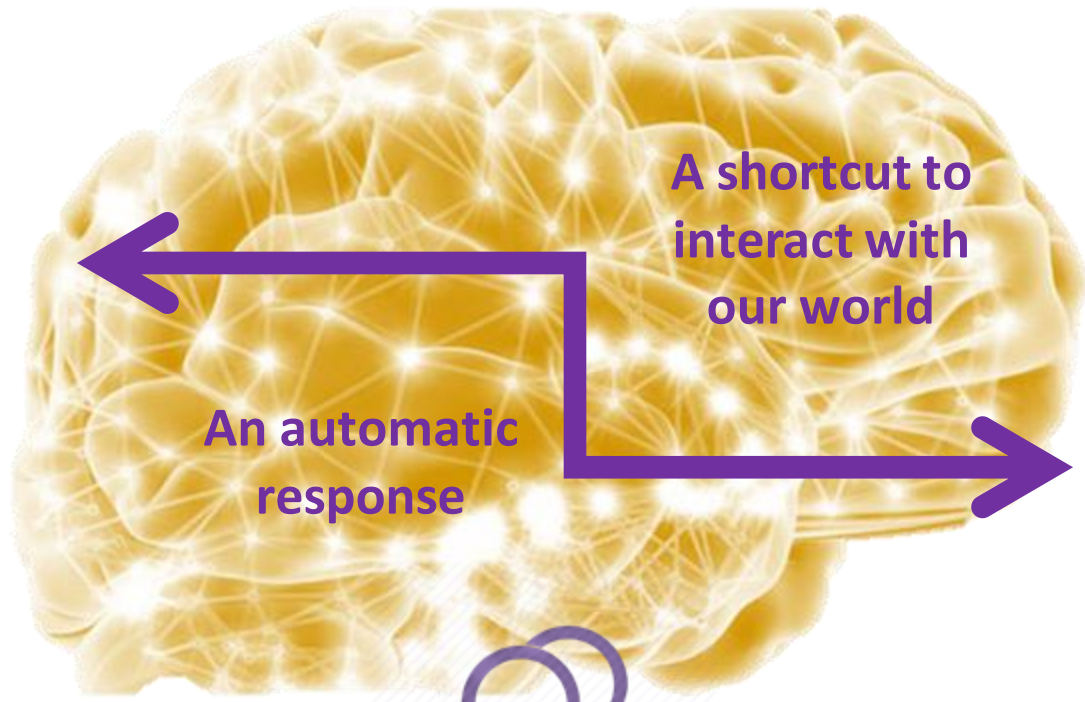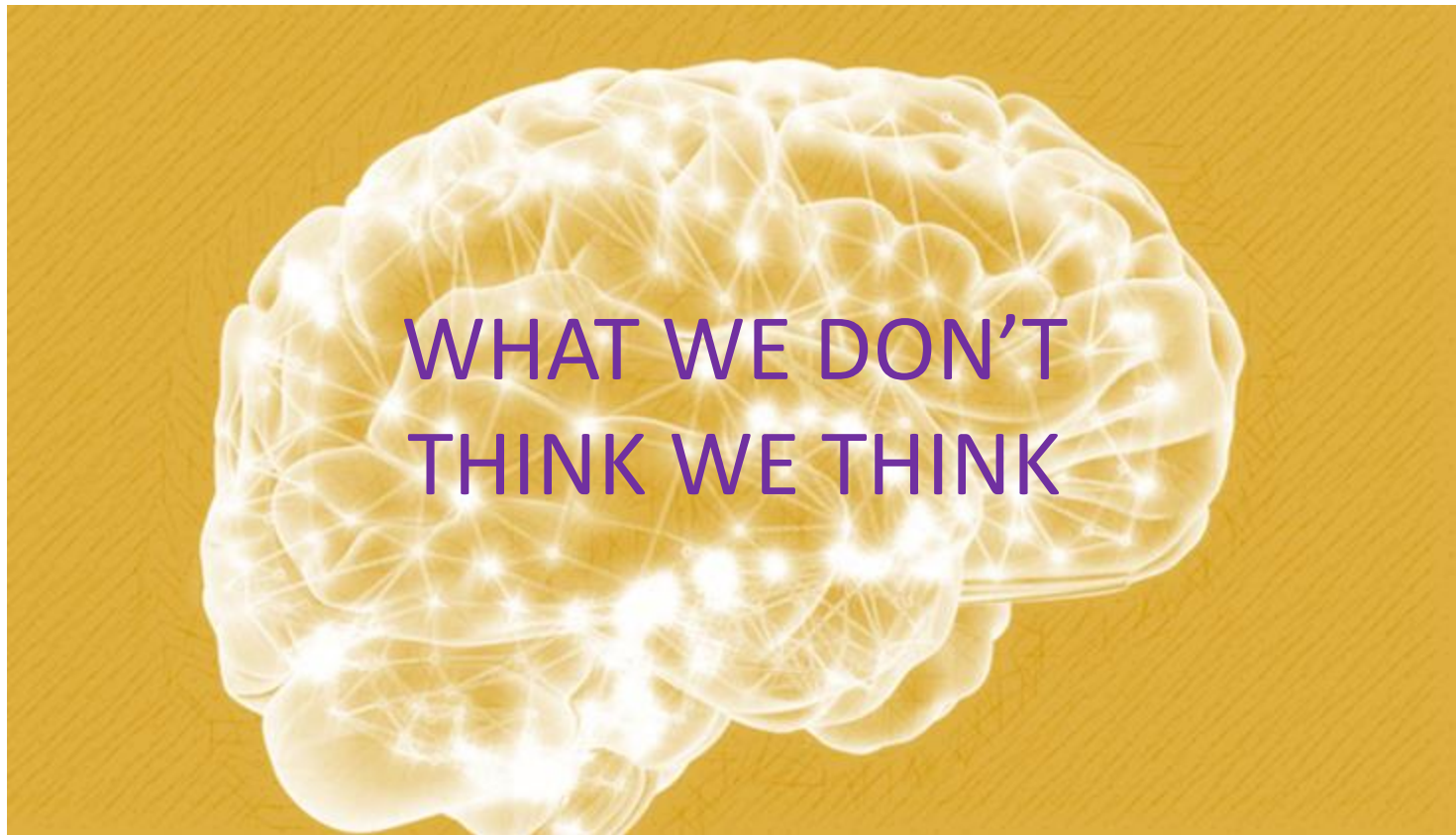
Unconscious　　　　　　　　**Stereotypes**　　　　　　　　**Beliefs**

Goldin, C. & Rouse, C. *Orchestrating Impartiality: The Impact of 'Blind' Auditions on Female Musicians*, 2000

Historical Power Built on Structural Racism

2008
Fair Housing Trends Report finds **evidence of discrimination** during the foreclosure crisis in housing, lending, and insurance markets

Homestead Act- Blacks could not purchase land because they were not considered citizens

Racially Restrictive Covenants began to be used within private housing contracts

Massachusetts' Legislature **authorizes slavery**

1641

1862

1917

Slavery

Jim Crow & Segregation

Racial Inequity

1619

1676

1865

1964

Today

The first African people were brought to America, many kept as indentured servants or slaves

Bacon's Rebellion institutionalizes the concept of race and slavery

1857

Dred Scott v Sanford declared that Blacks were not American citizens

The **Civil War ends** and the 13th Amendment abolishes slavery

1934

"**Redlining**" is endorsed by the Federal Housing Administration

The **Civil Rights Act of 1964** prohibited outright discrimination based on race, color, sex, religion, or national origin

2014
U.S. Supreme Court upholds Michigan's ban on affirmative action in college admissions

People of color:

treated as property

treated as second class citizens

still living with the effects structural racism

Dominant narratives about race (family, media, society) coupled with racialized structural arrangements and differential outcomes by race all **prime** us to believe that people of color are inferior to white people, create and maintain harmful associations, and lead us to make harmful assumptions, consciously and unconsciously, about people of color

PRIMING, ASSOCIATIONS, ASSUMPTIONS

HISTORY, POLICIES, PRACTICES

For Example:
• *Voting Rights*
• *FHA Loans*
• *Residential segregation*
• *Access to education, green space, resources, safety, healthcare, etc.*
• *Jobs, hiring and advancement*
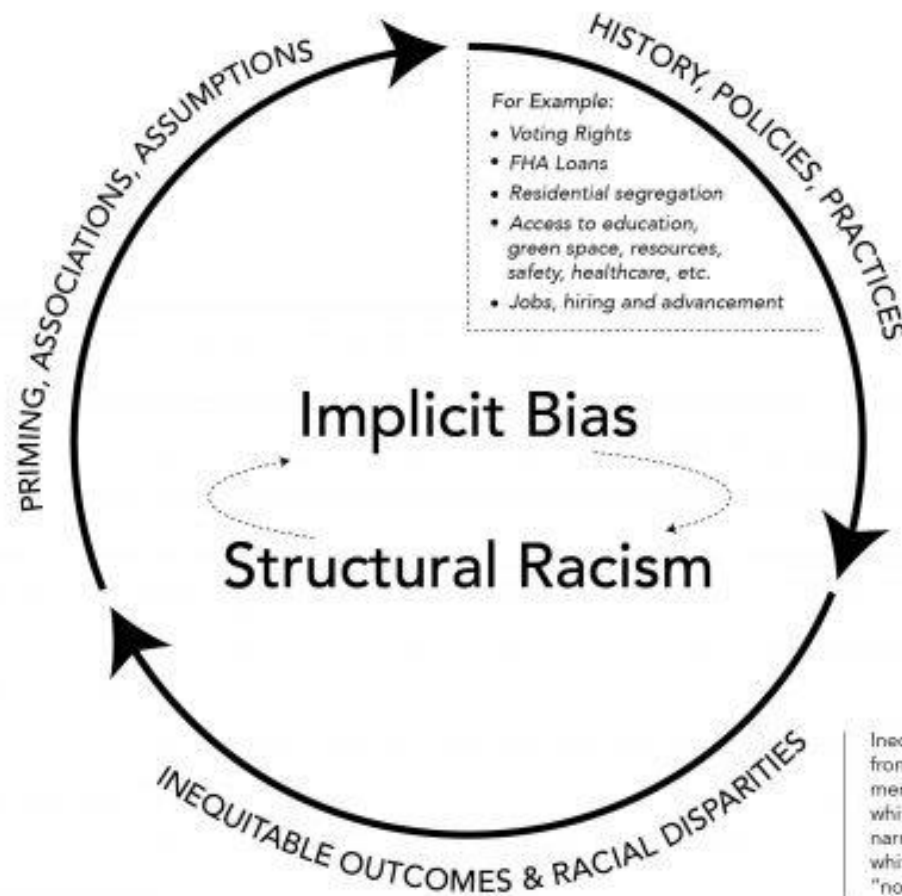
Race is created to justify enslaving people from Africa (economic engine of country)

Policies and practices that consolidate and protect power bestow unearned economic, social, cultural, and political **advantage** to people called "white," and unearned **disadvantage** to people of color

National narrative (ideology, belief system) about people of color being "less than" human (and less than white) justifies mistreatment and inequality (white supremacy)

Implicit Bias

Structural Racism

INEQUITABLE OUTCOMES & RACIAL DISPARITIES

Inequitable outcomes and experiences resulting from policy decisions in health, housing, employment, education, and life expectancy - reinforces white supremacist beliefs and ideology; dominant narrative uses disparate outcomes as evidence of white superiority, promotes whiteness as "normal" and desirable and justifies inequality

https://www.nationalequityproject.org/frameworks/implicit-bias-structural-racialization

The United States has a power structure

Proximity to Blackness

Proximity to Whiteness

Social identities

- Not bad, a deficit, or oppressive by themselves

- The source of self-understanding, pride, and sustenance

- Rather systemic practices of different *ISMS* create hierarchies that devalue people based on social group membership

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

How "ISMS" are Enacted?

Historical

Power $+$ Prejudice $=$ ISMs

Privilege   Discrimination

Adapted from Patricia Bidol (1970).

PRIVILEGED	TARGETED	ERASED
TO RECEIVE UN-DESERVED OR UN-EARNED ADVANTAGES AND MATERIAL BENEFITS IN LIFE DUE TO YOUR IDENTITY AND SOCIAL GROUP.	TO RECEIVE UN-DESERVED PREJUDICE, DISCRIMINATION, SUSPICION, MISTRUST, FEAR, AND HATE FROM OTHERS DUE TO YOUR IDENTITY AND SOCIAL GROUP.	TO BE "LEFT-OUT" OF THE STORY, FORGOTTEN, MARGINALIZED, OMITTED SOMEHOW DUE TO YOUR IDENTITY AND SOCIAL GROUP.
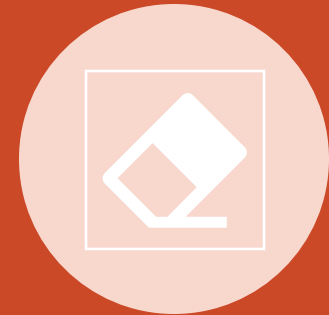
National Hispanic and Latino
MHTTC
Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Dimension of Diversity	My Identity	Power Dynamics	Dominant or Non-dominant
Physical Functioning	Able- bodied	**X**___Dominant ___Non-dominant	Can go anywhere without considering physical barriers; do not have to plan/call in advance to make sure I can get in a building or access a bathroom.

Do not have to negotiate with my employer about the definition of reasonable accommodation |

Dimension of Diversity	My Identity	Power Dynamics	Dominant or Non-dominant
Language	Foreign Language Non-English Speaker	___Dominant **X**___Non-dominant	Being dismissed by others because of their accent when speaking in dominant language (worry about losing credibility or legitimacy when talking) No being able to understand contracts or instructions when there is no availability in their foreign language.

…and then, I get this add on my facebook feed

Intersectionalities
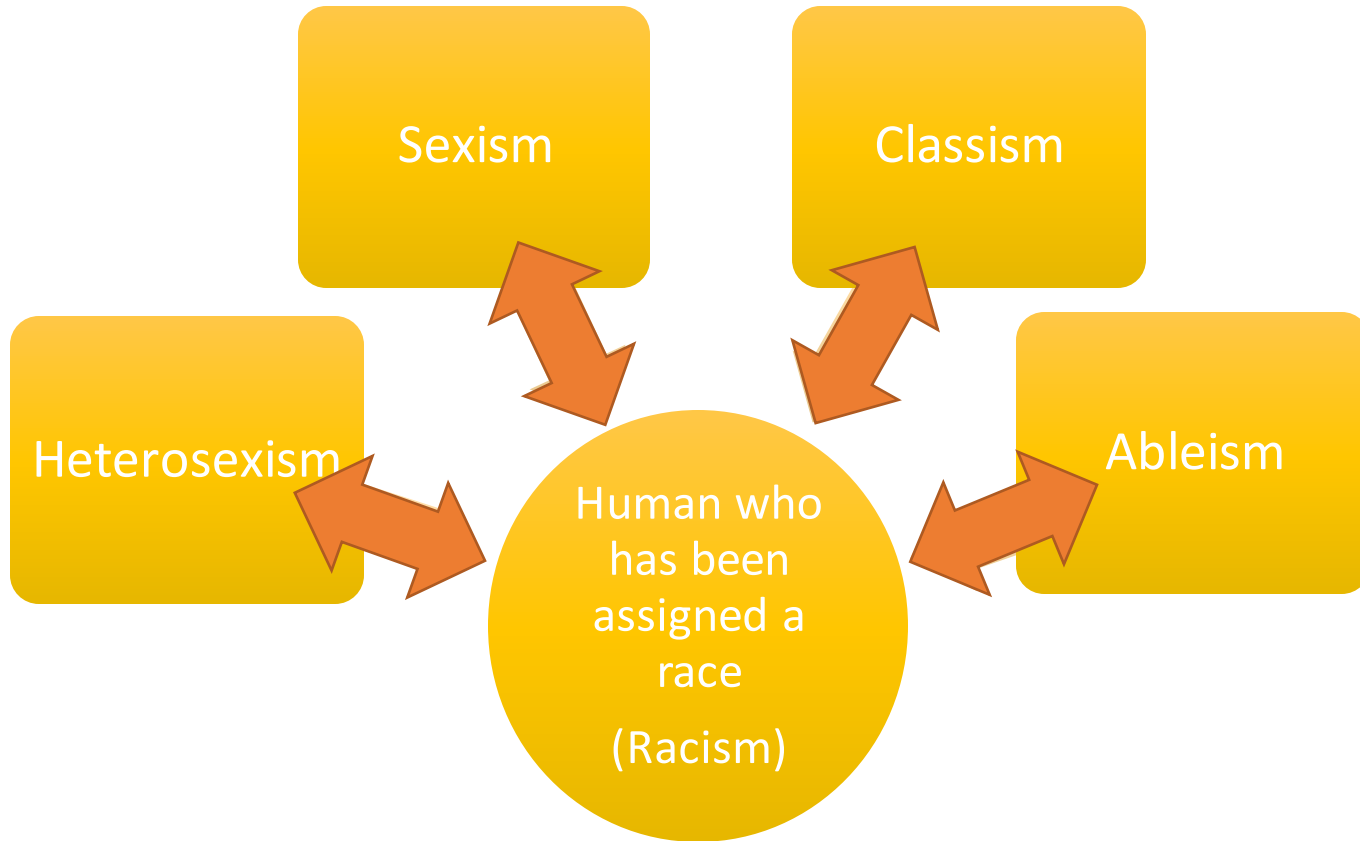
How often do you have to think about each of your identities?

Societal/Cultural

Institutional

Interpersonal

Individual
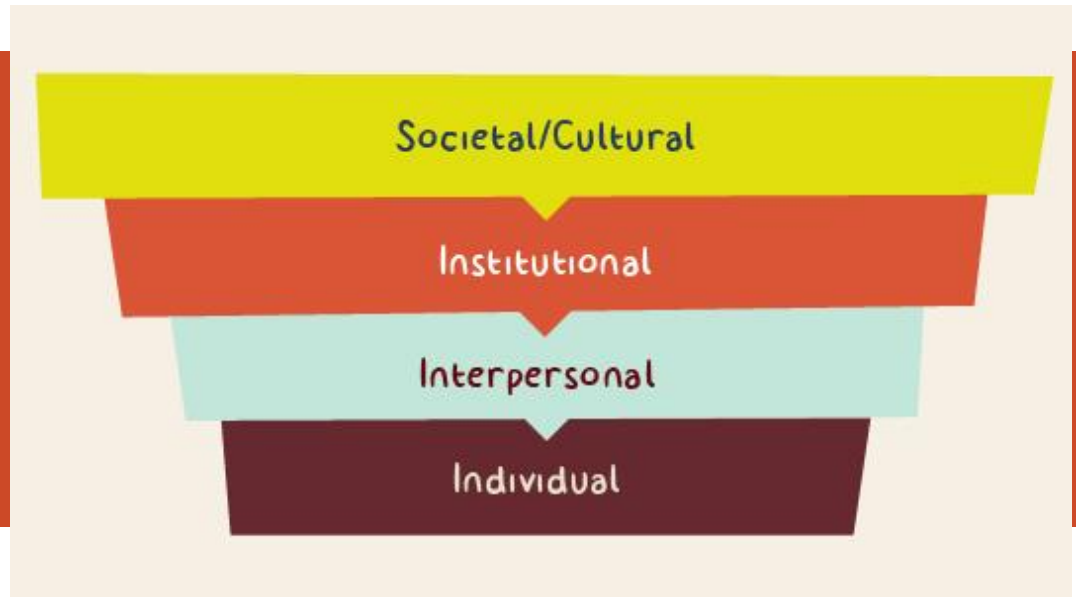
The flower of power

THE FLOWER OF POWER

The Inner-Outer Petals of Oppression
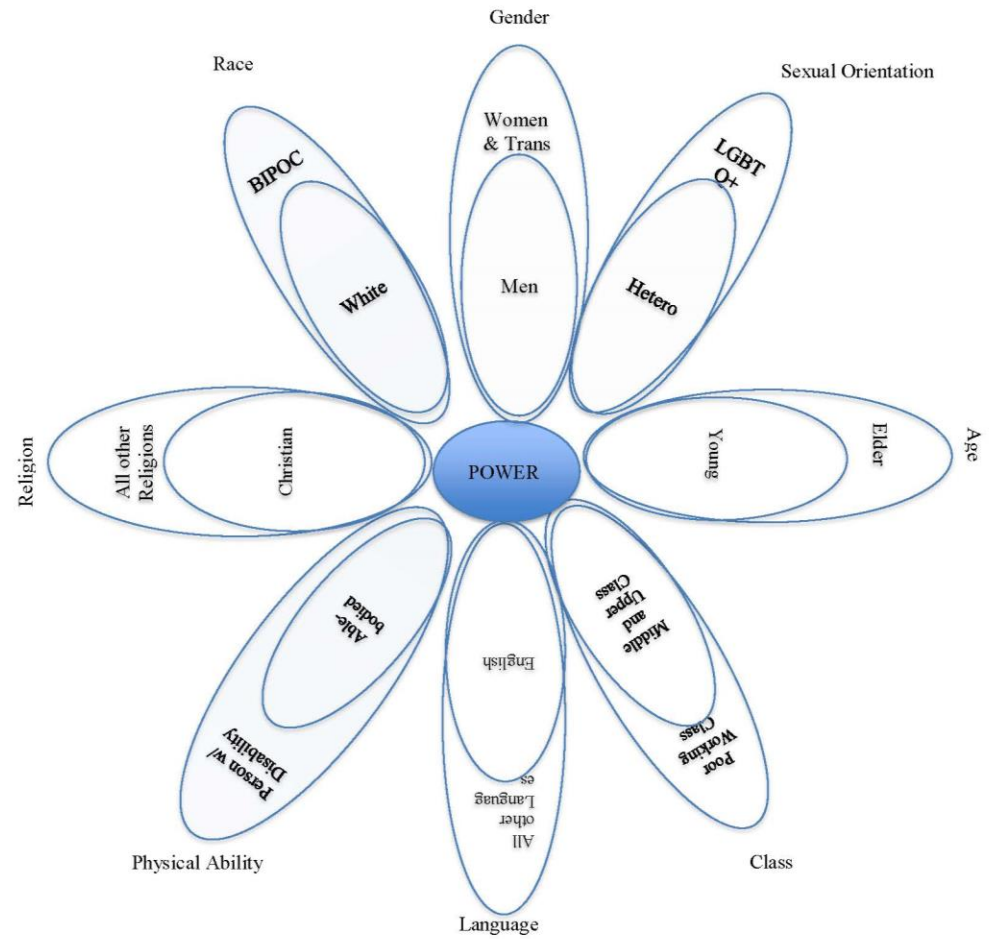
(Adapted from the Educating for a Change by Rick Arnold, Bev Burke, Carl James, D'Arcy Martin, and Barb Thomas, Doris Marshall Institute for Education and Action and Between the Lines Press, 1991)

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

A few, slow

Deep breaths

Of Stillness

Helen Emmerson

#SpaciousBreath

SpaciousBreath.com

Who would you prefer to show up?

FEELINGS, JUDGMENTS, AND REACTIONS

Who would you prefer to show up?

1

2

3

John Fetterman

Lieutenant Government , PA (Previously the mayor of Braddock a suburb of Pittsburgh) – the tattoo on his arm is the zip code!

Has a Master's degree in Public Policy from Harvard

Served in the AmeriCorps

Received international media attention for the economic revitalization programming he started in his community

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Chris Watts

Sentenced for life for inhumane killings of two daughters and pregnant wife

Joseph Semien Jr., MD

Obstetrician/gynecologist working in Lake Charles, LA

Let's reflect together
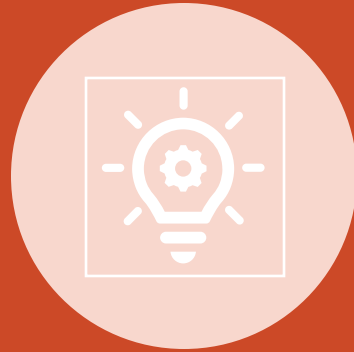
WHAT WAS THAT LIKE FOR YOU?

WHAT DID YOU NOTICE OR REALIZE?

Common Social Generalizations
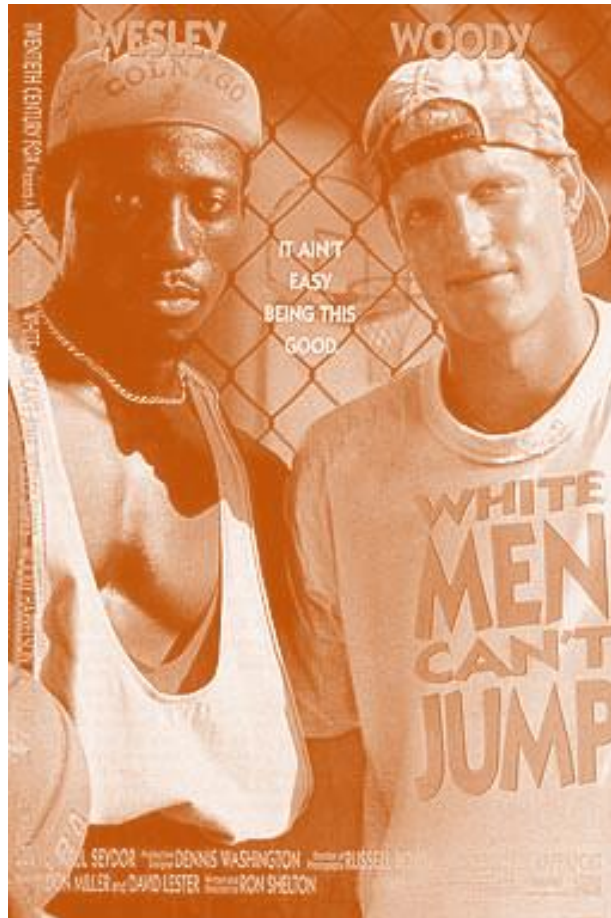
When shown photographs of men with similar athletic abilities, evaluators rated the athletic ability of African American men higher than that of white men

(Biernat & Manis, 1994).

Common Social Generalizations

When shown photographs of people of the same height, evaluators overestimated the heights of male subjects and underestimated the heights of female subjects, even though a reference point, such as a doorway, was provided

(Biernat et al., 1991).

THE LONGER YOU SWIM IN A CULTURE, THE MORE INVISIBLE IT BECOMES

74

DOMINANT CULTURE NORMS

Young, I. M. (2000). Five faces of Oppression. In Adams, M., Blumenfeld, W. J., Hackman, H. W., Zuniga, X., Peters, M. L. (Eds.),

Readings for diversity and social justice: An anthology on racism, sexism, anti-Semitism, heterosexism, classism and ableism (pp. 9-14). New York: Routledge.

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Dominant Culture Norms
(Book of Rules)

Schemas

Karl Dallenbach

Karl Dallenbach

Worldview: Background / Context

VectorStock®   VectorStock.com/2296386

National Hispanic and Latino
MHTTC   Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

50

Worldview: Background / Context

Dominant Culture Norms
(Book of Rules)

Schemas

Background

National Hispanic and Latino
MHTTC   Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration
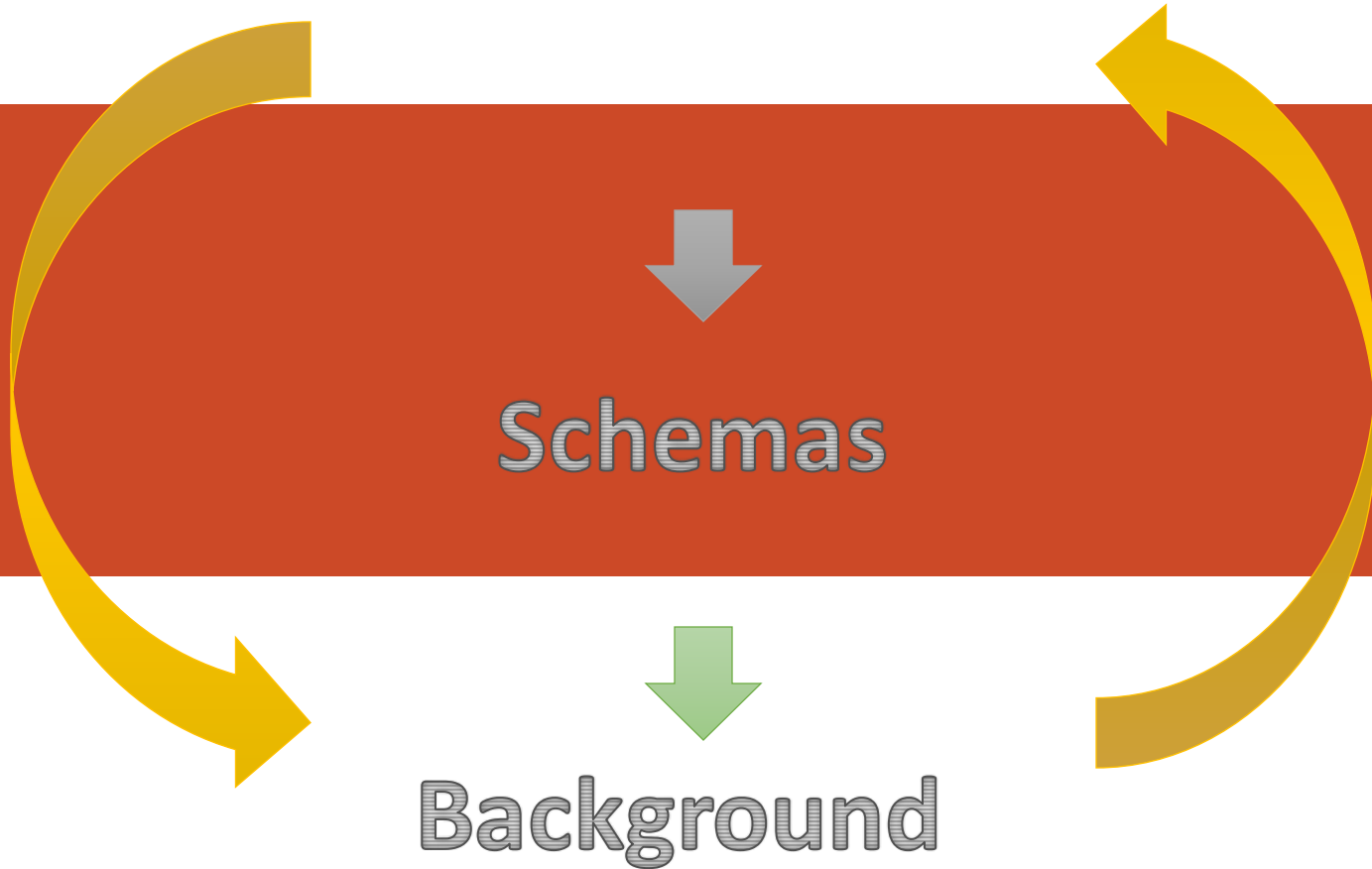
Dominant Culture Norms

" If you belong to the dominant culture everything is designed to reflect your

Worldview so you never have to explain yourself. Perhaps it is hard to know that, if it is all you have ever experience. Being the person who is not from the dominant culture in the room can mean constantly trying to translate yourself, your worldview, to the room in order to be understood.

-Lynette Wallworth

Differences…

It can be difficult and make us uncomfortable

Challenges what we have come to believe about who we are, how others are, and how the world is.

We don't want to feel guilty/responsible for the injustice

Can seem unnecessary
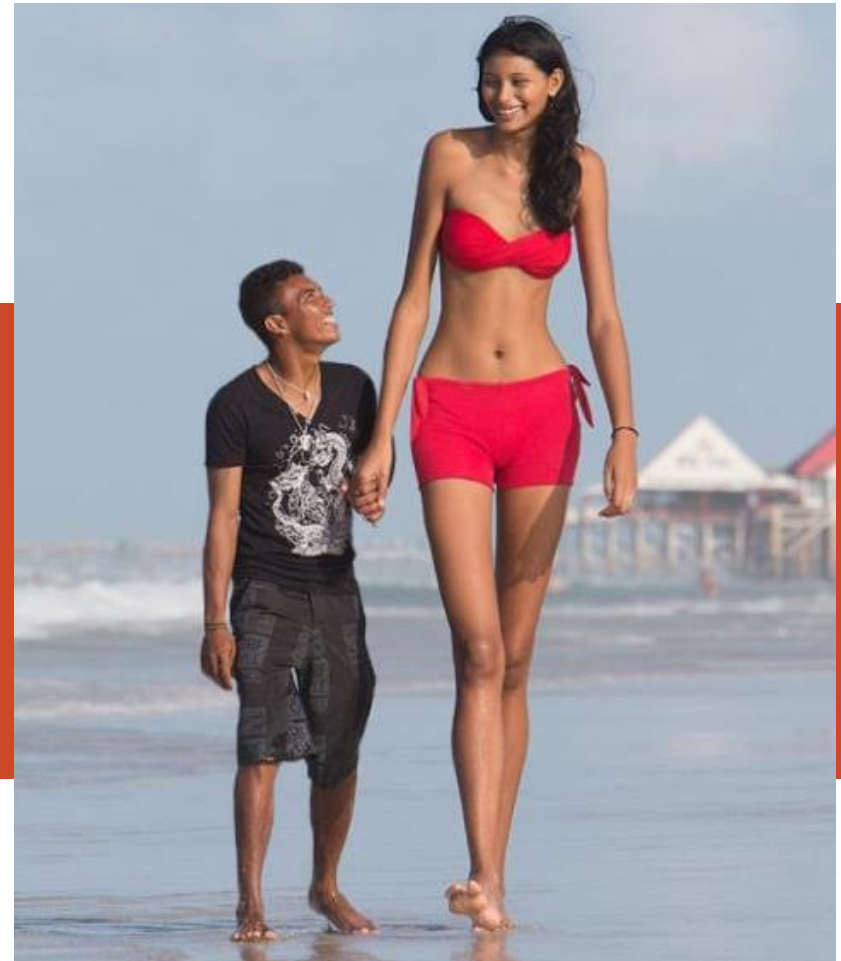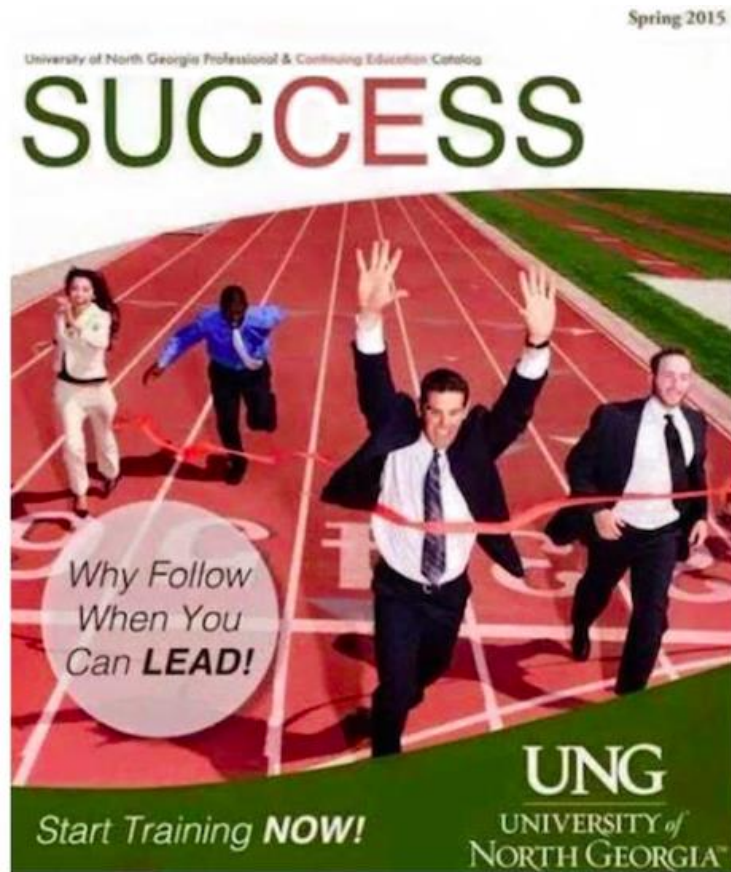
Differences…
can seem
unnecessary

What do you notice?
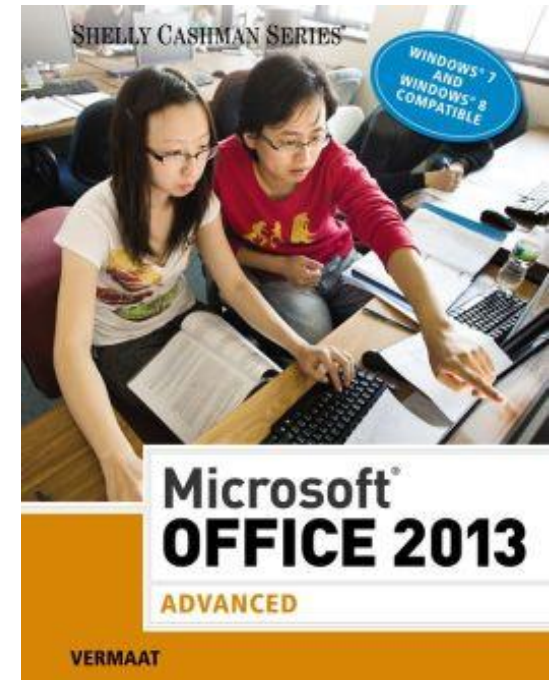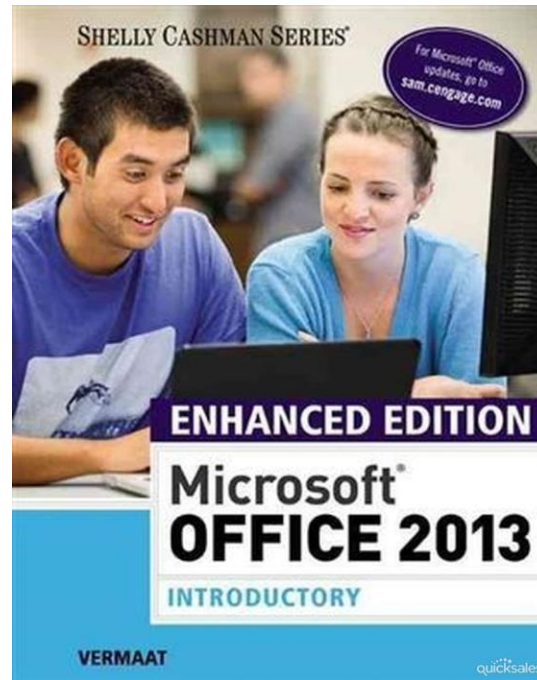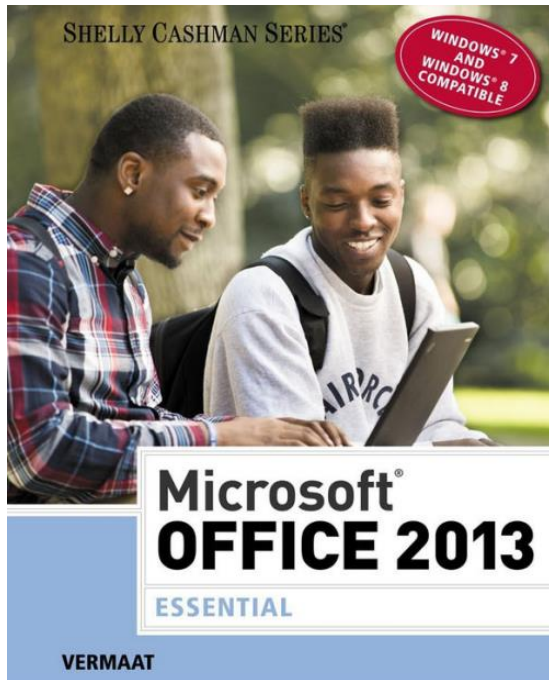
HOW DOES IMPLICIT BIAS MANIFEST WHEN INTERSECTING WITH SOCIAL IDENTITIES?

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

UNCONSCIOUS BIASES

Hidden Beliefs Ideas Values

Perception

Response

People

Places
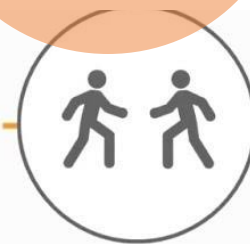
Situations
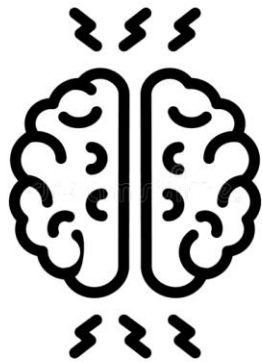
Assessing Implicit Bias

Implicit Association Test

Implicit Association Test
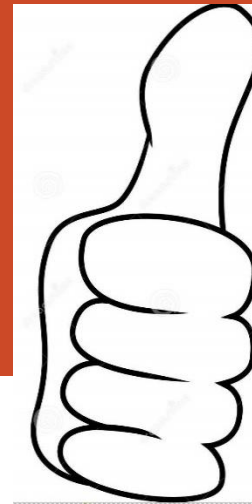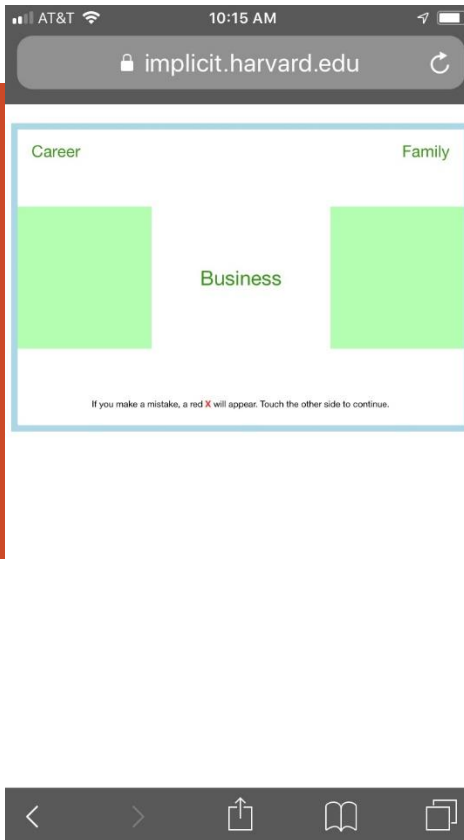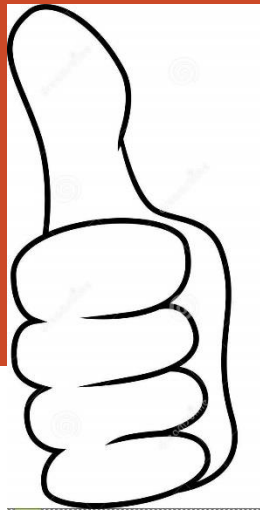
Gender IAT

76%
More readily associate "males" with "career" and "females" with "family"

Gender-Science IAT

70%
More readily associate "male" with science and "female" with the arts

Race IAT

75%
Have an implicit preference for white people over black people

Disability IAT

76%
Have an implicit preference for able-bodied people

IAT and LGBTQ

A 2015 study based on data from the Sexuality Implicit Assessment Test (IAT) found That heterosexuals physicians nurses, and other health care providers implicitly favored Heterosexual people over lesbian and gay people.
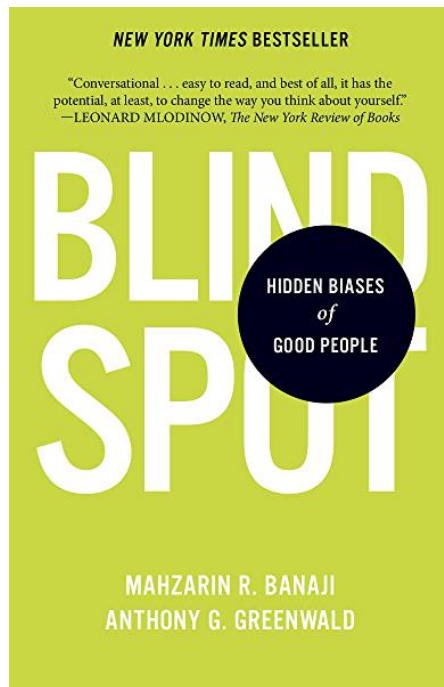
We also know that LGBTQ people can internalized bias against their own group.

In a IAT study, **38%** of lesbian and gay men had implicit preferences for straight people.

Sabin JA, Riskind RG, Nosek BA. Health care providers' implicit and explicit attitudes toward lesbian women and gay men. Am J Public Health. 2015;105(9):1831-1841.

Jost JT, Banaji MR, Nosek BA. A decade of system justification theory: accumulated evidence of conscious and unconscious bolstering of the status quo. Polit Psychol. 2004;25:881-919.

MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Implicit bias and culture

"Implicit biases come from culture. I think of them as the blueprint of the culture of our minds. Human beings have the ability to learn to associate two things together very quickly – that is innate. What we teach ourselves, what we choose to associate is up to us."

Dr. Mahzarin R. Banaji

Microaggressions
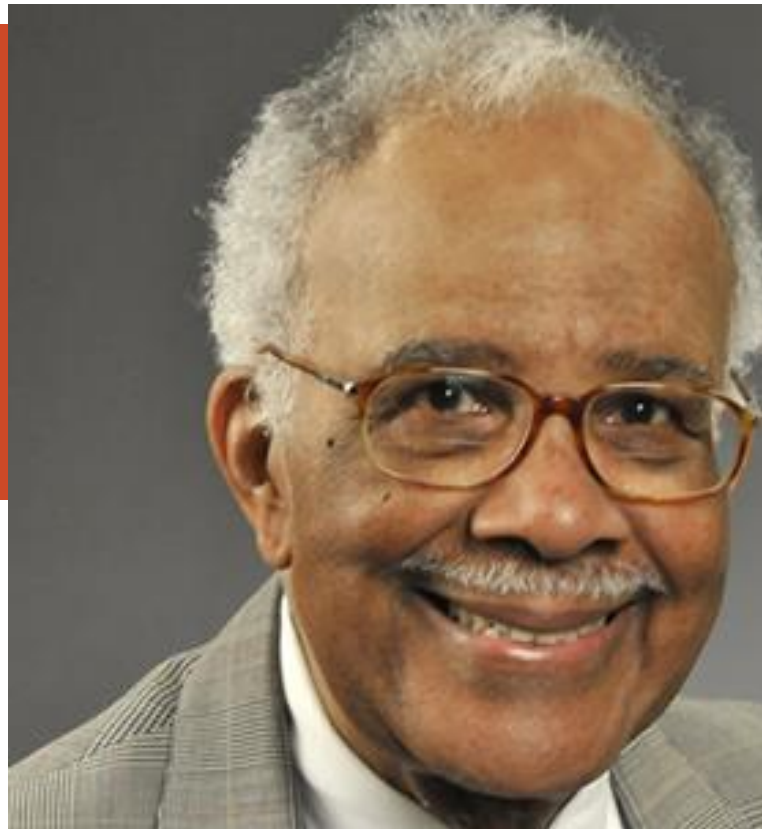
In 1970, Professor Chester M. Pierce, Professor Emeritus of Psychiatry at Harvard Medical School and Professor Emeritus of Education at Harvard University, coined the term microaggressions in reference to the insults he had regularly seen black people experience by non-blacks.

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Microaggressions

"You speak really good English for an immigrant."

"Why haven't you found a husband yet?"

A subtle but offensive comment or action directed at a minority or other non-dominant group that is often unintentional or <u>unconsciously</u> reinforces a stereotype.

(Sue & Sue, 2010)

These microaggressions are often subtle in nature and can be manifested in the verbal, nonverbal, visual, or behavioral realm; they are often enacted automatically and <u>unconsciously.</u>

(Solorzano, Ceja, & Yosso, 2000).

National Hispanic and Latino
MHTTC   Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

MICROAGGRESSIONS & HEALTH

- Research on Microaggressions provides strong evidence that they lead to elevated levels of depression and trauma among minorities.

- Microaggressions not only harm mental and physical health, they can also undermine trust in service providers and caregivers.

Torres, L., Taknint, JT., Ethnic Microaggressions. Journal of Counseling Psychology, (2015) 62 (3): 393-401

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

MICROAGGRESSIONS & MICROINVALIDATION ON THE LGBTQ

9 out of 10

LGBTQ high school students report experiencing harassment at school and why 2/3 of them say they feel unsafe

(Gay, Lesbian, and Straight Education Network, 2010).

Torres, L., Taknint, JT., Ethnic Microaggressions. Journal of Counseling Psychology, (2015) 62 (3): 393-401

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

68

FOR PEOPLE WHO STILL DON'T THINK

Interrupt Microaggressions

Name It	→	Claim It	→	Stop It

| Ask for meaning? That is not Ok. | Reframing I am not comfortable | What to do so that this does not happen Again? |

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Calling Out:

● When we need to let someone know that their words or actions are unacceptable and will not be tolerated
● When we need to interrupt in order to prevent further harm
● Will likely feel hard and uncomfortable, but necessary
● Allows us to hit the "pause" button and break the momentum

Calling In:

● When there is an opportunity to explore deeper, make meaning together, and find a mutual sense of understanding across difference
● When we are seeking to understand or learn more
● When we want to help imagine different perspectives, possibilities, or outcomes
● Provides for multiple perspectives and encourages paradigm shifts
● Focused on reflection, not reaction
● Is not just a suggestion with an uptick (Don't you think you should…?)

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Addressing Unconscious Bias

Implicit Bias

"If you have a brain, you are biased."

These often conflict with our conscious attitudes, behaviors, and intentions

Implicit Association Test

Like Me Bias

Here is the list of people you trust

1.

2.

3.

4.
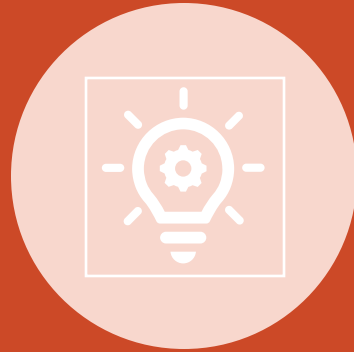
5.

Adapted from Scott Horton, Delta Concept Consultants

Let's reflect together

WHAT WAS THAT LIKE FOR YOU?

WHAT DID YOU NOTICE OR REALIZE?

Ways to Mitigate Your Biases

1. Recognize, accept, and increase awareness about our bias

6. Emotional Intelligence

2. Look for commonalities (common identity formation)

5. Engage with people you consider "others" and expose yourself to positive role models in that group (Counter-stereotypical exemplars)
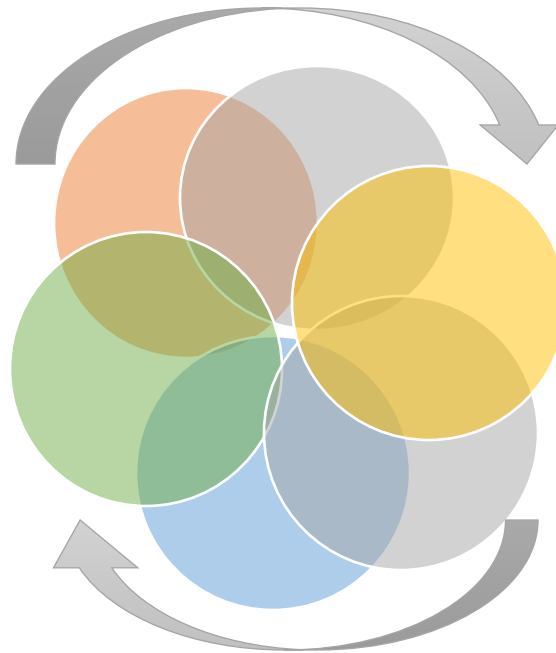
3. Challenge your Experience/Knowledge (perspective taking)

4. Explore awkwardness, and discomfort
"The elephant in the room"

National Hispanic and Latino
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

This work is continuos…

This work takes time…
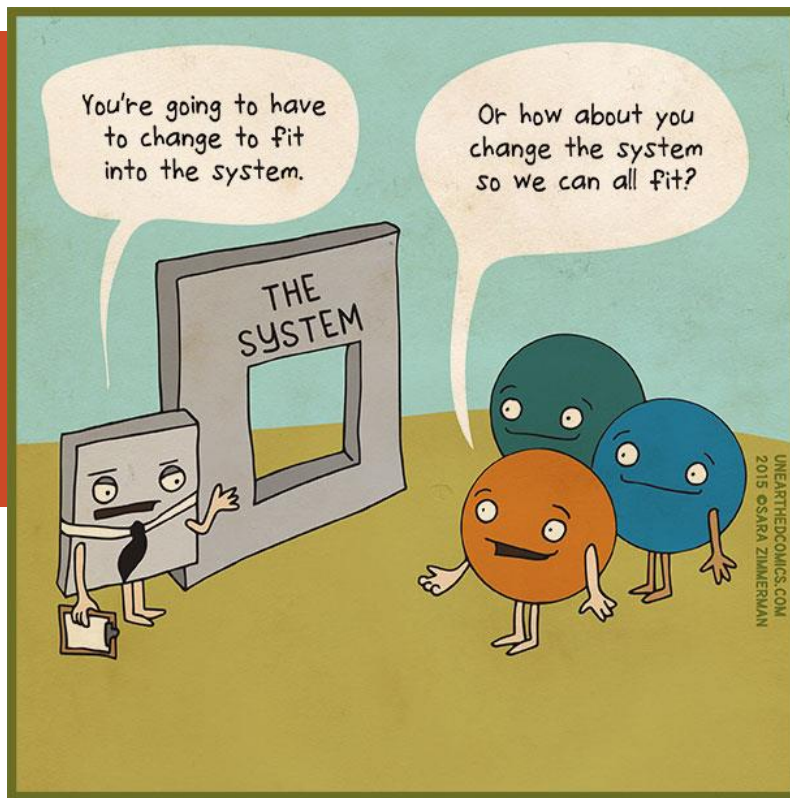
Changing Cultural norms
to change systemic structures

References

- Harro, B. (1982). Referenced in Adams, et al. 1997 Teaching for Diversity and Social Justice

- Jost JT, Banaji MR, Nosek BA. A decade of system justification theory: accumulated evidence of conscious and unconscious bolstering of the status quo. Polit Psychol. 2004;25:881-919.

- Sabin JA, Riskind RG, Nosek BA. Health care providers' implicit and explicit attitudes toward lesbian women and gay men. Am J Public Health. 2015;105(9):1831-1841.

- Sue, D. W. Microaggressions in Everyday Life. Race, Gender. And Sexual Orientation. (2010). John Wiley & Sons. Publisher

- Singleton, G.E., & Linton, C. (2006). Courageous Conversations about Race: A Field Guide for Achieving Equity in Schools. pp. 58-65. Thousand Oaks, CA: Corwin.

- Torres, L., Taknint, JT., Ethnic Microaggressions. Journal of Counseling Psychology, (2015) 62 (3): 393-401

- Young, Anderson, Stewart. *Journal of Diversity in Higher Education*, (2015)

- Young, I. M. (2000). Five faces of Oppression. In Adams, M., Blumenfeld, W. J., Hackman, H. W., Zuniga, X., Peters, M. L. (Eds.), Readings for diversity and social justice: An anthology on racism, sexism, anti-semitism, heterosexism, classism and ableism (pp. 9-14). New York: Routledge.

Coming Up Next

Understanding Health Disparities among the LGBTQ+ community

June 18th, 2021

12:00 pm Eastern

Interventions for working with LGBTQ+ population

June 25th, 2021

12:00 pm Eastern

National Hispanic and Latino

MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Ibis Carrión, Psy.D.
Director
ibis.carrion@uccaribe.edu

Angel Casillas, MHS
Project Manager
angel.casillas@uccaribe.edu

Follow Us

@hilamhttc

Your opinion is important to us!
Fill out your evaluation forms, it only takes a couple of minutes! Just scan this code with your smartphone. Don't worry if you can't - an email will be sent to you with the link.

https://www.surveymonkey.com/r/6HCVXJ8

Website: http://www.mhttcnetwork.org/hispaniclatino/
Email: hispaniclatino@mhttcnetwork.org

SAMHSA
Substance Abuse and Mental Health Services Administration

UCC
UNIVERSIDAD CENTRAL DEL CARIBE

IRESA
INSTITUTE OF RESEARCH, EDUCATION AND SERVICES IN ADDICTION