



New England (HHS Region 1)

**MHTTC**

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

# New England Mental Health Technology Transfer Center (New England MHTTC)

SAMHSA #1H79SM081775-01

Yale Program for Recovery and Community Health  
in partnership with  
C4 Innovations, Harvard University Department of Psychiatry,  
and the Center for Educational Improvement

Research

**Racial Equity and  
Advancing Cultural  
Humility for  
Organizational Change**

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**Learning  
community**



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*February 2022*

# Session Three: Engaging in Crucial Equity Conversations



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At the time of this release, Dr Miriam Delphin-Rittmon served as 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 #1H79SM081775 from the DHHS, SAMHSA.



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

STRENGTHS-BASED  
AND HOPEFUL

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

HEALING-CENTERED AND  
TRAUMA-RESPONSIVE

INVITING TO INDIVIDUALS  
PARTICIPATING IN THEIR  
OWN JOURNEYS

PERSON-FIRST AND  
FREE OF LABELS

NON-JUDGMENTAL AND  
AVOIDING ASSUMPTIONS

RESPECTFUL, CLEAR  
AND UNDERSTANDABLE

CONSISTENT WITH  
OUR ACTIONS,  
POLICIES, AND PRODUCTS



**REACH Session:  
Engaging in Crucial Equity  
Conversations**

February 23, 1:00 p.m. – 2:30 p.m.

- **Welcome**  
Janan Wyatt, PhD
- **Featured Presentation**  
Dietra Hawkins, PsyD and  
Maria E. Restrepo-Toro
- **Breakout Session Discussions**
- **Q&A: Open Forum**
- **Session Wrap up**  
Maria E. Restrepo-Toro



**Poll: Where are you on this  
journey?**



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## Featured Speakers:

Dietra Hawkins, PsyD  
Both And Partners, Inc

*We specialize in "Equity by Design"*

Maria E. Restrepo-Toro, MS  
Yale Program for Recovery and  
Community Health





# 1<sup>st</sup> Breakout Session

What brought you here today?  
What are your hopes?

# Who are we?



Maria Elvira Restrepo -Toro, MS. (she/her/hers)  
*Proud Paisa (Colombian) with strong family values,  
rich cultural traditions, flowers and great music!*



# Who Am I?

Immigrant/Bicultural  
Wife, Mom, Dog Lover  
Oldest Daughter, Sister  
Cancer Survivor  
Leader, Educator, Nurse



# Hi! I'm Dr. Dietra Hawkins

- Visionary, Thought-Leader, Collaborator, Bridge-Builder, Researcher, Educator
- Licensed Clinical Psychologist
- Mother, Wife, Black Catholic
- Pronouns: She/Her





# Objectives

- *Practice key skills for engaging others in courageous conversations*
- *Generate ideas for how you can use your own awareness, and curiosity to overcome misunderstandings.*
- *Identify one's own cultural values and biases, understand how this impacts your relationships with others.*
- *Develop a deeper awareness and knowledge of a race equity growth mindset.*

# Conversation Guidelines

- Use “I” statements
- Ask- Inquire
- Stretch
- Share Stories
- Practice Self Care
- Be mindful of the “fixing” impulse

# Basic Tenets for Crucial Conversations


Everything we do exists in a social, emotional and cultural context.  
**For example, the way we are zooming these days.**



Becoming culturally competent is a process; there is no endpoint.  
**We are all on a journey. Equity is about the direction, not the destination.**



Becoming aware of our own personal cultural filters is essential to this work. **Filters keep things out. We want to become aware of what we are not letting in.**



This work is messy, some toes will be trampled.  
**We need the skills to dance, i.e., to say “ouch” or “oops” and to get off the person’s toe.**

# Basic Tenets for Crucial Conversations

“How To” and cookbook approaches actually work to promote stereotyping.



Stereotyping is a natural part of what we as people do.



We all have a role to play.



No one is here to blame nor take personal responsibility for institutional bias.



# Rules of Engagement: *Listen and Believe*

*"Most people do not listen with the intent to understand, they listen with the intent to reply."*

*—Stephen R. Covey  
Educator, Author, Businessman, and  
Keynote Speaker*

## ***Dialogue v. Debate principles.***

We are providing this information as it will guide our work today.  
You can also use these principles as a tool in conversations with your leaders, peers, and stakeholders about any issue in your agency/organization.

# Dialogue v. Debate

## *Dialogue...*

- *Is collaborative: two or more sides work together toward common understanding.*
- *Finding common ground is the goal.*
- *One listens to the other side(s) in order to understand, find meaning and agreement.*
- *Enlarges and possibly changes a participant's point of view.*

## *Debate...*

- *Is oppositional: two sides oppose each other and attempt to prove each other wrong.*
- *Winning is the goal.*
- *One listens to the other side in order to find flaws and to counter its arguments.*
- *Affirms a participant's own point of view.*

# Dialogue v. Debate

## *Dialogue...*

- *Reveals assumptions for re-evaluation.*
- *Causes introspection on one's own position.*
- *Opens the possibility of reaching a better solution than any of the original solutions.*
- *Creates an open-minded attitude, an openness to being wrong and an openness to change.*
- *One submits one's best thinking, knowing that other people's reflections will help improve it rather than destroy it.*

## *Debate...*

- *Defends assumptions as truth.*
- *Causes critique of the other position.*
- *Defends one's own positions as the best solution and excludes other solutions.*
- *Creates a close-minded attitude, a determination to be right.*
- *One submits one's best thinking and defends it against challenge to show that it is right.*

## What is racism?

Racism is a system of structuring opportunity and assigning value based on the social interpretation of how one looks that unfairly disadvantages some individuals and communities, unfairly advantages other individuals and communities and saps the strength of the whole society through the waste of human resources.

-Dr. Camara Jones



Dr. Camara Jones

## Four Key Principles of Anti-Racism

1. Racism is real. Racism denial is pernicious.
2. Racism is about a system with power and control at its roots.
3. Racism saps the energy of the whole society.  
We are all impacted by racism.
4. We can act to dismantle racism.

# What is racial equity?

The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color.

# Discussion Question #1

**Based on the principles of anti-racism—what is a stretch goal for you?**

# **Discussion Session #2**

**How can your agency/organization actively support the healing and dismantling of racism?**



# Question & Answer Session

*When speaking, please  
remember to use  
strengths-based language  
and to eliminate  
background noise.*



# Diversity Talk

## An Opportunity to Extend Our Conversation

To support engagement, we invite attendees to make plans to join our upcoming Diversity Talks—value-added opportunities for small group conversations and team building efforts around ways to develop action plans for your agency/organization to ensure racial equity and advance cultural humility in your work.



# Test your self: How do you understand privilege?

- Take the “Check Your Privilege” Tik-Tok Challenge
- How was that? What did you notice?



## Definition of Privilege:

1. a right, immunity, or benefit
2. a special right, immunity, or exemption granted to persons in authority





**Q1: Dec 2021 – February 2022**

**December 2021**

The State of BIPOC Mental Health in  
New England

**January 26, 2022**

The Impact of Implicit Bias on BIPOC  
Populations  
View Our Archive

**February 23, 2022**

Engaging in Crucial  
Equity Conversations



**Q2: March 2022 – May 2022**

**March 23, 2022**

Understanding Organizational Implicit  
Bias and its Impact on BIPOC  
Populations

**April 20, 2022**

The Role of Transformational  
Leadership in Creating a Culture of  
Change

**May 25, 2022**

Practical Guidance on Allyship



**Q3: June 2022 – February 2022**

**June 22, 2022**

Integrating Diversity, Equity, and  
Inclusion into Everyday Operations

**July 27, 2022**

The Importance of BIPOC Mental  
Health Professionals

**August 17, 2022**

Engaging Allies:  
Nurturing Relationships for Lasting  
Change

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Our REACH sessions include interactive videos and tools designed to promote discussion around the importance of diversity, equity, and inclusion.

[REVIEW OUR PLAYLIST.](#)

*Thank  
you*

Contact us at:

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