

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

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







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

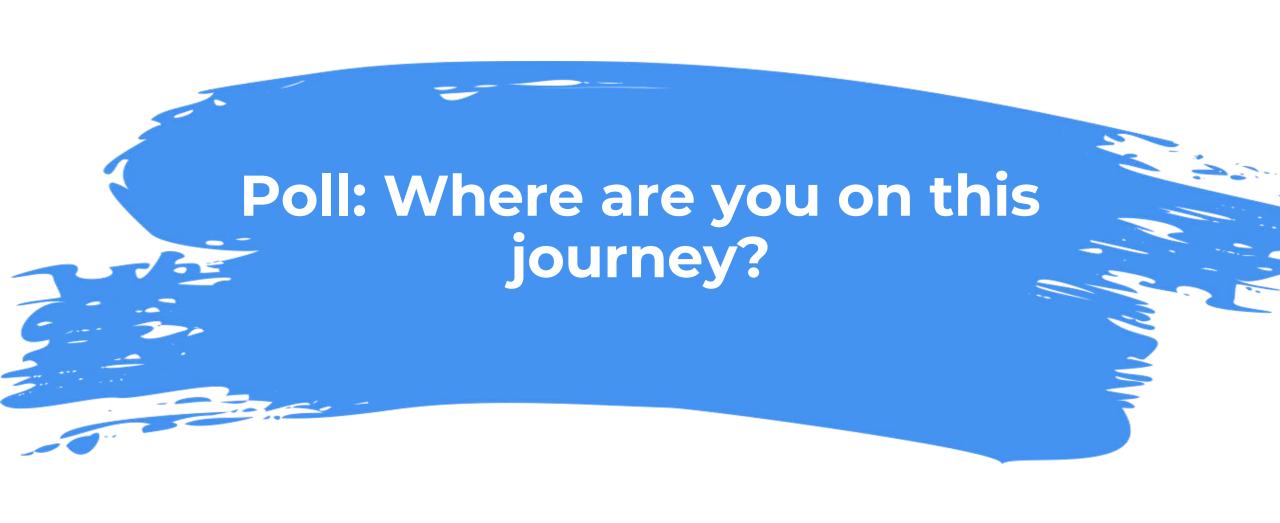
CONSISTENT WITH OUR ACTIONS, POLICIES, AND PRODUCTS



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





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



1st Breakout Session

What brought you here today? What are your hopes?

Who are we?



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 <u>curiosity</u> 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 of 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.

Reprinted with permission Dietra D. Hawkins, PsyD, Equity by Design

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?

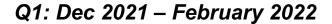
- ☐ Take the "Check Your Privilege" Tik-Tok Challenge
- ☐ How was that? What did you notice?



Definition of Privilege:

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





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, 2022Engaging 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

Join Our Community and View Our Resources



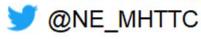
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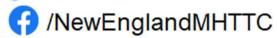
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https://ttcgpra.org/GPRAOnline/GPRASurvey.aspx ?id=175879&type=PostEvent

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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.



Contact us at:

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