Communities of Practice in Leadership: Promoting Equity and Inclusion in the workforce: Examining bias in hiring practices

Disciaimer and Funding Statement

Language Matters!

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/ 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

The use of affirming language inspires hope and advances recovery.

LANGUAGE MATTERS.
Words have power.
PEOPLE FIRST.

The ATTC Network uses affirming language to promote the promises of recovery by advancing evidence-based and culturally informed practices.

The use of affirming language inspires hope.

LANGUAGE MATTERS.
Words have power.
PEOPLE FIRST.

The PTTC Network uses affirming language to promote the application of evidence-based and culturally informed practices.

Adapted from: https://mhcc.org.au/wp-content/uploads/2019/08/Recovery-Oriented-Language-Guide_2019ed_v1_20190809-Web.pdf

HHS Region 7: Mid-America
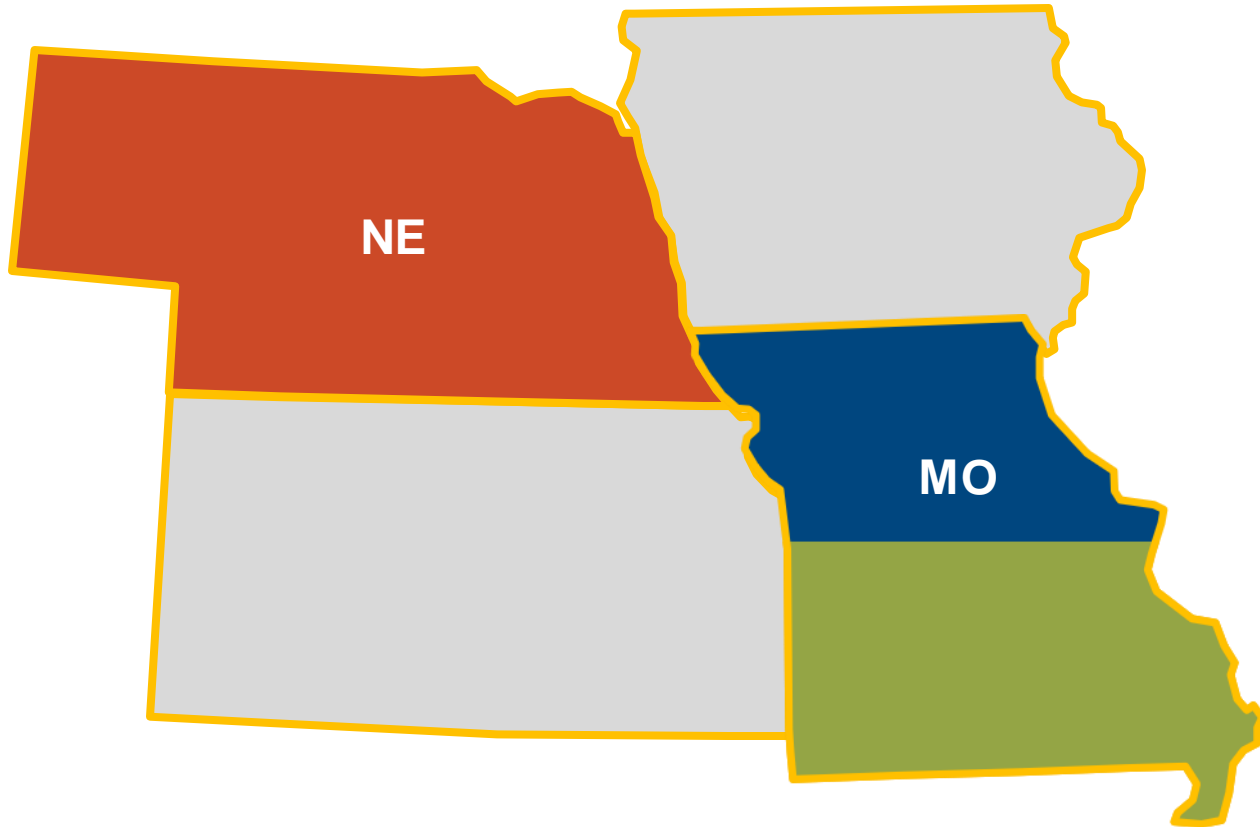
ATTC
Truman Medical Center
Kansas City, MO
Director: James Glenn
Co-Director: Lisa Carter

MHTTC
University of Nebraska Medical Center
Omaha, NE
Director: Brandy Clarke

PTTC
ACT Missouri
Jefferson City, MO
PI: Chuck Daugherty
Director: Steve Miller

Region 7 Technology Transfer Centers

The purpose of the Technology Transfer Centers (TTC) program is to **develop and strengthen** the **specialized behavioral healthcare and primary healthcare workforce** that provides substance use disorder (SUD) and mental health prevention, treatment, and recovery support services.

Help people and organizations incorporate **effective practices** into substance use and mental health disorder prevention, treatment and recovery services.

Agenda

- Introduction 12:00-12:05pm CST

- Drs. Warrior and Hinojos present 12:05-12:35pm CST

- Discussion 12:35pm-1pm

The structure of each session is in the format of a focused conversation which allows each member of the group to actively participate and engage. There will be a 30-minute lecture, followed by 30 minutes of discussion. Selected presenters have also offered to be available to answer questions from attendees for up to one month after their session.

Today's Facilitators

- **Dr. Anitra Warrior-**Owner, Morningstar Counseling

and Consultation

- **Dr. Belinda Hinojos-** Psychologist and Training Director, Morningstar Counseling and Consultation
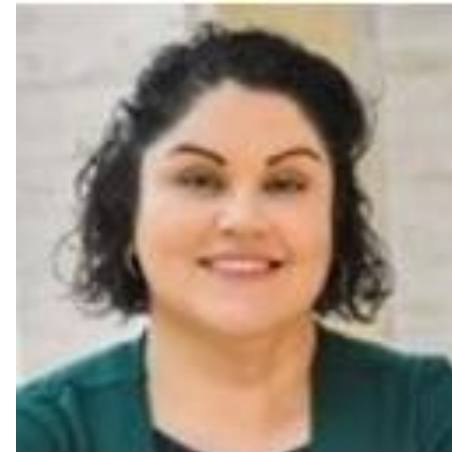
Promoting Equity and Inclusion in the workforce: Examining bias in hiring practices.

Drs. Belinda Hinojos and Anitra Warrior

Objectives

1. Define what professionalism means to your organization and the origins of that definition.

2. Identify strategies to make hiring practices more inclusive.

Introductions and Why This Matters to Us

Dr. Anitra Warrior

Dr. Belinda Hinojos

Defining Professionalism

pro·fes·sion·al·ism | \ prə-ˈfesh-nə-ˌli-zəm
-the *conduct*, *aims*, or *qualities* that characterize or mark a profession or a
professional person

- Merriam -Webster

Pro·fes·sion·al·ism - /prəˈfeSHənlˌizəm/
-the *competence* or *skill* expected of a professional

- Oxford Languages

Defining Professionalism

So What is Professionalism?

- Conduct
- Aims
- Qualities
- Competence
- Skill

What It Is Not?

- Appearance
- Name
- Hair
- Speech
- Dress
- Timeliness
- "Proper" Demeanor
- "Cultural Fit"

Where do we develop our ideas of what it means to be professional?

- School
- Community
- Family
- Workplace experiences

But whose definitions are they using?

- Ideas and Definitions of what it means to be a professional are steeped in Eurocentric and Western values
- Promote a workforce and workplace that doesn't really exist anymore
- Often doesn't fit with what you are asking of the position

How Does Your Organization Define Professionalism?

How Does That Impact Your Hiring Practices?

Common Yellow/Red Flags in Hiring Practices

- Implicit Bias
  - Age
  - Gender
  - Name
  - Hair/Dress
  - Vocabulary/Syntax/Accent
- Cultural Fit
  - Is this someone we would like to hang out with?
- Halo Effect
  - When one trait is used to make an overall judgment

Decolonizing Hiring Practices

Cultural/Diversity Audit

Examining Workplace Culture

Making Job Description Congruent with the Hiring Practices and Expectations

Looking at language that is used in Job Descriptions

Where are Job Descriptions Posted

Examine and Restructuring the Hiring Process

Examine who included in the Interview Process

What Questions are Being Asked

Who is in charge of the Hiring

Resources

The Bias of 'Professionalism' Standards - https://ssir.org/articles/entry/the_bias_of_professionalism_standards

Racism runs deep in professionalism culture - https://tulanehullabaloo.com/51652/intersections/business-professionalism-is-racist/

Redefining Professionalism - https://www.answerlab.com/hcw/redefining-professionalism