Mid-America (HHS Region 7)
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Decolonizing Training and Supervision: Protection of Providers and Clinical Adaptation

Belinda Hinojos, PhD
Patricia Cerda-Lizarraga, PhD, PLMHP
Anitra Warrior, PhD

UNMC | MUNROE-MEYER INSTITUTE

SAMHSA
Substance Abuse and Mental Health Services Administration

DISCLOSURES

This presentation was prepared for the MHTTC Network 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 MHTTC Network Coordinating Office. This presentation will be recorded and posted on our website.

At the time of this publication, Miriam Delphin-Rittmon served as Assistant Secretary for Mental Health and Substance Use and Administrator of 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 grants under Funding Opportunity Announcement (FOA) No. SM-18-015 from the DHHS, SAMHSA.

Mid-America Mental Health Technology Transfer Center (MHTTC)

- Funded by the federal Substance Abuse and Mental Health Services Administration (Grant number: H79SM081769).
- Awarded to UNMC's Behavioral Health Education Center of Nebraska (BHECN).
- Serves to align mental health services across Missouri, Iowa, Nebraska, and Kansas with evidence-based practice.

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

- Strengths-based and hopeful
- Inviting to individuals participating in their own journeys
- Person-first and free of labels
- Non-judgmental and avoiding assumptions
- Inclusive and accepting of diverse cultures, genders, perspectives, and experiences
- Respectful, clear and understandable
- Healing-centered/ trauma-responsive
- Consistent with our actions, policies, and products

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

Announcements

- This webinar was recorded.

https://mhttcnetwork.org/centers/mid-america-mhttc/decolonizing-training-and-supervision-implementing-culturally-responsive

Decolonizing Training and Supervision: Protection of Providers and Clinical Adaptation

Drs. Anitra Warrior, Belinda Hinojos, and Patty Cerda-Lizarraga
Morningstar Counseling and Consultation, P.C.

Decolonizing Training and Supervision:

Implementing a Culturally Responsive Model of Training

Part 1: Decolonizing Training and Supervision: Understanding the Role of Colonization and Historical Trauma in Behavioral Health Training

Part 2: Decolonizing Training and Supervision: Supervision Models and Cultural Adaptation

Part 3: Decolonizing Training and Supervision: Protection of Providers and Clinical Adaptation

Objectives

1. Participants will identify common experiences (i.e., microaggressions, burnout, and secondary trauma) of BIPOC trainees.
2. Participants will examine the power differentials that exist between supervisors and supervisees.
3. Participants will create their own collaborative supervision contracts highlighting cultural integration.
4. Participants will identify ways to adapt their clinic aesthetic, policies and procedures, language, and staff representation to support your trainee's experience over the year.

Overview

- About Us
- Culturally Responsive Model to Training
- Protection of Providers and Common Experiences of BIPOC Supervisees
- Video 1 - A&B
    - Breakout Rooms and Large Group Discussion
- Clinical Adaptation: Operations within the Clinical Setting
- Video 2 - A&B
    - Breakout Rooms and Large Group Discussion
- Closing and Q&A

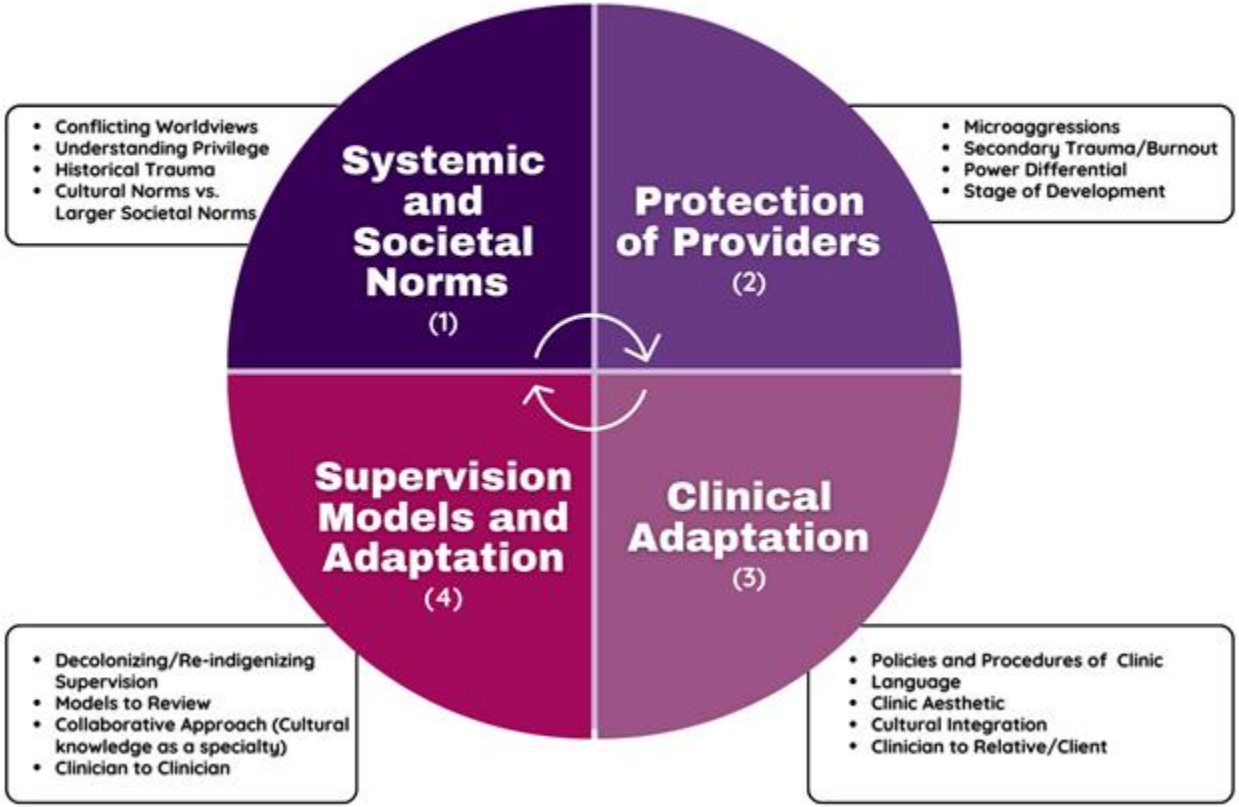
About Us

Dr. Anitra Warrior

Dr. Patty Cerda-Lizarraga

Dr. Belinda Hinojos

Decolonizing Training and Supervision: Implementing a Culturally Responsive Model of Training



Protection of Providers

Common Experiences of BIPOC Supervisees:

- Microaggressions
- Burnout
- Secondary Trauma
- Isolation/Being the only one
- Power Differential in Supervision

Video 1 (14 mins first video, 10 mins second video)

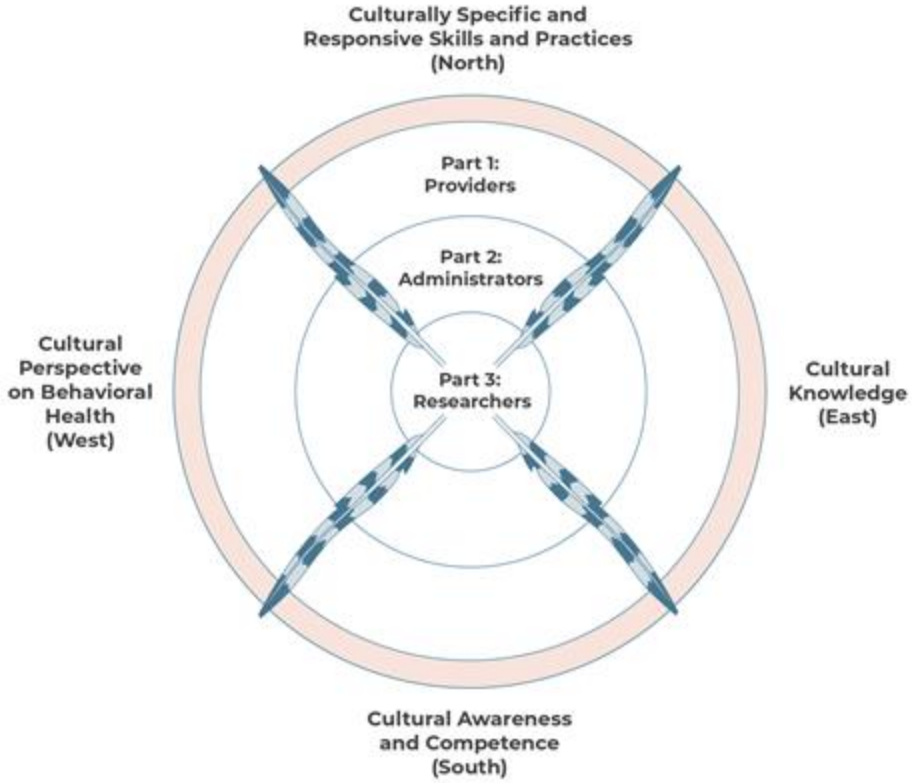
Break-out Room (5 mins)

Large Group Discussion (5 mins)

Clinical Adaptation

Operations within the Clinical Setting

- Aesthetic of Clinic Environment
- Representation of Staff
- Reflection of Community
- Clientele:
  - Language and biases
- Policies and Procedures:
  - Operations and Supervision



TIP 61, SAMHSA (2018)

Supervision Contract

Standard Contract

- Supervisee's Responsibilities
- Supervisor's Responsibilities
- Format of Supervision
- Scope of Practice, Ethics, Expectations
- Documentation
- Date and Time of Supervision
- Termination of Supervision
- Signatures

Culturally Adapted Contract

- Addresses power dynamics between supervisor and supervisee
- Discussions of identity, privilege, and power are listed as part of the expectations of supervision
- Acknowledgment that the field has its biases and limitations when it comes to treating minoritized communities.
- Includes steps to measure supervisee well-being (i.e, regular check-ins, discussing self-care, acknowledging a broken system)

Video 2

Breakout Room

Large Group Discussion

Closing and Call to Action

➔Summary
➔Reflections
➔Action Items

Questions

Upcoming Trainings

Save The Date: November 9th & 10th
Decolonizing Training and Supervision: Implementing a Culturally-Responsive Model of Training
2-day, in-person conference
Omaha, NE

Weekly Consultations Available via Zoom*

Thank You

Dr. Belinda Hinojos
dr.hinojos@morningstar-counseling.com

Dr. Anitra Warrior
dr.warrior@morningstar-counseling.com

Dr. Patricia Cerda-Lizarraga
dr.patty@morningstar-counseling.com

Mid-America (HHS Region 7)
MHTTC Mental Health Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Connect With Us

JOIN OUR MAILING LIST:

FOLLOW US ON SOCIAL MEDIA:

/MidAmericaMHTTC

@MidAmericaMHTTC

/company/MidAmericaMHTTC

EMAIL: midamerica@mhttcnetwork.org

WEBSITE: mhttcnetwork.org/midamerica

UNMC MUNROE-MEYER INSTITUTE

SAMHSA
Substance Abuse and Mental Health Services Administration