Practical steps

to Address Bias, Privilege and Discrimination

for Behavioral Health Professionals

As Presented by Bianca

Andrews

Pronouns: They/She

Date: August 9, 2024





A LITTLE ABOUT ME

- Queer, Indigenous Parent, Friend & Advocate
- Community Care is Sacred
- Committed to Inclusivity & Equity
- Relentless Support for Indigenous Sovereignty
- Nothing Changes when Nothing Changes

66 I WANT MY WORK TO BE ABOUT HEALING

bell hooks

INTENTION



I invite each of you to pause for a moment of intention.

Visualize an equitable and inclusive mental health space for you, people you love and community.

Take a deep breath in and slowly release.

Reflect on what soothes your body when in distress. Take a moment to grab what you may need to have within reach.

Care for self.

Take another deep breath & release.

ADDRESSING BIAS

Acknowledge – we all have bias and there can be negative impacts on others and ourselves

Identify – your blind spot, hot buttons and your responsibility in this process

Recognize – steps you to overcome bias and unlearn some patterns of thinking

Act – create a strategy for progress

Acknowledging our unconscious bias

CONSIDER AFFINITY
GROUPS, PREFERENCES,
HELD BIAS, FELT BIAS.

WHAT WOULD PERSONAL REFLECTION REQUIRE FOR YOU?

WHO CARES ABOUT YOU AND WOULD BE SUPPORTIVE IN THIS PROCESS?

WHO WOULD KINDLY BE
IN BRAVE SPACE THAT
ALSO CHALLENGES YOU
IN THIS PROCESS?

ACKNOWLEDGE THE POSSIBILITY OF NEGATIVE IMPACT ON OTHERS AND OURSELVES WITHIN THE BEHAVIORAL HEALTH PROFESSION.

WHY IS ACKNOWLEDGING THIS
IMPORTANT?
WHO DOES THIS MATTER TO?

WHAT IF I DON'T WANT TO DO MORE THAN ACKNOWLEDGE BIAS?

IDENTIFY OUR RESPONSIBILITY IN THE BEHAVIORAL HEALTH PROFESSION TO DO THIS WORK

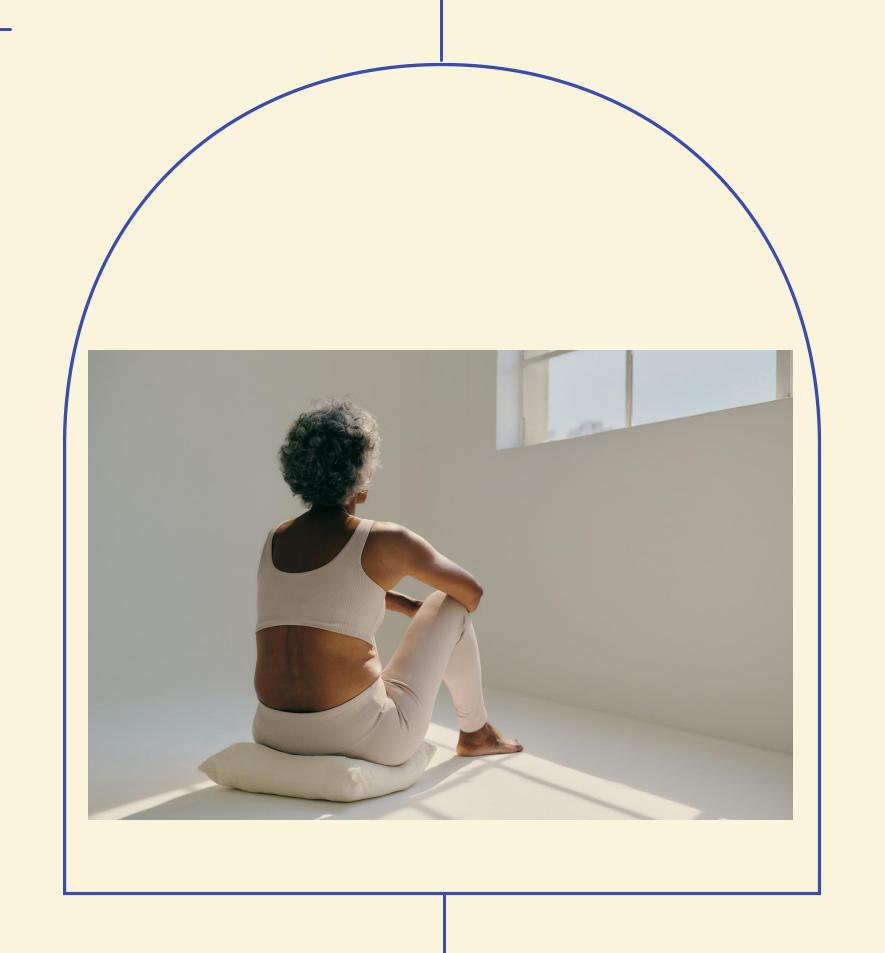
am not biased. Reframe I view things objectively. Bias exists in everyone, Frame including me.

IDENTIFY BLIND
SPOTS

WHAT ARE YOUR HOT
BUTTONS & HOW DO YOU
RESPOND?
WHAT DO YOU NEED TO
REFLECT ON THEM
FURTHER? (THINK OF
WHAT COMFORTS US IN
DISCOMFORT)

PAUSE AND BREATHE

Think about how you are feeling and what comes up for you in the previous discussion. Or, what challenges you to reflect on bias.



RECOGNITION

Recognize the areas you may want to focus on. Having a focus may feel less overwhelming.

Recognize the small steps you can begin with and commit to in this process.

WHO DO YOU TRUST TO HOLD YOU ACCOUNTABLE IN A KIND WAY?

ACT

WHEN YOU'RE READY TO START, BE MINDFUL AND INTENTIONAL ABOUT YOUR STRATEGIC PLAN TO DO THE PERSONAL WORK ON YOUR BIASES.

WHAT IS YOUR STRATEGY TO
ACKNOWLEDGE, IDENTIFY AND ACT ON
BIASES THAT MAY BE EXPERIENCED BY
YOU OR OTHERS IN YOUR
AGENCY/ORGANIZATION?

WHAT IMPACT DOES BIAS PLAY ON YOUR ROLE, YOUR RELATIONSHIP WITH COWORKERS AND YOUR WORK WITH PEOPLE SERVED THROUGH YOUR AGENCY/ORGANIZATION?

CLINICIANS
SOCIAL WORKERS
Clinical Managers
Supervisors
Care Coordinators Care
Managers
Bh technicians
ABA therapists
Peer Supporters

OPERATIONS
COORDINATORS
ADMINISTRATION
HR / RECRUITMENT
Psychiatry
Medical facilities
Community care
SCHOOL
Juvenile Justice

WHAT IMPACT DOES PRIVILEGE PLAY IN YOUR ROLE AS A BEHAVIORAL HEALTH PROFESSIONAL?

CLINICIANS
SOCIAL WORKERS
Clinical Managers
Supervisors
Care Coordinators Care
Managers
Bh technicians
ABA therapists
Peer Supporters

OPERATIONS
COORDINATORS
ADMINISTRATION
HR / RECRUITMENT
Psychiatry
Medical facilities
Community care
SCHOOL
Juvenile Justice

WHAT DOES IT MEAN TO BE CULTURALLY THOUGHTFUL AND AFFIRMING WHEN WORKING AS A BEHAVIORAL HEALTH PROFESSIONAL?

Being mindful of our own biases and privilege can be an integral factor in how we approach work as a bh professional with cultural humility. Are we creating space for people to be human?

LET'S CIRCLE BACK TO WHY THIS WORK IS IMPORTANT.

THE WORK OF BEHAVIORAL HEALTH AND MENTAL HEALTH PROFESSIONALS REQUIRES RELATIONSHIP. BUILDING RESPECTFUL. CULTURALLY AFFIRMING AND TRUSTING RELATIONSHIPS WITH PEOPLE WHO ARE SEEKING COMPASSION, SUPPORT AND AN INDIVIDUALIZED PLAN THAT SPEAKS TO THEIR NEEDS, GOALS AND STRENGTHS REQUIRES US TO ACCOUNT FOR BARRIERS TO OUR ABILITY IN CREATING THESE RELATIONSHIPS.

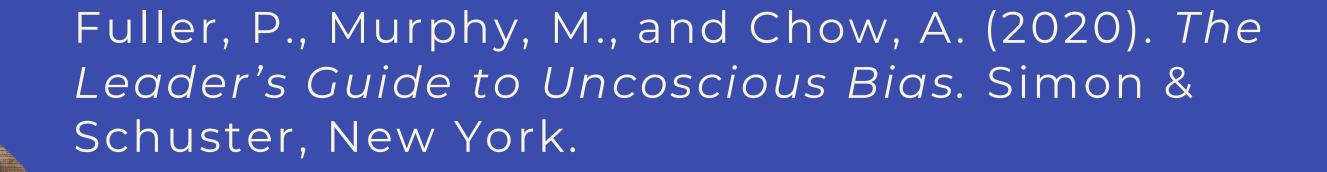


Begin the day with a fresh perspective. Let's make today amazing together.

> Bianca hereiambeingbrave@gmail.com

THANK YOU

FURTHER LEARNING



Hill, MT. (2022). Heal Your Way Forward: The Co-Conspirator's Guide to an Antiracist Future. Row House Publishing.

Unconscious Biases. https://youtu.be/tkbU8pNiwG4?si=VOYv7G5mxfzA_ UUO