

Practical steps **to Address Bias, Privilege** **and Discrimination** **for Behavioral Health Professionals**



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Pronouns: They/She

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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 99

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

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)

Reframe

Bias exists in everyone, including me.

**I am not biased.
I view things objectively.**

Frame

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
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OPERATIONS
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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.

Brave Possibilities



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

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THANK YOU

FURTHER LEARNING

Fuller, P., Murphy, M., and Chow, A. (2020). *The Leader's Guide to Uncosconscious Bias*. Simon & Schuster, New York.

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

