Anti-Racist Action in Clinical Practice

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"I have a vision of movement as sanctuary. Not a tiny perfectionist utopia behind miles of barbed wire and fences and tests and judgments and righteousness, but a vast sanctuary where our experiences, as humans who have experienced and caused harm, are met with centered, grounded invitations to grow…

…Where winning is measured not just by the absence of patterns of harm, distrust, and isolation, but by the presence of healing and healthy interdependence…

…Where we are skilled at being honest, setting and honoring boundaries, giving and receiving apologies, asking for help, and changing our behaviors."

Today's Workshop

Part 1: Psychoeducation

Part 2: How do these topics fit into clinical practice?

Part 3: Case examples and role plays

Part 1

Reviewing the Terminology and Understanding the Problem

APA's Multicultural Guidelines for Psychologists:

- Psychologists seek to recognize and understand that **identity and self-definition are fluid and complex** and that the interaction between the two is dynamic. To this end, psychologists appreciate that intersectionality is shaped by the multiplicity of the individual's social contexts.

APA's Multicultural Guidelines for Psychologists:

- Psychologists aspire to recognize and understand that as **cultural beings,** they hold attitudes and beliefs that can influence their perceptions of and interactions with others as well as their clinical and empirical conceptualizations. As such, psychologists strive to move beyond conceptualizations rooted in categorical assumptions, biases, and/or formulations based on limited knowledge about individuals and communities.

APA's Multicultural Guidelines for Psychologists:

- Psychologists aspire to recognize and understand historical and contemporary **experiences with power, privilege, and oppression.** As such, they seek to address institutional barriers and related inequities, disproportionalities, and disparities of law enforcement, administration of criminal justice, educational, mental health, and other systems as they seek to promote justice, human rights, and access to quality and equitable mental and behavioral health services.

APA's Multicultural Guidelines for Psychologists:

- Psychologists actively strive to take a **strength-based approach** when working with individuals, families, groups, communities, and organizations that seeks to build resilience and decrease trauma within the sociocultural context.

APA's Multicultural Guidelines for Psychologists:

- **seek**
- **aspire**
- **strive**

Calling In vs Calling Out

Racism is Bad…. right???

Calling In vs Calling Out

The rain of racism

Calling In vs Calling Out

Stumbles happen!

Why is this important to psychologists?

- Significant disparities in the mental health concerns and outcomes of individuals from marginalized populations
  - BIPOC individuals with severe mental illness are more likely than their White counterparts to (APA 2021):
    - Access psychiatric emergency services rather than community support services
    - Be involuntarily hospitalized as a result of seeking care
    - Present to emergency treatment as a result of interactions with police
    - Be over-diagnosed with schizophrenia
    - Be prescribed higher doses of antipsychotics
  - And are less likely to receive interventions for their co-occurring depression.

Why is this important to psychologists?

- Significant disparities in racial/cultural identities of psychologists (APA 2021)
  - Only 16% of the psychology workforce identifies as BIPOC as of 2017
  - Better news: in 2019, 38% of psychology grad students identify as BIPOC
    - HOWEVER, we still have major barriers between grad school and licensure, and in retaining BIPOC psychologists for the long haul.

Why is this important to psychologists?

The field of psychology has historically as well as presently contributed to racialized harm (Syed, 2020; Williams, 2020).

- Our big stats guys (Pearson, Fisher, Galton)? Also really into eugenics.
- Several founders were looking for science to validate and promote racist beliefs
  - Terman (Stanford-Binet, past president of APA), staunch eugenicist and used IQ testing to "prove" intellectual inferiority of Black people
- Psychologists in the 90s arguing about the genetic intellectual inferiority of Black people
- People literally still doing research to explain/prove innate differences in intellect between racial groups
- Recent Seattle Times article about the psychologist working for the Washington State Patrol using testing and norms to disqualify disproportionate amount of BIPOC candidates

Why are we here today?

Multicultural Competence vs Cultural Humility

Multicultural Competence (APA):

1. Developing an awareness of one's own cultural values and biases.
2. Learning to value others' worldviews.
3. Developing a set of culturally appropriate interpersonal skills.

Multicultural Competence vs Cultural Humility

Cultural Humility (APA; Turvalon & Murray-Garcia, 1998).

1. A lifelong commitment to to self-evaluation and self-critique
2. A desire to fix power imbalances where none should exist
3. Aspire to develop partnerships with people and groups who advocate for others.

Multicultural Competence vs Cultural Humility

What is the controversy between these terms? (Greene-Moton & Minkler, 2020)

- Can we actually become fully "competent" in understanding another's culture?
- "Competence" also implies that there is a top-down approach in which one entity (typically 'highly educated and privileged members of a given racial or other group") makes decisions about what someone needs to know about another group in order to be considered "competent."
- "Competence" is too binary: either competent or incompetent.

Multicultural Competence vs Cultural Humility

We can do both!

The goal of both terms is to encourage psychologists to engage in self-reflection and reflective practice with respect to varying aspects of human identity/dimension, and understand how these dimensions play out in inequities in power, privilege, and injustice (socially and in the health sector).

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Moving into definitions

- Psychologists strive to recognize and understand the role of **language and communication...**Psychologists seek to understand how they bring their own language and and communication to these interactions.
- Psychologists aspire to recognize and understand historical and contemporary **experiences with power, privilege, and oppression.**

Intersectionality

"When we identify where our privilege intersects with somebody else's oppression, we'll find our opportunities to make real change."

-Ijeoma Oluo, *So You Want to Talk About Race?*

Intersectionality

- Intersectionality is a framework for understanding how a person's identifies combine to create different dimensions of discrimination, power, privilege, and inequity.

- Identities can include gender, sex, race, class, sexuality, ability/disability, religion, physical appearance, height and body size, immigration status, nationality, etc.

Equity

- "The state, quality or ideal of being just, impartial and fair. The concept of equity is synonymous with fairness and justice" (The Anne E. Casey Foundation, 2021).

- How do we think of this as a structural and systemic concept? As an active, dynamic practice vs a lofty ideal?

Equity

Derald Wing Sue (2010): "White American males constitute only 33% of the population. Yet, they occupy approximately
- 80% of tenured positions in higher education
- 80% of the House of Representatives
- 80-85% of the U. S. Senate
- 92% of Forbes 400 executive CEO-level positions
- 90% pf public school superintendents
- 99.9% of athletic team owners
- 97.7% of U. S. presidents

Equity

The questions we must ask are: 'Where are the women?' 'Where are the people of color?' '"If these are due to racism and sexism, who are the culprits?' 'Are these outcomes due to the overt racist or sexist?' 'Are they due to the hate mongers, the White supremacist, Klan or Skinheads?' I contend that it is not the overt racist or sexist which control the tools that result in such unjust and damaging disparities. It is people we elect to office, teachers who educate our children, business leaders who carry out the policies and practices of their corporations, government leaders, law enforcement officers, physicians, dentists, construction workers, your family, friends, and neighbors. [It is psychologists!] It is well-intentioned people like you and I!"

The Four Types of Racism (APA Resolution on Harnessing Psychology to Combat Racism, 2021)

Structural Racism results from laws, policies, and practices that produce cumulative, durable, and race-based inequalities

- includes the failure to correct previous laws and practices that were explicitly racist (Yearby et al., 2020).

The Four Types of Racism (APA Resolution on Harnessing Psychology to Combat Racism, 2021)

Institutional racism results from policies, practices, and procedures of institutions—such as school, health care, law enforcement, and criminal justice systems—that marginalize diverse racial groups

The Four Types of Racism (APA Resolution on Harnessing Psychology to Combat Racism, 2021)

Interpersonal racism occurs when individuals from socially and politically dominant racial groups behave in ways that diminish and harm people who belong to other racial groups.

- distinct from bigotry (negative attitudes about an outgroup, not necessarily tied to race) or prejudice (a preconceived opinion that is not based on reason or actual experience).

The Four Types of Racism (APA Resolution on Harnessing Psychology to Combat Racism, 2021)

Internalized racism refers to the acceptance by diverse racial populations of the negative societal beliefs and stereotypes about themselves—including negative stereotypes and beliefs about complexion and color (i.e., colorism) that reinforce the superiority of Whites and can lead to the perception of themselves as devalued, worthless, and powerless.

Implicit vs Explicit Bias

- Misguided/misdirected focus on individual bias instead of systemic bias in policy
- However, still very important for our clinical work

White Privilege (Collins, 2018)

- Gives White people disproportionate grace, compassion, kindness, and benefit of the doubt
- Gives White people greater access to power and resources than BIPOC in the same position do
- Both a **legacy** and **cause** of racism
- Both unconsciously enjoyed and consciously perpetuated

Whiteness in America

White Culture

What is White culture??

White Culture (Katz 1990)

- **Rugged Individualism**
- **Competition**
- **Justice**
- **Communication**
- **Holidays**
- **History**
- **Protestant Work Ethic**
- **Scientific Method**

White Culture (Katz 1990)

- Status, Power, and Authority
- Time
- Future Orientation
- Family Structure
- Aesthetics
- Religion

White Supremacy

White culture becomes **White supremacy** when White culture becomes the (often unspoken) default, the standard by which everything and everyone is measured. If Whiteness is the default, then everything else is Other.

White Supremacy

- What does "professional" look like/ sound like/ act like?
- What features do the most "attractive" people in our country have?
- What is the official language in the United States?
- What does "well-behaved" look like?
- What does "suspicious" look like?

White Supremacy Culture

Tema Okun (1999):

- Perfectionism
- Sense of urgency
- Defensiveness
- Quantity over quality
- Worship of the written word
- Only one right way
- Paternalism

White Supremacy Culture

- Either/or thinking
- Power hoarding
- Fear of open conflict
- Individualism/ I'm the only one
- Progress is bigger/more
- Objectivity
- Right to comfort

Microaggressions and Racialized Abuse

"Microaggressions are brief, everyday exchanges that send denigrating messages to people of color, because they belong to a racial minority group." (Wing Sue et al, 2007)

Microaggressions and Racialized Abuse

- Often unconsciously delivered
- Pervasive and automatic in daily interactions
- Often dismissed and glossed-over as innocent or innocuous
- Can be interactional and environmental
- Have been demonstrated to impair performance in a multitude of settings (Wing Sue et al, 2007)

Microaggressions and Racialized Abuse

"A persistent daily low hum of racist abuse is not minor. I use the term 'abuse' because aggression is not as exacting a term. Abuse accurately describes the action and its effects on people: distress, anger, worry, depression, anxiety, pain, fatigue, and suicide." -Ibram X. Kendi

Microaggressions and Racialized Abuse

Microassault (Wing Sue et al, 2007)

- More likely to be conscious and deliberate
- Usually happen in situations where aggressor can remain anonymous

Microaggressions and Racialized Abuse

Microinsult

- Subtle snubs
- Rudeness, insensitivity
- Context matters

Microaggressions and Racialized Abuse

Microinvalidation

- Really important one for psychologists
- Dismiss or deny the lived experiences of BIPOC folks
- Impact vs Intent
- "Where are you from?"
- "All lives matter"
- "I'm sure they didn't mean it that way."

Colonization & Neo-colonization

- Colonization is invasion: taking over the land and imposing their own culture on Indigenous people.
- Laws, policy, and policing are key tools
- Physical, cultural, and psychological

(theconversation.com, 2020)

Decolonization

- "A regenerative resurgence of Indigenous thought, development, sovereignty, life, community, peoples, and land."
- A goal but not an endpoint
- Through action, change can occur

(Ritzkes 2021)

"True decolonization seeks to challenge and change White superiority, nationalistic history, and 'truth'" (theconversation.com 2020).

Samir Doshi, "Decolonizing Our Dreams" (2021)

"We can...dream of entire new realities and ways of being that tap into the mosaic of our ancestral cultures and stories. Dreams of a new economics where the currency and capital are banked on interdependence and liberation; widespread ecological and community designs that are braided by Indigenous designers from across the continents; bioregional forms of governance that see the watershed as the geopolitical entity where we all come together, rural and urban, to be in true right relationship and belonging with each other and ecosystems; Black reparations and Native rematriation meld together to form new models of justice and stewardship, recognizing that land doesn't have to be owned by humans to support habitats for our and other species."

Q&A

Part 2

Putting Concepts to Practice

Anti-racism in clinical practice

Ongoing practice, NOT a checklist

- Advertising
- Intake procedures
- Office
  - Who is this office for?
- Financial practices
- Consultation/colleagues
- CEs/professional growth

Liberation Psychology

Microaggressions in therapy

- **Frequently failures of empathy**
  - Dismissiveness, devil's advocate, "Can't you see where they're coming from?"
- **Interpretations of anger, shyness, boundaries, confidence, family dynamics**

Whiteness and white supremacy in therapy

Are you thinking about it? Talking about it?

- **Loss/yearning for roots and connection**
- **Perfectionism**
- **Striving/ internalized capitalism**
- **Racialized guilt & action**
- **Discomfort of witnessing pain and harm**

Dismantling White Supremacy & Mental Health

Tema Okum's (2021) vision for an antiracist/decolonized culture:

- Hold paradox and multiple realities, nuance ie: leading from behind; I can cause harm and be worthy of love; something can be true and not be my truth.

- Understand that hard work and meaningful rest are parts of a whole: a cycle. We need both.

Dismantling White Supremacy & Mental Health

- Honor our interdependence and our relationships to labor.

- Balance process and outcome. We see the how of what we do as equally important as the what.

- Become incredible vessels to hold, see and hear each other.

Clinical Strategies

- **Use correct terminology**
  - **Ask people how they self-identify vs. providing boxes to be checked**
  - **Invite multiple opportunities for feedback**

Clinical Strategies

- **Learning history and cultural references**
  - How do you ask for this on your intake forms?
  - Where might you go to learn more about cultural backgrounds/ experiences you are unfamiliar with?

Clinical Strategies

Case conceptualization

- How do racial identities and experiences shape this client past, present, and future?
  - Make sure you are thinking about this for White clients too!
- How do racial identities and experiences show up in the therapy relationship?

Clinical Strategies

- **Awareness of countertransference**
  - Where might implicit bias show up for you?

Clinical Strategies

- **Empathy**
    - Who are you empathizing with?

Clinical Strategies

- **Understand racism as trauma**
  - How do we work with people who are in ongoing trauma-generating situations?

Q&A

Part 3

Case Examples and Questions

Alicia Keys & Brandi Carlile~ Beautiful Noise

Case Study: Marcus

Breakout Groups

Case Study: Jasmine

Breakout Groups

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