Redefining and Re-centering Diversity in Alcohol and Drug Counseling

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PCB Annual Conference

May 1, 2018
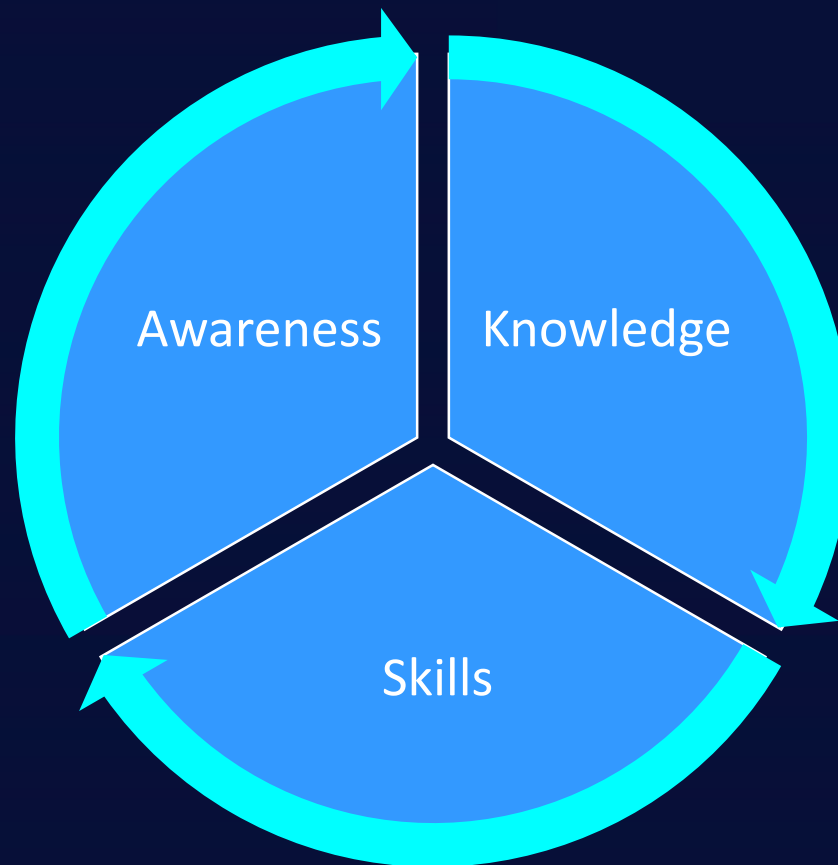
Overview

- Welcome Remarks
  - Say something "cheesy"
  - Thank you for sharing!

- Culture Competence

- Multicultural Counseling Theories

- Racial-Cultural-Ethnic Identity

- Culturally-Responsive Practices

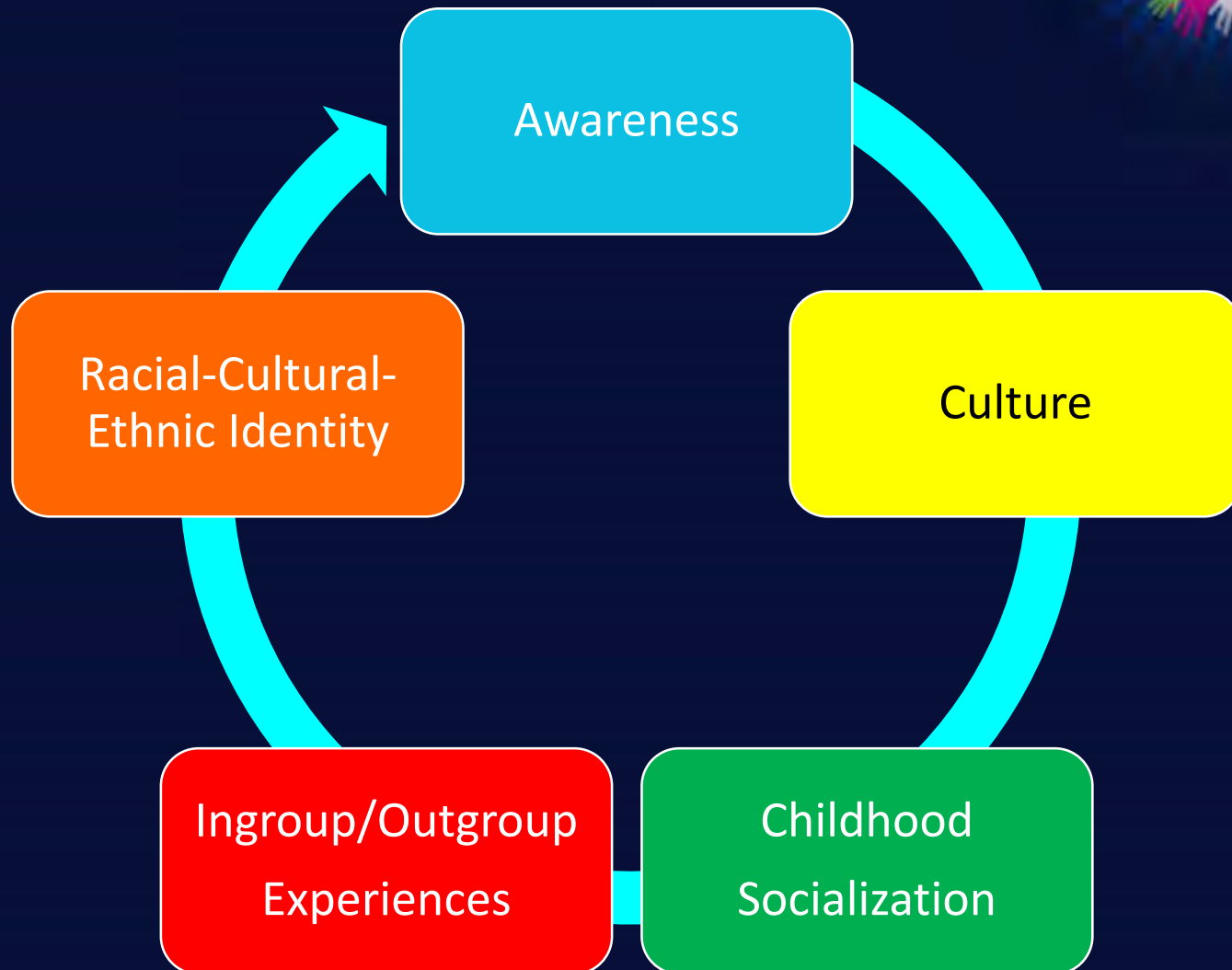- Culturally-Response Practices is Ethical Practice

Reflection

- How would you complete this sentence? I never thought I could perpetuate racism and other isms because I am_____,
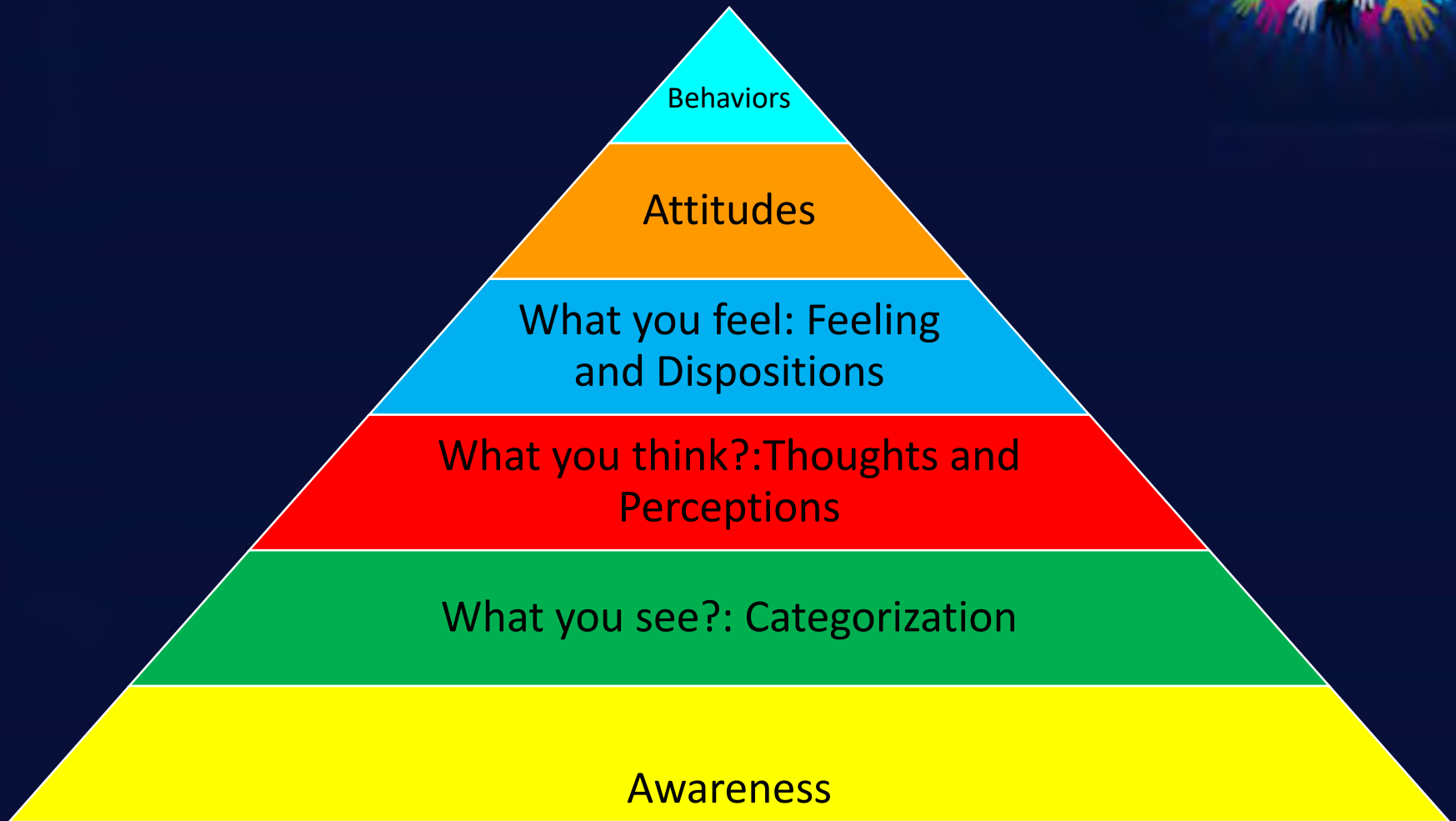
  And I believe_____.

Cultural Competence

Cultural Competence

- Awareness
- Culture
- Childhood Socialization
- Ingroup/Outgroup Experiences
- Racial-Cultural-Ethnic Identity

Cultural Competence

Behaviors

Attitudes

What you feel: Feeling and Dispositions

What you think?:Thoughts and Perceptions

What you see?: Categorization

Awareness

Cultural Competence

Behavior	• Stereotypes • Microaggression • Prejudice • Discrimination (isms)
Communication	• Shame-based • Guilt-based
Connection	• Ingroup/Outgroup • Empathy

Awareness

Mind Full, or Mindful?
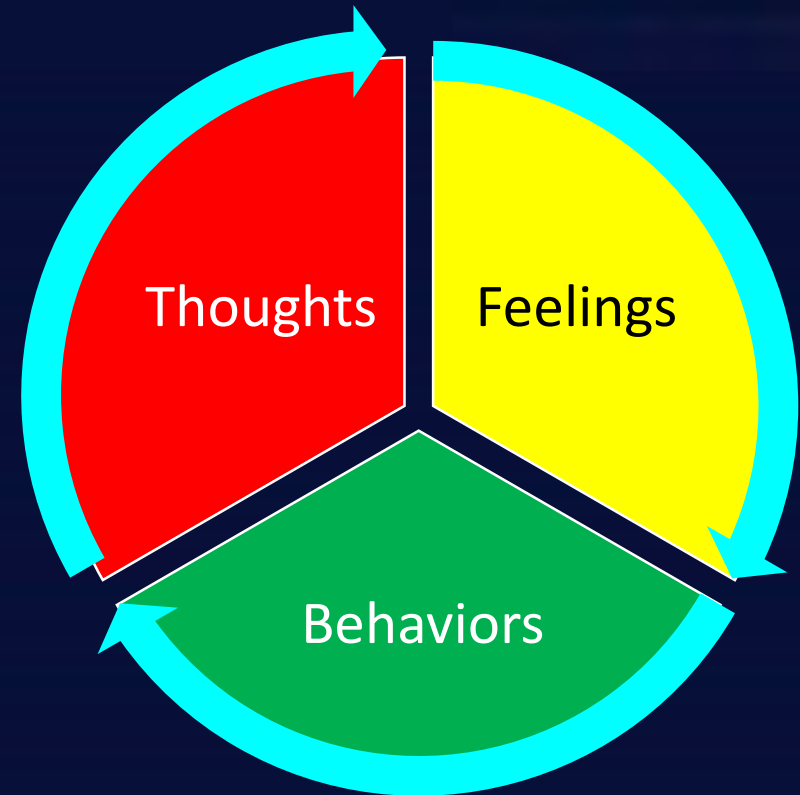
CHRIS BUCK FOR O, THE OPRAH MAGAZINE

Awareness

- What came up for you?

- What reactions did you have to the photos?

Awareness: Unlearning Racism and other Isms

Cultural Lens – World Views

Awareness: Perceptions

Imagine who this person is…

Exploring Perceptions

Gay man

Middle Eastern ancestry

Just celebrated 82nd Birthday

Requires help in math

An alcohol and drug counselor

A CEO of a behavioral health organization

Exploring Perceptions

Father of three

A peer support specialist

5th year medical student

Asian American female

Addicted to prescription drugs

Exploring Perceptions

White male

An individual diagnosed with an addictive disorder

World class athlete

Requires wheelchair for mobility

Transgender student

A mother addicted to alcohol and pills

Exploring Perceptions

1. **Who was easy to imagine?**

2. **Who was difficult to imagine?**

Attributions and Stereotypes

Intercultural Interactions

Attributions & Stereotypes

Perceptions

Awareness

24

Attribution Theory

1. Attribution theory suggests there are two primary dimensions for individuals to make judgments about others:

   a. Internal-External – internal or external causes for behavior

   b. Stable-Unstable – permanent or temporary trait

2. Fundamental Attribution Error- tendency to overestimate (internal, stable) dispositional causes of behavior.

3. Ultimate Attribution Error is the tendency to ascribe the causes of behavior to dispositional characteristics of a group rather than to an individual member.

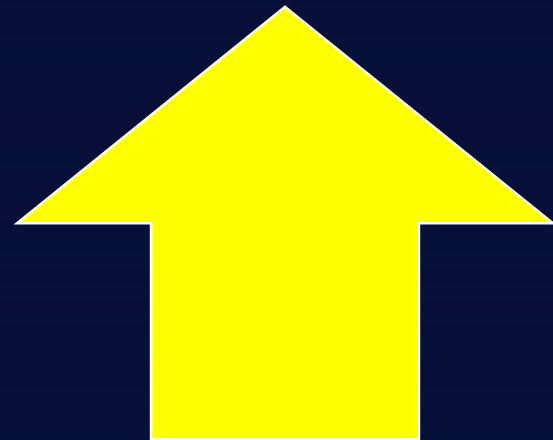# Intergroup Contact Theory
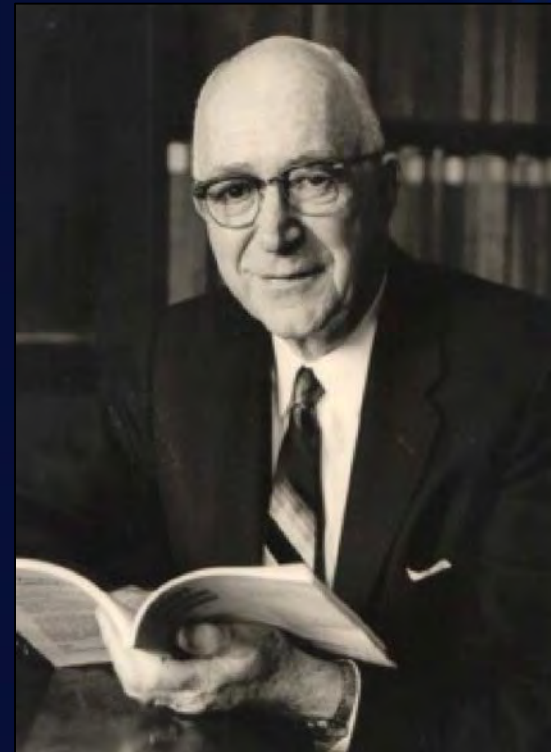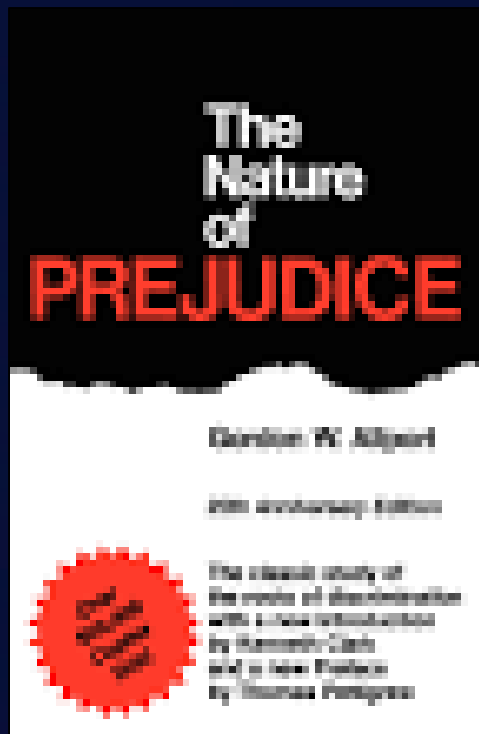
Intergroup Contact Theory
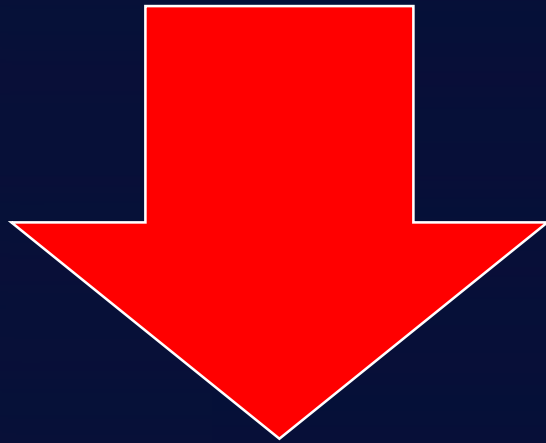
Ingroup

Outgroup

Intergroup Contact Theory

1. Ingroup

2. Outgroup

3. Minimal Groups

4. Ingroup Preferences

Stereotypes

Harvard Graduate
Jefferson Moon

New York City Nurse
Sahar Shaleem

DIVERSIT
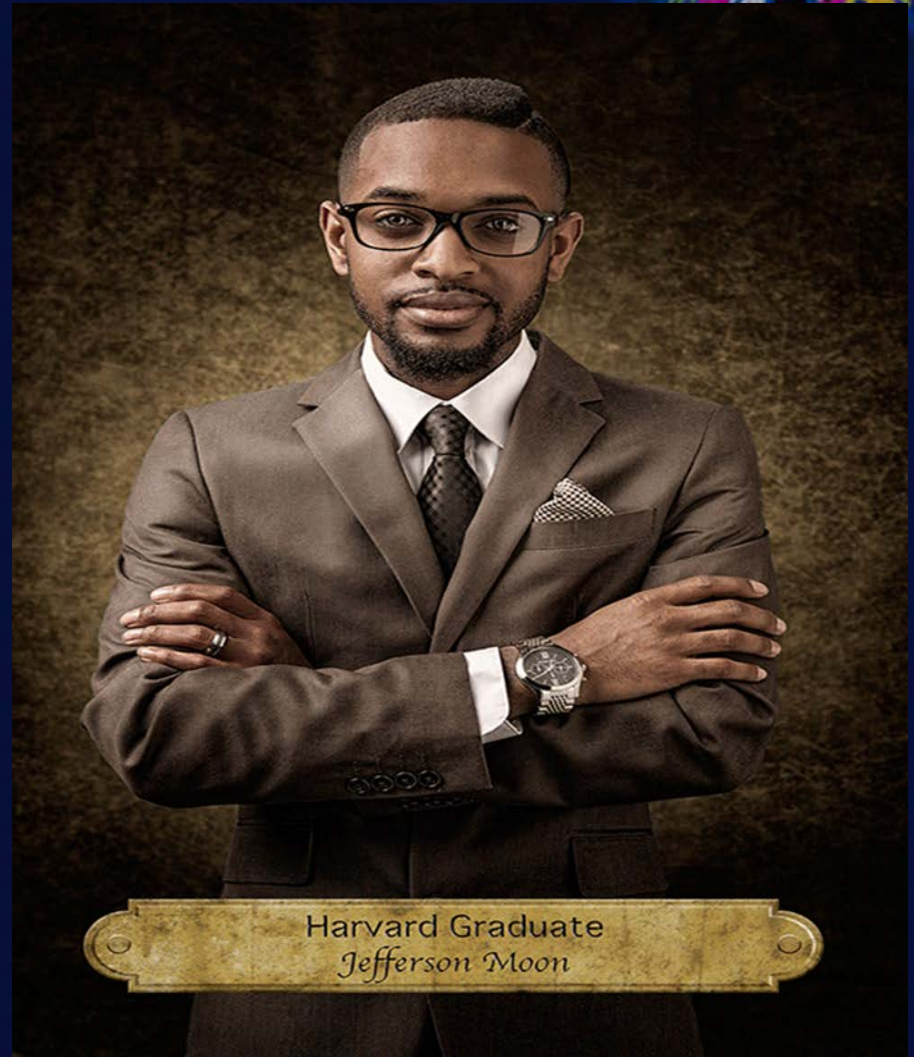
CEO of a Fortune 500 Company
Edgar Gonzalez

Founder of Family Outreach Program
Ben Alvarez

Widowed Mother of 3 Kids
Jane Nguyen

Iraq Combat Veteran
Jacob Williams

Stanford Graduate School Student
Sammie Lee

Stereotypes

- What came up for you?

- How do stereotypes affect you?

- What stereotypes do you leave at the door?

- How does leaving the stereotypes (at the door) others have about you affect you?

- What stereotypes do your clients have that they have to leave at the door when they enter treatment?

Stereotype Theories

- Categorization
  - Us vs. Them

- Perceptions
  - Preconceived Views, Stereotypes

- Intercultural Communication
  - Prejudicial Attitudes and Dispositions

- Intercultural Interactions
  - Discrimination, Microaggressions

Last Chance for Eden

Last Chance for Eden

- Pair and Share

- What came up for you?

- What is one thing you became aware of or learned from the video-clip? Or something you saw that made you think or feel differently?

- Thank you for sharing!

Last Chance for Eden

Mindful Inquiry – Lee Mun Wah

1. What I heard you say…
2. Tell me more about…
3. What angers you about…
4. What hurts you about…
5. How does it impact or affect you now…
6. What do you need or want…

It's Time For A Break

Who am I?

1. I am_____ (20 times)
2. I am_____
3. I am_____
4. I am_____
5. I am_____
6. I am_____
7. I am_____
8. I am_____

Who am I?

- Common Traits
  - National
  - Ethnic
  - Regional
  - Gender
  - Socioeconomic status
  - Educational level
  - Religion
  - Age
  - Physical ability
  - Sexual orientation
  - Organizational
  - Departmental

Who am I?

1. How early on your list did ethnic/racial/culture identity appear?

2. How would your clients respond to this question?

3. What is the congruence and incongruence between you and your clients?

4. What is the congruence between your clients and the organization in which you work?

Racial Identity Theory

Racial Identity Theory

Cross (1991)	Helms (1990)	Theoretical Description
Pre-contact		The person has a salient or color-blind view of race.
Encounter	Contact	The person is oblivious to racial issues and is unable to recognize the effects of racism on others.
	Disintegration	The person develops an ambivalent awareness about race or class privilege.
	Reintegration	The person understands, but is resistant to acknowledge how race or class privilege contributes to racism.
	Pseudo-Independence	The person understands the unfair advantages of growing up White and the unfair disadvantages of growing up Black in the US.
Immersion-Emersion	Immersion-Emersion	The person assumes personal responsibility to combat racism.
Internalization	Autonomy	The person values cultural similarities and differences, develops a positive self-concept, and forms less-racist attitudes.

5 Stages of Cultural/Racial Development – Persons of Color (Dr. Beverly Daniel Tatum, PhD)

- **Pre-encounter**: Seeks to assimilate into the dominant culture.

- **Encounter**: Individual is forced to acknowledge his/her differences through an event or series of events.

- **Immersion/Emersion**: Strong desire to surround oneself with visible symbols of one's racial/cultural identity.

- **Internalization**: Individual is secure in their racial/cultural identity and seeks to establish meaningful relationships of one's racial/cultural identity.

- **Internalization-Commitment**: The individual discovers ways to communicate their commitment to the concerns/needs of their own racial/cultural group.
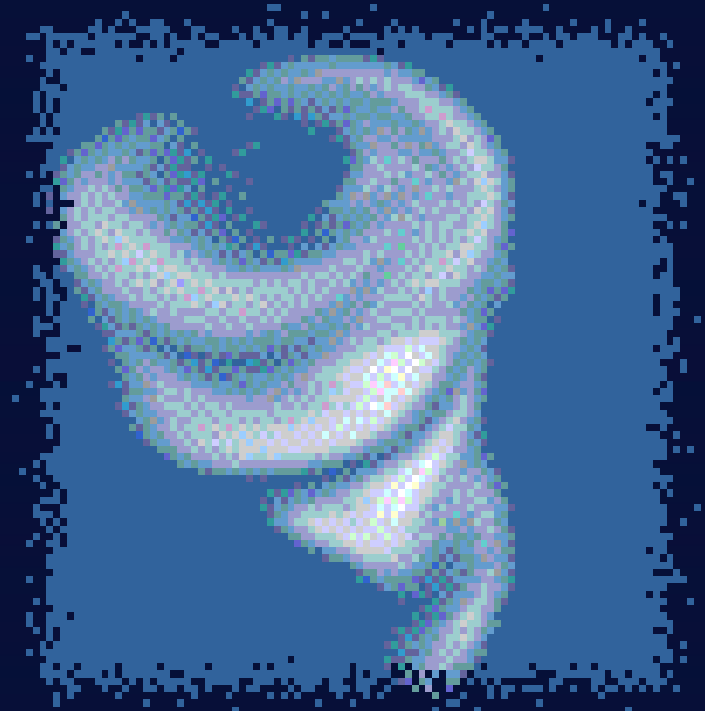
Racial Identity Interaction Theory

The Type of Inter-racial Exposure

Statuses - Cycling

Gender Identity Theories

| Kohlberg		Piaget Bem	Erikson	Bandura Mischel
Stages	Description	Assimilation and accommodation = gender schema	Identity vs. Role Confusion (adolescence)	Social Learning
Gender Identity (2-3 years)	Label self as boy or girl	Gender Schema Gender Script		Cognitive Social Learning or Social Cognition
Gender Stability (4-5 years)	Children understand they are a boy or girl			Gender Typed Behavior
Gender Schema (6-7 years)	Children learn their gender cannot be changed			

Gender Identity Theory

[flexible] gender identity
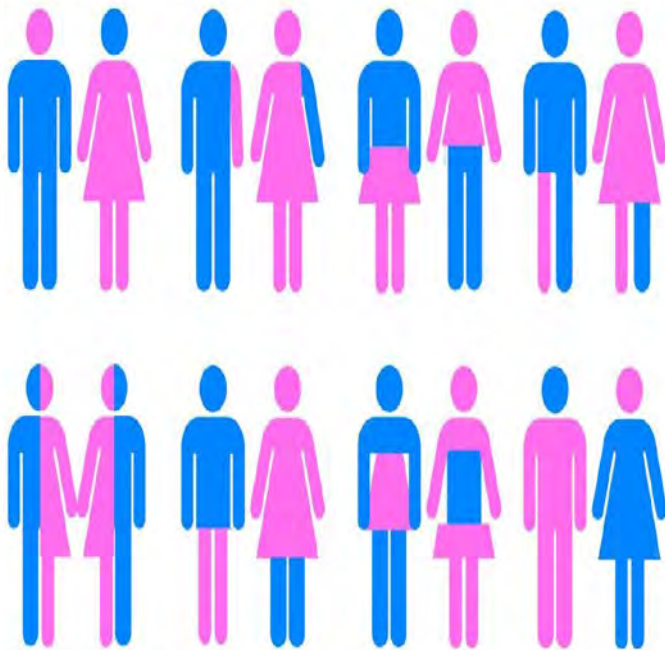
"which category do you identify/define yourself?"

- Cisgender
- he/him/his for a male
- she/her/hers for a female

- Transgender
- they/them/theirs

DIVERSIT

|	Subject	Object	Pronoun	Pronunciation
Gender Binary	she	her	hers	as it looks
	he	him	his	as it looks
Gender Neutral	they*	them*	theirs*	as it looks
	ze	hir	hirs	zhee, here, heres
	ze	zir	zirs	zhee, zhere, zheres
	xe	xem	xyrs	zhee, zhem, zheres

*used as singular
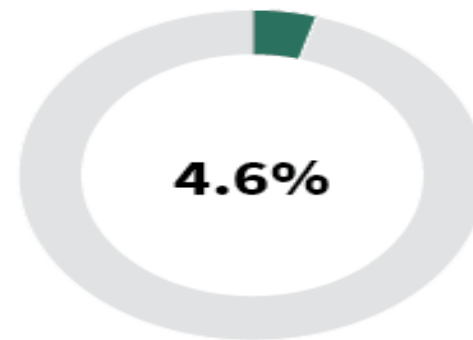
Gender, Feminist, and Womanism Theories

There Are Fewer Women CEOs Than You Think

Executives hugely overestimated the number of women running large companies.

23%
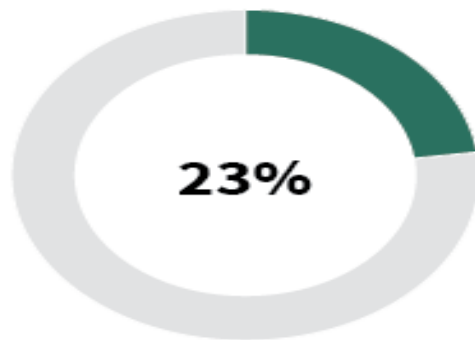
The average respondent's estimate of how many large companies around the world have female CEOs.

4.6%

The actual percentage of companies in the S&P 500 and the Fortune 500 that are run by women.

Source: Online survey of more than 1,700 executives -- managers through the C-suite, but excluding CEOs -- conducted by Weber Shandwick, in partnership with KRC Research. Respondents worked in companies with revenues of $500 million or more and represented 19 countries across North America, Europe, Asia Pacific (APAC) and Latin America (LatAm).

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Intersectionality Theory
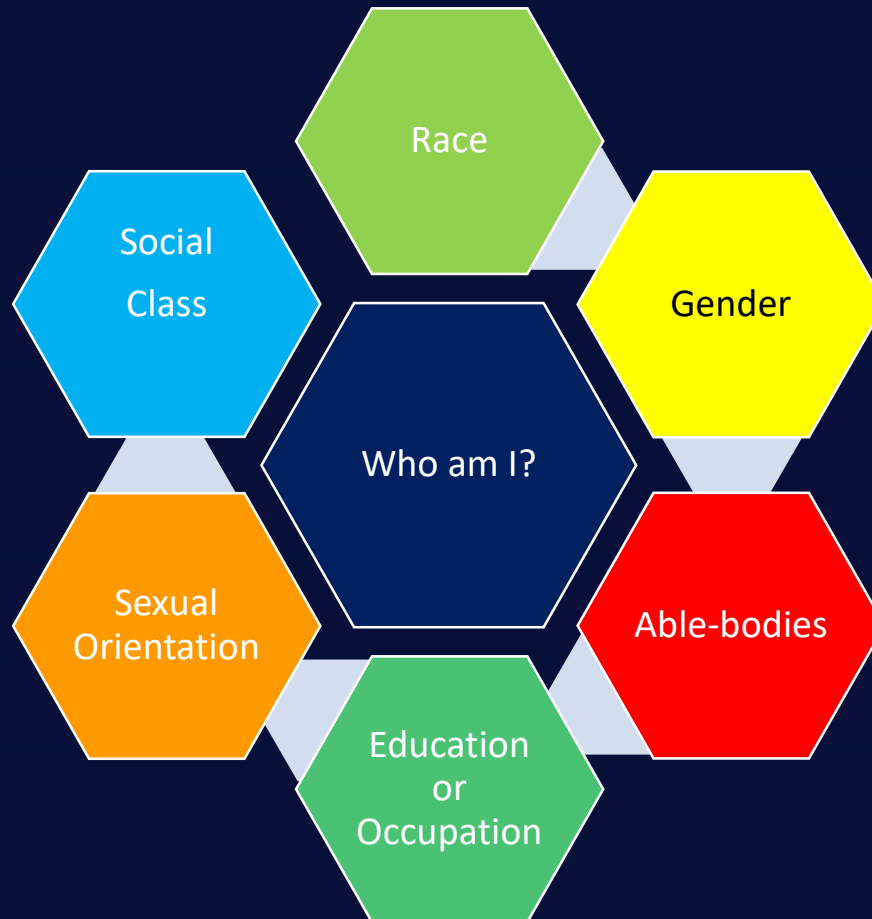
- Intersectionality refers to intersecting social identities and related systems of oppression, domination, or discrimination.

- Intersectionality is the idea that multiple identities intersect to create a whole that is different from the component identities.

- These identities that can intersect include gender, race, social class, ethnicity, nationality, sexual orientation, religion, age, mental disability, physical disability, mental illness, and physical illness as well as other forms of identity.

Intersectionality Theory

- Isms is used rather than oppression

- One-up vs. one-down terminology rather than dominate vs. subordinate groups

- Underrepresented groups

- More or less privilege
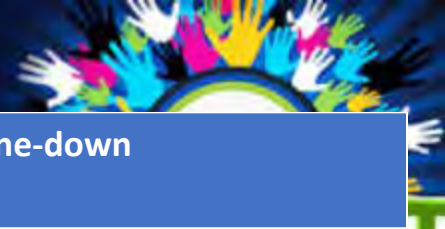
| Types of "isms"	Variable	One-up	One-down
Racism	Race/ethnicity/color	White	People of Color
Sexism	Gender	Men	Women, Transgendered
Homophobia/heterosexism	Sexual orientation	Heterosexuals	LBGTQ
Classism	Socioeconomic class	Owning, upper and middle-class	Poor, working class, wage workers
Elitism	Education level	College-educated; top 20 to 40 schools	Not-college educated; less prestigious schools
Xenophobia	Immigrant status	US Born	Immigrants
Linguistic oppression	Language	English speakers	Non-English speakers
Ableism	Physical, mental, intellectual	Able-bodied (body/mind)	People with disabilities
Ageism (adultism)	Age	Adults	Elders; children/youth
Militarism	Military Status	WWI, WWII, Korean Veterans	Vietnam, Gulf War (I & II) veterans
Religious oppression/anti-Semitism/Islamophobia	Religion	Protestants	Catholics, Jews, Muslims, Sikhs

Intersectionality Theory

- Think of a time you grossly misinterpreted a person or situation.

- What information was missing that allowed you to draw incorrect conclusions?

- What do you think contributed to your misinterpretation?

- How many times do you think your clients have been misinterpreted?

Intersectionality Theory
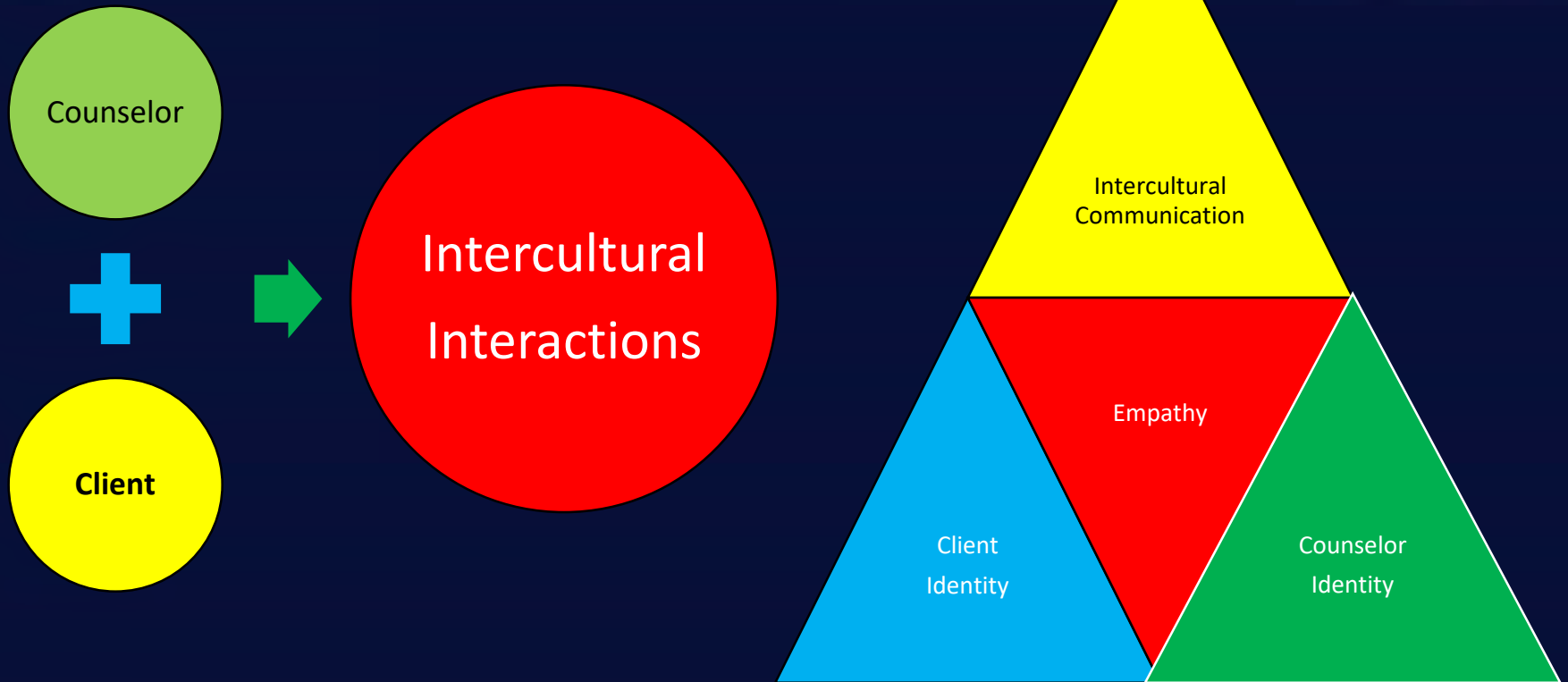
Intersectionality Theory

Empathy

Intersectionality Theory

- **Shame**
  - A prominent negative emotion in collective cultures that involves an individual's sense of regret for having engaged in negative behavior.
  - Internal responsibility
  - I am flawed

- **Guilt**
  - A prominent negative emotion in that involves an individual's sense of personal regret for having engaged in that behavior.
  - External responsibility
  - That was a flawed decision

Shame-Talk Examples

1. I need more assistance. I need you to support me. I am transferring you to another supervisor.

2. I would like a raise. I am making less than my male counterparts and my program is bringing in money. I think you should be grateful for your job and salary.

3. If you want a raise find another job.

4. I'm concerned about this activity…It's just a book.

Guilt-Talk Examples

1. You are dismissing me from the program because I can't get here on time. How am I supposed to take care of my kids and make it on time to the program.

2. You relapsed! You need to go to another program.

3. I think we need a recovery pledge….a diversity pledge…on campus. Have you talk to folks from underrepresented groups to how this will land for them?

3. I want to be a counselor. I think you should go to work after rehab. You can try school but I'm not sure that will work out and I don't want to see you disappointed.

Reflection

- What came up for you?

- How do any of these isms affect you?

- How do you overcome any of these isms?

- What do you leave at the door – to be accepted?

- How does this affect you?

Racial Microaggression Theory

- Racial microaggressions are the subtle expressions of racism.

- Racial microaggressions are the brief and everyday slights, insults, indignities and denigrating messages sent to people of color by well-intentioned White people who are unaware of the hidden messages being communicated.

- These messages may be sent verbally ("You speak good English."), nonverbally (clutching one's purse more tightly) or environmentally (symbols like the confederate flag or using American Indian mascots). Such communications are usually outside the level of conscious awareness of perpetrators.

Racial Microaggressions (Sue et al., 2007)

Microassault	Microinsult	Microinvalidation
Conscious and purposeful	Subtle snubs	Negates reality of a person of color
Usually said in private	Often unintentional	Nullifies feelings, experiences
Racial epithets	Conveys a hidden insulting message	Color blindness
Discriminatory actions	Demeans racial heritage	
Displayed publicly when a person loses control	Can occur nonverbally	
Discourages interracial interactions	Context is important	

9 Healthy Ways to Communicate

1. Reflect back what is being said (use their words)

2. Begin where they are not where you want them to be

3. Be curious and open

4. Notice what they are saying and what they are not

5. Emotionally relate to what they are feeling

6. Take responsibility for your part in the misundestanding

9 Healthy Ways to Communicate

7. Notice how you are feeling. Be honest and authentic.

8. Try to understand how their past affects who they are and their relationship with you.

9. Stay with the process and relationship, not just the solution.

When Someone is Offended By Your Comments (Lee Mun Wah)

1. What I heard you say…

2. Tell me more

3. What angered you about…

4. What hurts you about…

5. What's familiar…

6. What do you need or want…

Intersectionality & Systems of Privilege
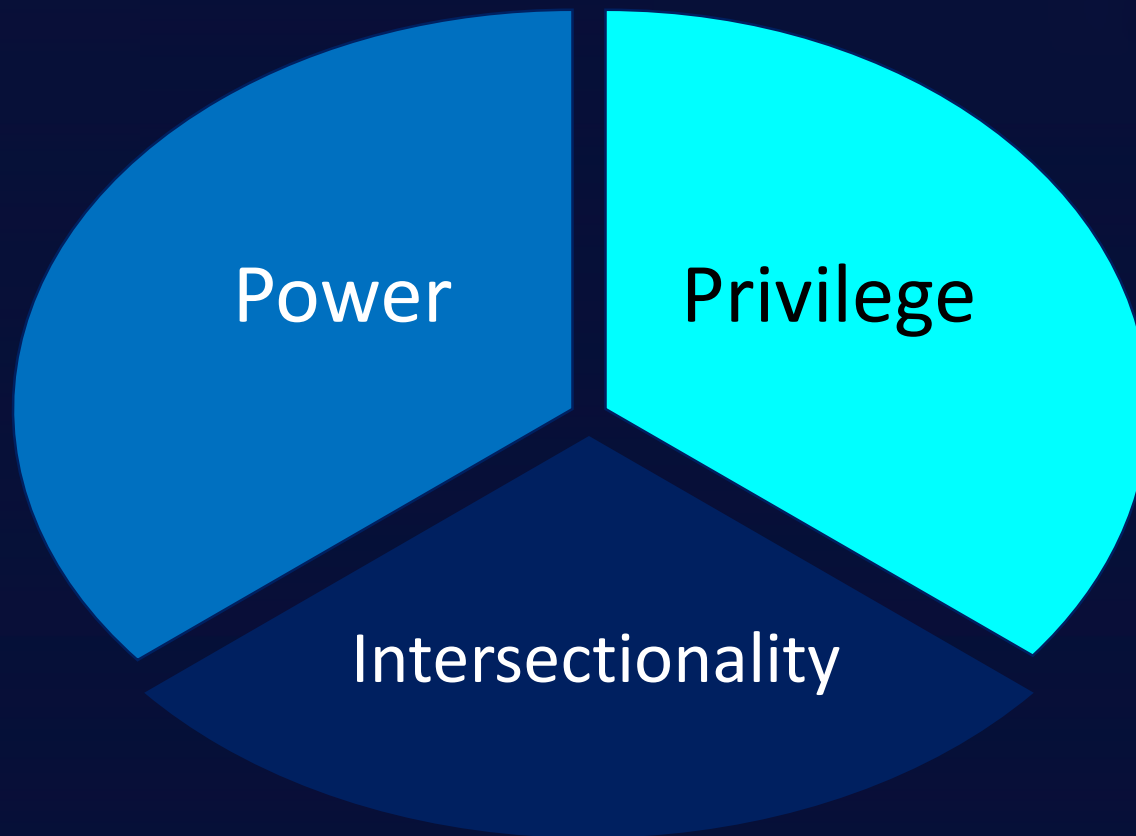
Systems of Privilege

Systems of Privilege

- Stand in a straight line and hold the hand of the person on either side for as long as possible and refrain from speaking during the exercise.

- Then move one step forward or backward depending on the question.

- Take a look around – what do you see?

- How does this impact you?

- What is the take away?

White Privilege & Systems of Privilege

- White Privilege
- Male Privilege
- Cisgender Privilege
- Heterosexual Privilege
- Socioeconomic Privilege
- Elitism – Education Privilege
- Christian Privilege
- Able-bodied Privilege

White Privilege

White Privilege

White Privilege

- What came up for you as you were watching the clip(s)?

- How does white privilege affect you?

- How does white privilege cost you?

- What do you leave at the doo?

- How does this affect you?

Systems of Privilege

Think about the congruence and incongruence between you and your clients, or you and your agency. In what ways, is/are privilege(s) addressed in your role or organization?

Counselor — Privileges — Client
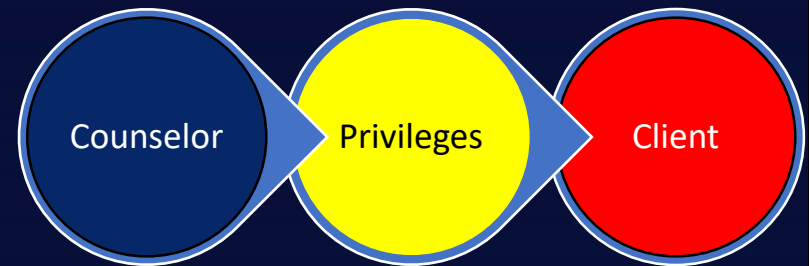
Systems of Privilege

1. In what ways can you address privilege in your position or workplace?

2. In what ways, can you use your privilege professionally and personally?

Systems of Privilege

"Commit to do at least one thing different: I'm not asking you to be 100% better on 50 things, but rather 5% better on one."

-Thomas Parham

Reflection

- How would you complete this sentence? I never thought I could perpetuate racism because I am_____

  _____,

  And I believe_____.

Ethics

- **Beneficence** (doing good, preventing harm)

- **Nonmaleficence** (not inflicting harm)

- **Autonomy** (respecting freedom of choice and self-determinism)

- **Justice** (fairness)

- **Fidelity** (faithfulness)

- **Veracity** (truthfulness)

Ethics

- Competence

- ACA Study on Cultural Competence

- Get appropriate supervision and education, if you don't have the skills

Ethics

- Professional Responsibility

- Responsibility to Client

Ethics

- Examining Differences: Racial, Gender, Socioeconomic Status, Education, Religious, Street Culture, and Drug Culture

- Values

- Therapeutic Rapport

Conclusion