

Building Bridges Towards Authentic Inclusion

Mental Health Task Force
September 12, 2017

Ground Rules



- Be respectful and open-minded.
- One person speaks at a time.
- Use “I” statements. Speak for yourself, not for others.
- Participate; don’t dominate.
- Keep information that others share confidential.
- Avoid critiquing others.
- Listen to others. Don’t interrupt.
- Feelings are allowed.
- Ask questions.

Today's Plan

- Definitions
- Context
- Implicit Bias
- Group Discussion
- Wrap-up



What Does Authentic Inclusion Look Like?



“If we embraced our diversity and valued the views of others...we’d be more likely to find solutions to problems.”



Definitions



- **Racism:** Race-based prejudice + skin-color privilege + power to discriminate / oppress
 - **Prejudice:** A negative preconceived opinion formed without knowledge or reason.
 - **Privilege:** A benefit enjoyed by a person or group beyond the advantages of most.
 - **Power:** In analyzing race issues, it is important to think about the locus of power or who has social power in the situation.

Structural Racism



“A structural racism lens allows us to see:

- the racial legacy of our past;
- how racism persists in our national policies, institutional practices, and cultural representations;
- how racism is transmitted and either amplified or mitigated through public, private, and community institutions;
- how individuals internalize and respond to racialized structures.” *Aspen Institute*

Racism & Implicit Bias



- History of racist policies and practices.
- Sets the stage for a race narrative, which impacts our thinking and beliefs or our implicit biases.
- Our belief systems are “imprinted” with race at the center – even when we don’t notice – and make it difficult to change.
- Our racism and implicit bias needs to be rooted out by our awareness and actions.

Listening Pairs



Take turns listening with attention.

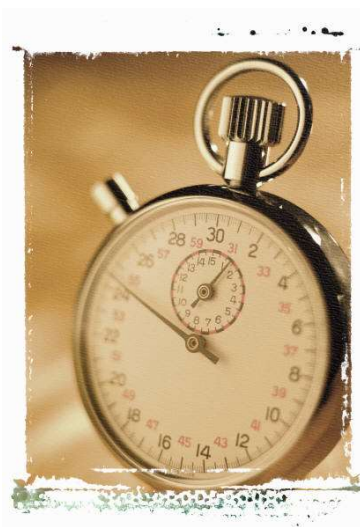
Suspend judgment and desire to comment, give advice, or critique.

Listen with a pleasant look on your face.

Equal time for you to talk and to listen.

Listening Pairs

- Pick who will be “A” and “B”
- One will talk for 2 minutes, other listens.
- The timer will go off.
- I’ll ask you to switch roles.



Question is:

How does racism impact authentic inclusion in your work?

Processing Listening

- How was it to be the listener?



- How was it to be the speaker?



- Any thoughts you want to share with the full group?

Authentic Inclusion



- Systems
 - Racism
 - Mental Health
 - Intersection of systems
- Building a culture of inclusion
- Overcoming our Biases

Implicit Bias Defined



- An **implicit bias** is a positive or negative mental attitude towards a person, thing, or group that a person holds at an **unconscious** level.
- In contrast, an **explicit bias** is an attitude that somebody is **consciously** aware of having.
- Research has found that our implicit and explicit biases often diverge.
- We are hard-wired to categorize people in groups, soft-wired for meaning associated.

Implicit Bias Explanation

The implicit associations we harbor in our subconscious cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance.

SOURCE:

[State of the Science: Implicit Bias Review 2015](#), Cheryl Staats, et.al.
Kirwan Institute, The Ohio State University

Microaggressions

Microaggressions, like our biases, can result in harmful consequences.

Microaggressions can impact behavior.

- Micro-assault - usually intentional
- Micro-insult - could be unintentional
- Micro-invalidatation – could be unintentional



Be mindful. Interrupt bias. Change outcomes.



Personal Example

- I am not racist. I have Black friends! (explicit)
- You are fearful to attend an event with your friends that is predominantly Black. (implicit)



Criminal Justice Example

Law enforcement

- I'm colorblind when it comes to traffic stops. (explicit)
- [A ProPublica investigation](#) found that young black men are shot dead by police at 21 times the rate of young white men. (implicit)



YWCA IS ON A MISSION

Medical Example

Physician

- I take an oath to do no harm (explicit).
- Yet, when my patient is in pain, I'll give stronger narcotics to whites over people of color. (implicit)



Education Example

Teacher

- I love children. All children can learn. (explicit)
- I do not have high expectations that my children of color can learn or succeed in the classroom. (implicit)



Group Discussion

- In thinking about mental health and race issues, how will you personally address bias and racial equity?
- How will that transfer to your organizations and/or clients?



Wrap-up



Learn to acknowledge exclusive systems and bias

- Share our implicit biases
- Raise awareness, educate about impact of systems and implicit bias
- Learn from each other's perspectives or take another's perspective to see multiple viewpoints
- Unlearn bias, replace with new association

Closing



Building bridges towards authentic inclusion means committing to:

- Things you want to learn in the coming weeks
- Actions / commitments you'll make
- Sharing information in your sphere of influence
- Becoming comfortable being challenged on biases

Closing



THANK YOU

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