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TRANSLATING RESEARCH TO PRACTICE

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Unmasking Microaggressions in a Clinical Setting

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Webinar Tips for Attendees

Please review our webinar guidelines for frequently asked questions:
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1 CE Credit, Instructional Level: Intermediate
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Ryan C. Warner, PhD, CRC



Ryan C. Warner, PhD, CRC, assists teams with creating a culture of inclusion to maximize their potential. Dr. Warner is a licensed psychologist, researcher, speaker, and consultant. He received a PhD in Counseling Psychology from Marquette University. As the Founder and Chief Executive Officer of RC Warner Consulting, LLC, Dr. Warner specializes in providing leadership development, diversity training, and wellness enhancement to accelerate meaningful change within organizations around the globe.

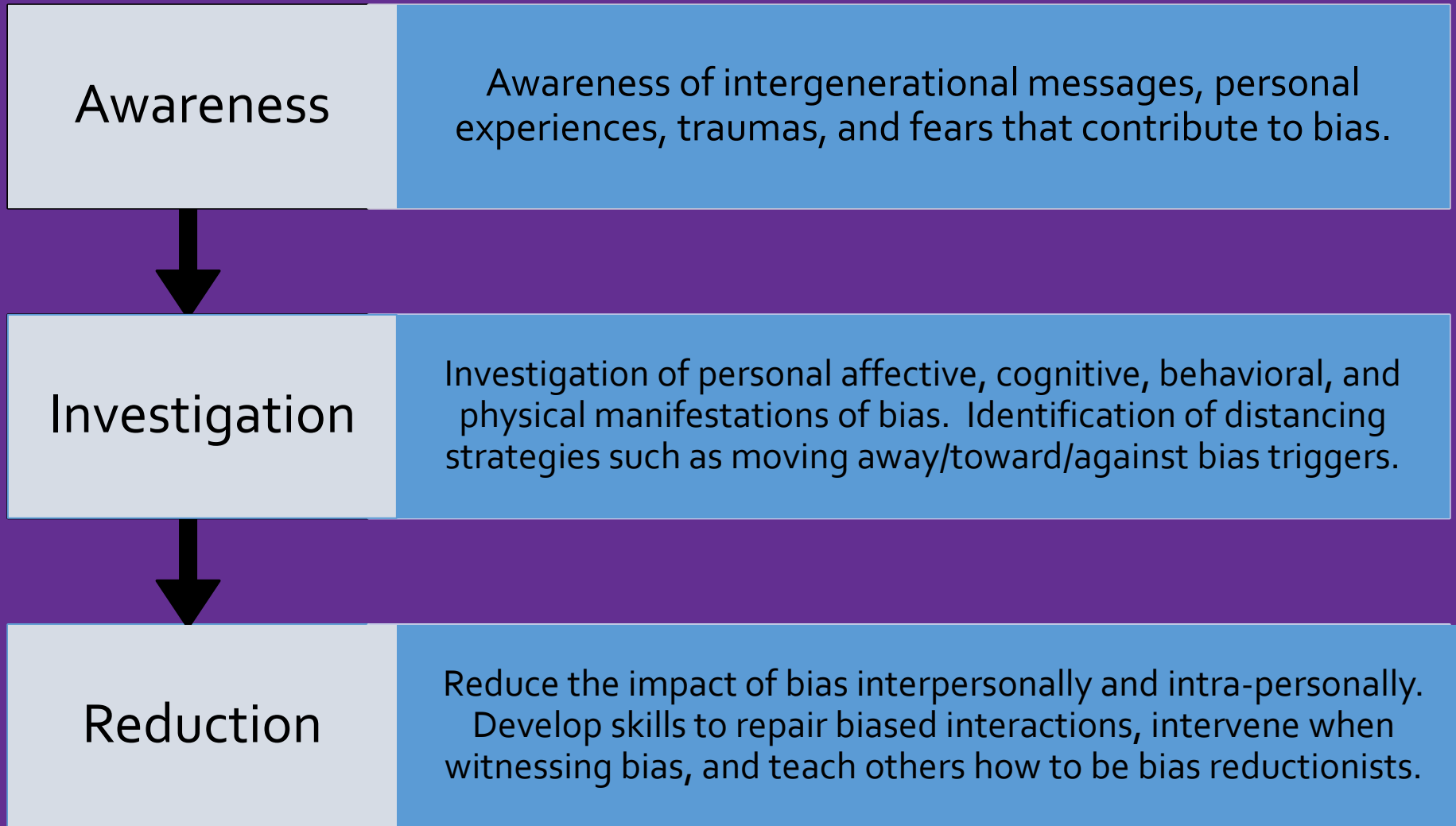
Disclosures/Conflicts of Interest

- No conflicts of interest to disclose

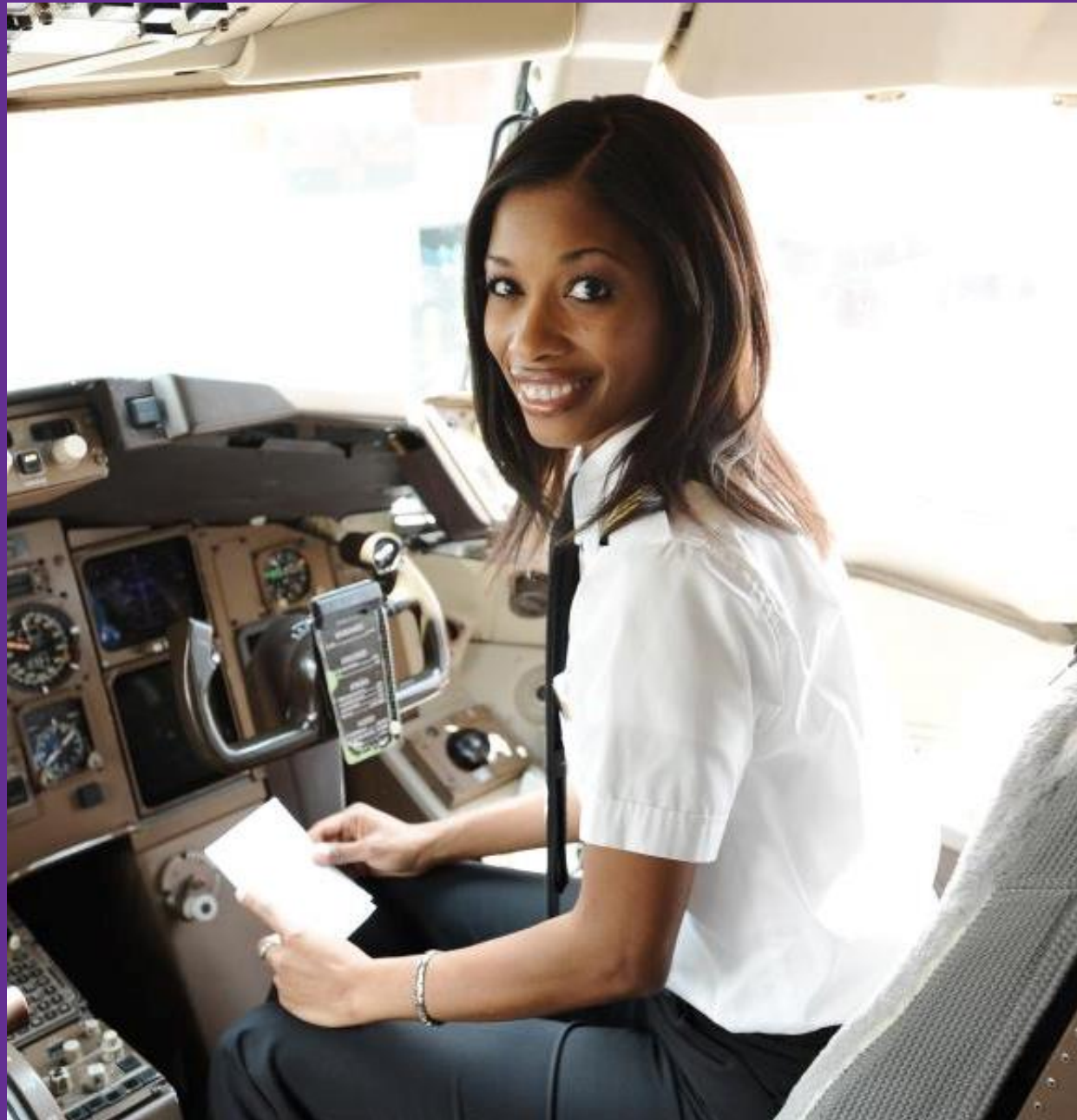
Learning Objectives

1. Describe unconscious bias and microaggressions
2. Discuss potential impacts of microaggressions in clinical work, in supervision, and within the workplace
3. List strategies for improving cultural awareness to mitigate discrimination

Crawford Bias Reduction Theory and Training (CBRT)













“Microaggression: More Than Just Race” Derald Wing Sue Ph.D.



“Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.”

Three Categories of Microaggressions

Microassault: Verbal or nonverbal attack meant to hurt the intended victim through name-calling, avoidant behavior, or purposeful discriminatory actions

Microinsult: Characterized by communications that convey rudeness and insensitivity and demean a person's cultural heritage or identity

Microinvalidation: Characterized by communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a marginalized group



Microaggressions in Therapy

Theme	Microaggression	Message
Color blindness statements which indicate that a White person does not want to acknowledge race	A client of color expresses concern in discussing racial issues with her therapist. Her therapist replies with, “When I see you, I don’t see color.”	Your racial experiences are not valid.
Denial of individual racism A statement made when Whites renounce their racial biases	A client of color expresses hesitancy in discussing racial issues with his White female therapist. She replies “I understand. As a woman, I face discrimination also.”	Your racial oppression is no different than my gender oppression.
Environmental microaggressions	Every counselor at a mental health clinic is White.	You are an outsider/You don’t exist.

Why Microaggressions Matter

Microaggressions can:

1. Create feelings of isolation, exclusion, loneliness, and tokenism (Wallace, Moore, Wilson, & Hart, 2012)
2. Lower the individual's work productivity and problem-solving abilities (Feaster, McKinley-Grant, & McMichael, 2021)
3. Devalue the individual's research, scholarship, and teaching contributions (Williams, Skinta, Kanter, et al., 2020)
4. Undermine and question the individual's qualifications and credentials (Thompson & Harper, 2019)
5. Negatively impact therapeutic alliance and supervision outcomes (Miranda, 2013)



Practitioner Self-Assessment



From Dialogue to Action

LET UP	Internal Processing	Goal
<u>L</u> isten:	What about this triggers you?	Make sure you are hearing the person, not your triggers
<u>E</u> mpathize:	Honor your own history and pain	Allows you to honor their own history and pain
<u>T</u> ell your story:	Prepare for strategic self-disclosure	Collaborative model, authenticity, reveals the elephant in the room
<u>U</u> nderstand:	Reflect on your role in the larger system of bias, prejudice, and racism	Understand the person's individual experiences related to the bias, prejudice, and racism. Reflect on the person's experiences of fear, trauma, lack of exposure, and anger
<u>P</u> sycho-educate:	Use your expertise to correct unhelpful/unhealthy thinking patterns	Make it clear that you do not collude with bias, prejudice, and racism

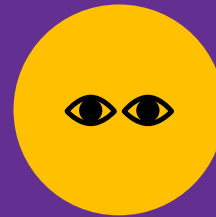
Ways to Address Our Mistakes



TRY TO NOT
BECOME
DEFENSIVE



VALIDATE THE OTHER
PERSON'S PAIN AND
FRUSTRATION



ACKNOWLEDGE
YOUR BIASES AND
BLIND-SPOTS



CLARIFY MISINTERPRETED
STATEMENTS OR BEHAVIORS

Select the best action that may promote productive dialogue about microaggressions within your organization:

- A. Engage in open and honest dialogue
- B. Listen respectfully; seek to understand; listen harder when you initially disagree
- C. Acknowledge intent; explore the impact of comments and behaviors
- D. Take risks: lean into discomfort; be brave
- E. Engage in repeated and ongoing dialogue about diversity and inclusivity

Review



1. Described unconscious bias and microaggressions
2. Discussed potential impacts of microaggressions in clinical work, in supervision, and within the workplace
3. Listed strategies for improving cultural awareness to mitigate discrimination



References

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Thank You for Attending!

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Q&A With Dr. Ryan C. Warner



- Dr. Sammons will read select questions that were submitted via the Q&A feature throughout the presentation.
- Due to time constraints, we will not be able to address every question asked.