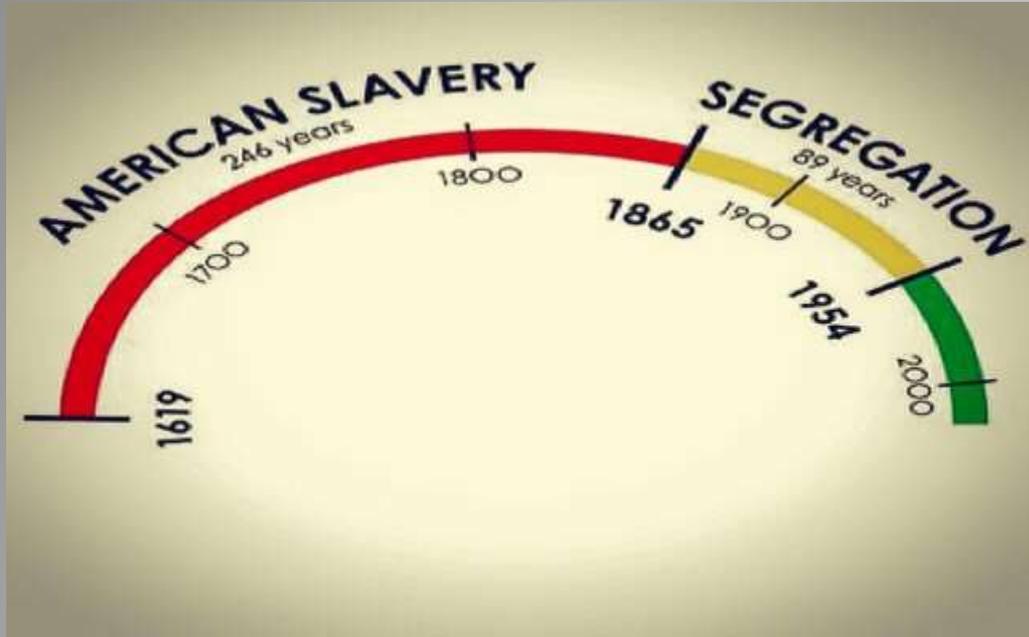


When Race/Racism is the Elephant in the Room:

**How to Bring Up Race in Therapeutic
Conversations and Not Come Undone**

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Constitution of the United States

The Constitution of the US was signed September 17, 1787 AFTER the Revolutionary War

Free Blacks were not subject to the compromise and counted as one full citizen for representation. Those who were enslaved was declared three-fifths of the number of white inhabitants of the state

January 1, 1863 President Lincoln formally issued the Emancipation Proclamation

The Constitution is the fundamental law of the U.S. federal system of government. The Constitution defines the principal organs of government and their jurisdictions and basic rights of citizens.

Do You See ME??



Racism, at its most basic level, is a lens through which people interpret, naturalize, and reproduce inequality. We all struggle to truly see one another due to the conditioning that has been imposed upon us through the accumulation of lies and deceit. This is why it's so difficult for us to have real conversations about things that matter--things that heal. Racism is not a "white" issue; it is a systematic/structural issue that builds the dominant culture into a position of power; the white culture. This system oppresses those who don't identify as white. Our biases go where we go; in our home, work space, school, community etc. It is critical for "we the people" to fix what has been broken in ourselves, communities, and society.

Learning Objectives & Goals

Why you should care

- Increase the success rate of fair and impartial treatment
- Become better providers
- Decrease harm to marginalized communities.

The Practice

- **Demonstrate Respect for your Experience-** your experience is yours to own. Don't allow anyone to give you your experience
- **Translate your meaning-** Say what you mean and mean what you say. Don't say what you think others want to hear. There is liberty and judgement in everything you do and say
- **Listen to yourself-** If you chose to blend in with crowd then you give up the opportunity to stand out from the crowd.
- **Give your accurate location-** Own your experience in time
- **Demonstrate that you are coachable-** all of us have been conditioned to believe much of what we believe. We need to be open to self-discover without being concerned about popular opinion or hurt feelings.

Important to Understand

- **White Supremacy:** The social, economic, and political systems that collectively enable white people to maintain power over people of other races.
- **White privilege:** Advantages a person has in society because of their white skin.
- **Systemic Racism:** Group-level processes and structures that are implicated in the reproduction of racial inequality.
- **Racialized Trauma:** The cumulative effects of racism (i.e. daily overt and covert acts) on an individual's mental and physical health that lead to trauma symptoms, including anxiety, depression and suicidal ideation, as well as physical health issues.

I HAVE THE PRIVILEGE OF



**BEING TOTALLY UNAWARE
OF MY OWN PRIVILEGE**

Effects of Structural Power Privileges

- Top 10 richest Americans: 100% White
- US Congress: 82% White*
- US Governors: 90% White*
- Top military advisors: 100% White
- Current Pres, VP: 100% White
- US House Freedom Caucus: 99% White
- Current Pres Cabinet: 91% White

Effects of Structural Power Privileges (cont.)

- People deciding what TV shows we see: 93% White
- People deciding what books we read: 90% White
- People deciding what news is covered: 85% White
- People deciding what music is produced: 95% White
- Directors of top 100 grossing films of all time worldwide: 95% White
- Teachers: 82% White
- Full Time College Professors: 84% White
- Owners of men's professional football teams: 97% White

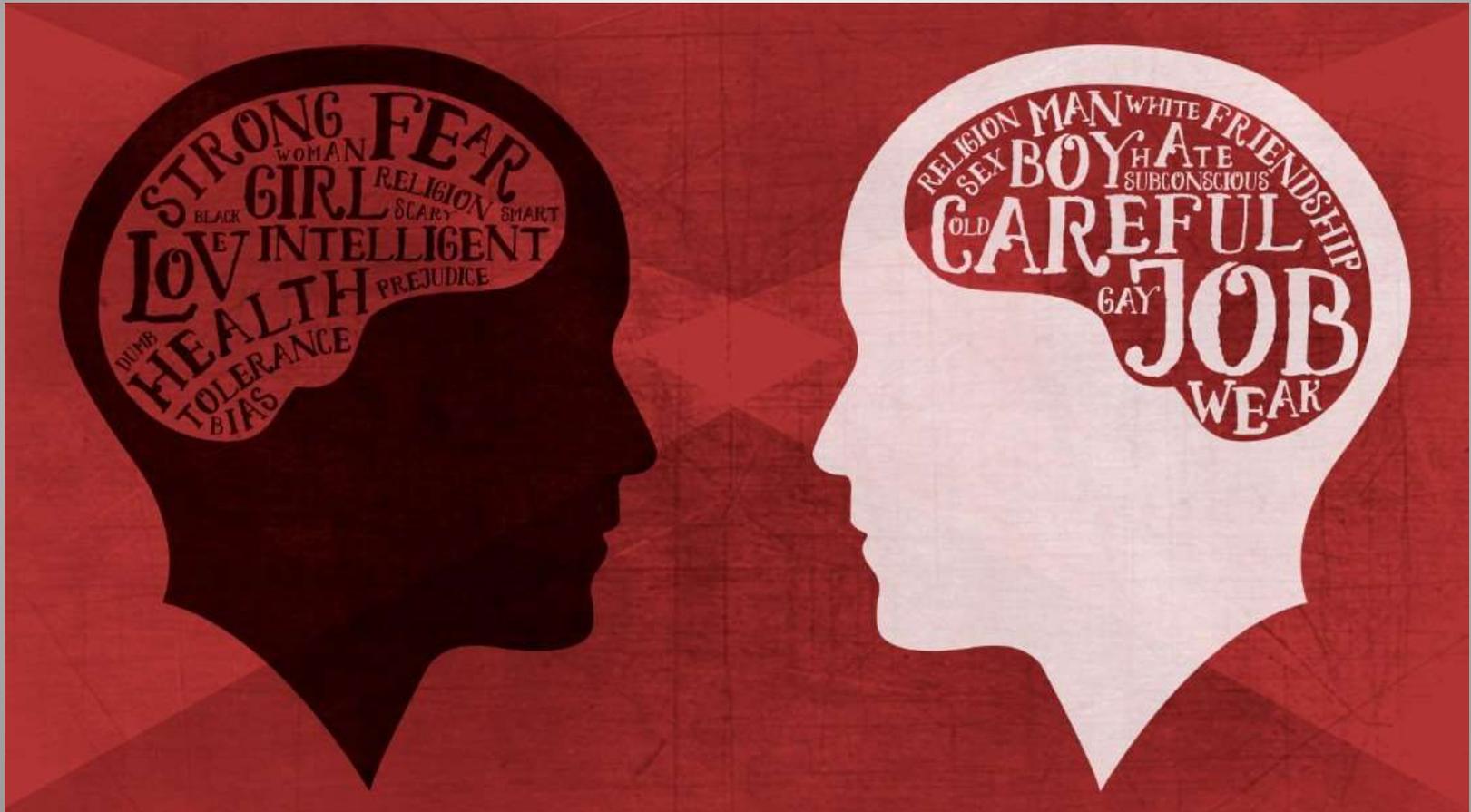
Truth

-VS-

Reality

Implicit Bias

“Attitudes or stereotypes that affect our understanding, decision making, and behavior, without our even realizing it.” This has become the breeding ground for racial disconnection.

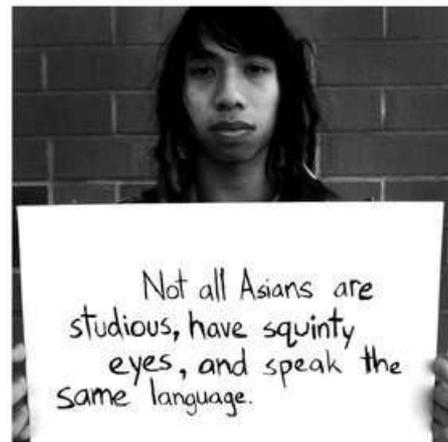


First Impressions and The Mind

First impressions are made quickly (snap judgments; safety, attraction, gender, nationality, age, etc.)

Exposure to an unknown face for one-tenth of a second was enough to judge implicitly.

Judgment did not change with increased of one second, but confidence in the judgment increased



"Well
I'M
not
racist"

"I don't
SEE
race"



Strategies to Interrupt Implicit Bias

- Good intentions are not enough
- Collect data, monitor inequities
- Reduce discretion- behaving or speaking in such a way as to avoid causing offense
- objective processes – development or improvement of some type of process..DOING SOMETHING!
- Promote workforce diversity and INCLUSION!
- Recognize bias in documentation
- Imagery and role modeling
- Accountability (individual, institutional)

Managing Personal Implicit Bias

- Become aware of own biases (Triggers)
- Slow down (identify and feel your feelings)
- Feeling more comfortable with and confident in people who share one's own culture
- Positive or negative stereotypes that influence perceptions of patient
- Elicit diverse input into decision
- Humility



Examples of the
impact of
implicit bias

Potential Responses to Conversations about Race/Racism

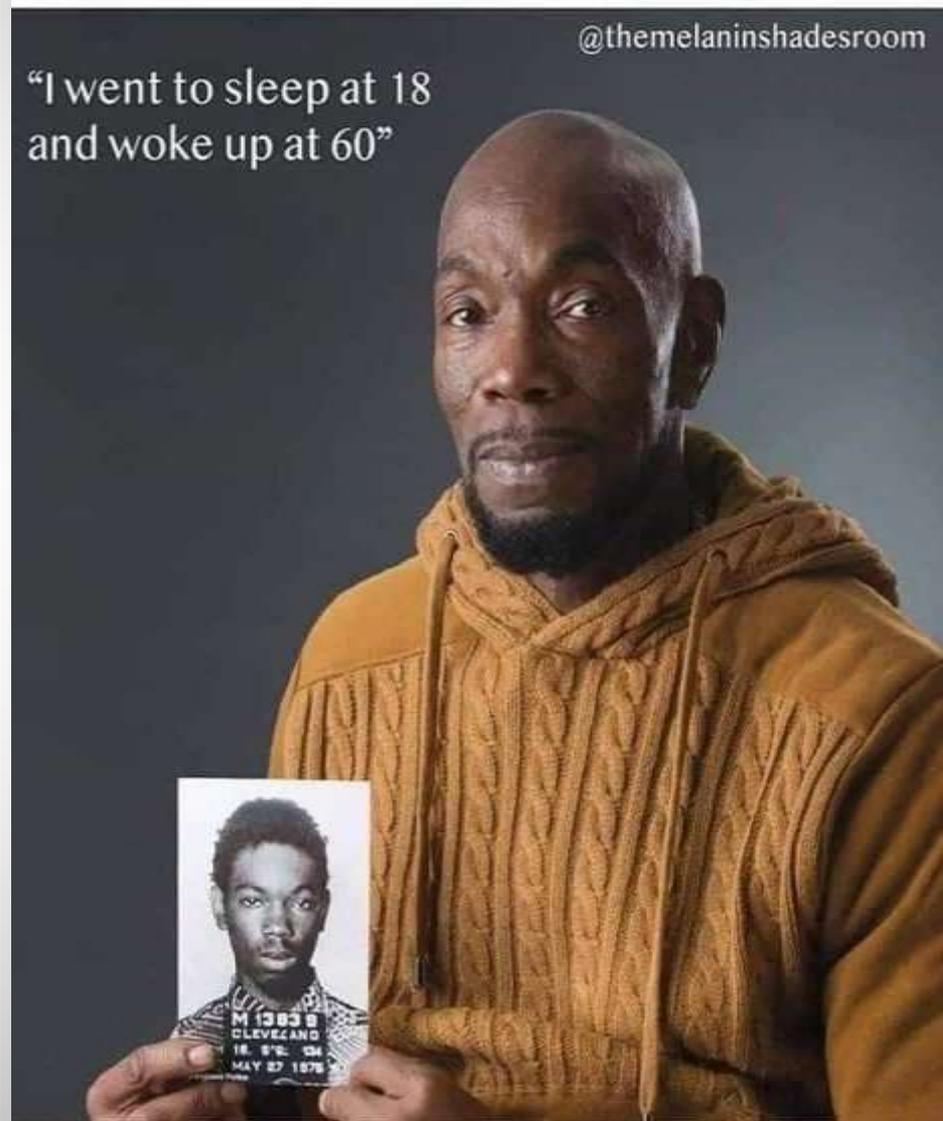
- I don't want to be called a racist
- I don't know what to say or do, so I say or do nothing
- I feel guilty and I am ashamed
- That's not me that's them
- Talking about trauma insights your own trauma



He Served the Longest Sentence of Any Innocent U.S. Inmate

@themelaninshadesroom

“I went to sleep at 18 and woke up at 60”



Questions

Thank you for your time and listening to this important topic.

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Advocating for social justice is fulltime work

Recommended Sources

White Fragility: Why it's so Hard for White People to Talk About Racism

Robin DiAngelo, 2018

My Grandmother's Hands: Racialized Trauma & the Pathway to Mending Our Hearts & Bodies

Resmaa Menakem, 2017

So You Want to Talk About Race

Ijeuoma Oluo, 2018

White Rage: The Unspoken Truth of our Racial Divide

Carol Anderson, 2016; lecture at <https://www.youtube.com/watch?v=YBYUET24K1c>

Beyond Inclusion, Beyond Empowerment: A Developmental Strategy to Liberate Us All

Leticia Nieto et. al, 2010

On Being with Krista Tippett, Robin DiAngelo and Resmaa Menakem in Conversation

<https://onbeing.org/programs/resmaa-menakem-notice-the-rage-notice-the-silence/>

On Being with Krista Tippett, Resmaa Menakem, Notice the Rage, Notice the silence

<https://onbeing.org/programs/robin-diangelo-and-resmaa-menakem-in-conversation/>

Dr. Kenneth Hardy on Trauma - lecture

<https://youtu.be/h5mtPXRKf8>