

WEBVTT

1

00:00:00.000 --> 00:00:03.910

Hi, everyone my name is Tania.

2

00:00:03.910 --> 00:00:09.360

Waitlist, I see some familiar names and faces.

3

00:00:09.360 --> 00:00:14.020

Uh, in this session, so it was good to see everybody again to connect.

4

00:00:13.020 --> 00:00:17.010

Again to connect, um, I am.

5

00:00:17.010 --> 00:00:22.510

A alumni from the clinical mental health counseling program.

6

00:00:20.670 --> 00:00:24.840

Clinical mental health counseling program so I had the opportunity to.

7

00:00:24.840 --> 00:00:29.490

Uh, 10, um, my master's program, uh, with Dr Stargell.

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00:00:29.490 --> 00:00:34.450

And I am a license counsellor and currently I am working on my.

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00:00:34.450 --> 00:00:39.410

Phd encounter education and supervision. Thanks to that the startup. So.

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00:00:37.810 --> 00:00:42.900

thanks to dot the stargell so she's truly been a light in my life and continued to push me

11

00:00:41.040 --> 00:00:46.030

My life, and to continue to push me this and continue to allow me to come back and.

12

00:00:44.230 --> 00:00:49.110

To allow me to come back and, uh, provide for the program as well. So, um.

13

00:00:48.510 --> 00:00:55.030

I'm happy to CO present with you that historical. Thank you for having me. Well, thank you so much.

14

00:00:52.470 --> 00:00:57.830

Thank you for having me well, thank you so much for being here. So I am Nicole.

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00:00:55.830 --> 00:01:00.830

So, I am Nicole, the, an associate professor in the Department of.

16

00:00:59.630 --> 00:01:03.630

Professor in the Department of counseling and also finishing my.

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00:01:03.030 --> 00:01:11.030

1st year as department chair, I've served as the CFA chapter faculty advisor for.

18

00:01:10.430 --> 00:01:15.920

Iota for several years now probably about 6 and, um, so.

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00:01:13.920 --> 00:01:16.920

6, and, um, so that is.

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00:01:16.920 --> 00:01:20.160

My role in helping to plan this.

21

00:01:20.160 --> 00:01:26.770

This workshop as well so just a special shout out and thank you to all of our CSI chapter members who helped.

22

00:01:25.370 --> 00:01:28.410

Chapter members who helped develop this.

23

00:01:28.410 --> 00:01:32.300

This workshop and, uh, opportunity for learning.

24

00:01:31.900 --> 00:01:40.840

And also, thank you to the school of education for their support as well. We're super excited to have you all here today and.

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00:01:37.900 --> 00:01:41.240

Super excited to have you all here today and.

26

00:01:41.240 --> 00:01:50.440

If you have questions or comments, I would invite you, we'll probably, you know, fill the entire hour with content and so I would invite you to.

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00:01:50.440 --> 00:01:56.340

To chat type in any questions or comments you have throughout.

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00:01:55.540 --> 00:01:58.940

Out the time, and we'll pause, you know, kind of in the.

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00:01:58.940 --> 00:02:08.539

To discuss those address those, um, and that way, we can have kind of an ongoing conversation around this important topic. Um, I'd also like to take time, uh.

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00:02:05.740 --> 00:02:12.540

Um, I'd also like to take time, uh, to provide a special thank you to Moody. Who is also.

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00:02:09.740 --> 00:02:15.340

To break down, Moody, who is also an alum of our program and.

32

00:02:13.540 --> 00:02:17.540

Program and a current doctoral student at North Carolina state.

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00:02:17.540 --> 00:02:22.740

University, um, he was instrumental in the creation of this PowerPoint.

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00:02:20.740 --> 00:02:27.940

In the creation of this PowerPoint, and specifically several of the slides are directly from him. He wasn't able to.

35

00:02:25.140 --> 00:02:30.740

Sides are directly from him. He wasn't able to be here with us today, but certainly.

36

00:02:30.740 --> 00:02:38.550

We want to note that future doctor Moody was interval in the creation of this PowerPoint as well.

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00:02:38.550 --> 00:02:45.000

Okay, and so for our.

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00:02:42.330 --> 00:02:49.850

And so, for our agenda today, we're going to, um, explore considerations regarding racism and.

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00:02:46.980 --> 00:02:52.380

For considerations regarding racism and the profession of counseling provide.

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00:02:51.780 --> 00:02:58.410

Provide examples of microaggressions describe ways to promote change by implementing inclusive.

41

00:02:57.480 --> 00:03:02.580

Inclusive strategies in session and as Dr mentioned.

42

00:03:02.580 --> 00:03:05.820

I am not very formal. I'm not very traditional.

43

00:03:05.820 --> 00:03:10.170

So, I do like for you all to chime in and I should mention.

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00:03:10.170 --> 00:03:13.530

Kind of get active in the chat box and she'll keep an eye and look.

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00:03:13.530 --> 00:03:16.620

Into the questions comments and things of that sort of.

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00:03:16.620 --> 00:03:30.910

So, counseling counseling is a professional relationship that empowers Evers.

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00:03:30.110 --> 00:03:33.740

Hours evrs, diverse individuals, families.

48

00:03:33.740 --> 00:03:39.540

Groups to accomplish mental health, wellness, education and career goals and I think, you know, when I was going over.

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00:03:37.740 --> 00:03:43.500

And I think, you know, when I was going over the, the PowerPoint reviewing the like, the definition of counseling, I think more.

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00:03:42.900 --> 00:03:48.880

I think more than ever, right as counselors and future counsellors uh, right now.

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00:03:47.490 --> 00:03:54.280

Uh, right now, I think we really embody, uh, this definition of helping individuals with kind of.

52

00:03:53.880 --> 00:03:58.890

Kind of the overarching, um, things of.

53

00:03:57.690 --> 00:04:04.060

Things of WH, WH, whether it's related to health wellness education and career, right we're kind of as.

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00:04:02.800 --> 00:04:08.340

We're kind of as for me being a generalist counseling, I, I just kind of saw that when I reviewed the.

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00:04:08.340 --> 00:04:13.650

Uh, definition of counseling and saying, hey, I'm working with individuals in all of those domains.

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00:04:13.650 --> 00:04:20.550

so professional counts

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00:04:18.860 --> 00:04:23.990

so professional counseling um it celebrates diversity it

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00:04:21.930 --> 00:04:26.750

Celebrates diversity, it promotes multicultural competencies.

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00:04:25.590 --> 00:04:31.570

Competencies and this is in regards to definitely our clients that we've worked with. Um, but also.

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00:04:29.550 --> 00:04:33.770

Work with, um, but also practitioners supervisor.

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00:04:33.770 --> 00:04:36.870

And counselor, education, educators.

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00:04:41.990 --> 00:04:47.810

So, professional counseling in the U. S. people of color will be the majority by 2000.

63

00:04:47.010 --> 00:04:50.850

By 2025, in the United States. So if you think about it.

64

00:04:50.250 --> 00:04:58.730

About it like, that's only a couple more years and then again people have code will be the major majority. The majority of mental health.

65

00:04:56.730 --> 00:05:03.680

The majority of mental health professionals are white, and the black movement can expire.

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00:05:00.780 --> 00:05:08.080

And the black movement can expire as to take a step back and revisit the attention that counselors.

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00:05:05.480 --> 00:05:08.880

And revisit the attention that counselors must give.

68

00:05:08.880 --> 00:05:14.490

To the fix of racism and other types of prejudice on mental health and so I kind of want to pause right?

69

00:05:12.090 --> 00:05:17.970

On mental health, and so I kind of want to pause right there too, because I think we got a mixture of.

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00:05:15.290 --> 00:05:18.840

Because I think we got a mixture of actual.

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00:05:18.840 --> 00:05:21.960

Professional counselors and we do have students correct that historical.

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00:05:21.960 --> 00:05:30.570

yes so we have professional counselors students as well as guardian ad litem as well okay thank you

73

00:05:27.970 --> 00:05:34.130

as well okay thank you so a variety of helping professions

74

00:05:31.260 --> 00:05:36.930

so a variety of helping professions okay awesome and the reason why i want to kind of

75

00:05:35.330 --> 00:05:44.870

So, and the reason why I want to kind of stop there in regards to the black lives movement can inspire us to take a step back and kind of revisit. Um, ourselves is because.

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00:05:42.870 --> 00:05:46.870

Um, our sales is because for me, and I was kinda like to.

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00:05:45.870 --> 00:05:52.980

I was kind of like to share this story in regards to professional identity. And so, for me, I felt like I've been in.

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00:05:50.380 --> 00:05:56.270

And so, for me, I felt like I've been in professional for a while, um, and I feel like I didn't come into my.

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00:05:54.270 --> 00:06:05.100

Um, and I feel like I didn't come into myself in regards to professional identity until the black lives movement. Unfortunately, when George Floyd died, I was just so deeply impacted.

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00:06:02.700 --> 00:06:10.900

Died, I was just so deeply impacted by that that I was just like, you know what? I cannot continue to be in the space.

81

00:06:08.300 --> 00:06:17.300

You to be in a space where I cannot be authentically myself. And that means to bring my cultural expressions.

82

00:06:14.700 --> 00:06:19.700

Uh, cultural expressions, um, my personality and who I am I really.

83

00:06:18.100 --> 00:06:21.900

And who I am, I really feel that, uh, my ethnic, I.

84

00:06:21.900 --> 00:06:28.850

Danny and professionalism can Co, exist in the space of counseling and so I really encourage.

85

00:06:26.250 --> 00:06:36.450

Of counseling, and so I really encourage you all as you kind of go along your professional identity to be true. And I think to yourself, because for me, I, I felt like I was a.

86

00:06:33.650 --> 00:06:39.380

because for me i i felt like i was a textbook counsellor for quite some years and

87

00:06:36.650 --> 00:06:41.180

Book counselor for quite some years and right around. Like I said, the black lives.

88

00:06:41.180 --> 00:06:47.880

Matters movement is when I feel like I came into myself, so just really want to encourage you all to to do the same.

89

00:06:47.880 --> 00:06:53.990

With that would you say that it was it.

90

00:06:51.820 --> 00:06:57.850

With that, would you say that it was validating as upsetting as it was? But perhaps there were.

91

00:06:56.190 --> 00:07:00.450

But perhaps there were things that you were maybe pushing to the side.

92

00:06:59.650 --> 00:07:07.360

To the side and then it came up like, no, this is real. This racism is a real thing.

93

00:07:04.620 --> 00:07:09.670

As you mentioned, yeah, it was upsetting.

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00:07:09.670 --> 00:07:13.650

Definitely at the same point, we're validating, you know, a place of kind of like.

95

00:07:13.650 --> 00:07:20.570

For me, it was like, no more, you know, no more of kind of hiding my blackness. Um.

96

00:07:17.720 --> 00:07:22.330

My blackness, um, and feeling like, I got kind of spell.

97

00:07:21.930 --> 00:07:25.350

Follow these kind of standards of, um.

98

00:07:25.350 --> 00:07:31.220

What it is to be a counselor, because the majority of our field is represented by white.

99

00:07:29.220 --> 00:07:36.190

Of our field is represented by white counselors, you know, and I feel like with our client and who we record, we work.

100

00:07:33.420 --> 00:07:43.850

With our clients and who we record we work with, right uh, I feel like counseling should represent kind of that noting pot of everyone, uh, regardless of rights.

101

00:07:41.390 --> 00:07:47.770

Everyone regardless of race, you know, ethnicity, um, religion.

102

00:07:44.970 --> 00:07:49.270

Ethnicity, um, religion to me, the perfect.

103

00:07:48.270 --> 00:07:52.170

To me, the perfect counseling center would have all of those things.

104

00:07:52.170 --> 00:07:57.790

All of those kind of qualities and attributes in a college counseling Santa, or counseling center in general? Yeah.

105

00:07:57.390 --> 00:08:03.270

Yeah, I love that and a comment here and I would.

106

00:08:01.870 --> 00:08:12.670

Angela, if I pronounce it wrong, let me know, um, code switching is exhausting. And so I think you're highlighting something where you come into this profession and you.

107

00:08:11.670 --> 00:08:15.690

Profession and you learn from primarily white professors, you know, just.

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00:08:15.690 --> 00:08:26.520

The same way that the professionals are mostly white, you know, as we kind of turn it and move up into professors, it's, you know, just tends to reflect that general kind of privileged.

109

00:08:25.120 --> 00:08:29.320

Kind of privileged population that we're hoping to switch over.

110

00:08:29.320 --> 00:08:37.460

Time, so you learn from, you know, white theorists and white professors, and there can be this underlying even if it is. Um.

111

00:08:34.659 --> 00:08:42.260

There can be this underlying, even if it is, it's not explicit. And even if it's not what we intend, there can be this interpretation of I have to add.

112

00:08:41.059 --> 00:08:45.910

Rotation if I have to act like this white person, and so, um, that code switching.

113

00:08:44.910 --> 00:08:54.310

That code switching and so, Tanya, I love what you said. Like no more no more denying my blackness and how that shows up in this space.

114

00:08:52.800 --> 00:08:59.650

Yeah, and it was refreshing to hear kind of oh, we kind of came in at the beginning.

115

00:08:57.850 --> 00:09:03.550

We kinda came in at the beginning of kind of hearing, um, uh, the.

116

00:09:02.430 --> 00:09:07.750

uh the population of kind of like and county usap and just kind of those twins right

117

00:09:05.950 --> 00:09:09.030

He and just kind of those twins, right? Even myself.

118

00:09:09.030 --> 00:09:14.550

Because I don't hear it as much anymore so when I do, it's like, I'm a, I feel like I'm at home.

119

00:09:14.550 --> 00:09:18.330

because it was one thing i've i've heard people make comments

120

00:09:18.330 --> 00:09:21.510

Again, microaggressions, which will go into in a few minutes.

121

00:09:21.510 --> 00:09:24.560

About, you know, people who pronounce their.

122

00:09:24.560 --> 00:09:27.960

And kind of take off the, and for some people, right?

123

00:09:27.960 --> 00:09:33.300

That is a cultural thing and so, um, I know hearing that.

124

00:09:31.170 --> 00:09:34.700

Um, I know hearing that from another professional.

125

00:09:34.700 --> 00:09:40.420

In a day I felt, you know, I felt some type of way and still kind of hearing. I could say the different.

126

00:09:37.820 --> 00:09:40.860

Way and so kind of hear me, I can send a different dialect.

127

00:09:40.860 --> 00:09:45.800

And things of that sort, it feels like I'm home when I hear it. Yeah, I love that. The interesting.

128

00:09:44.030 --> 00:09:48.330

How about that, the intersection of identities as well as a.

129

00:09:48.330 --> 00:09:54.330

A Southern black woman is, um, I appreciate that. Thank you.

130

00:09:54.330 --> 00:09:57.590

And so racism in the United.

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00:09:57.590 --> 00:10:03.320

States, um, it is a worldwide issue, um, and people of color.

132

00:10:00.750 --> 00:10:08.150

And people of color experienced instances of racism and culturism daily. Um, it's a.

133

00:10:06.060 --> 00:10:12.350

Daily, um, it's important to address the compound and mental health issues that result.

134

00:10:10.550 --> 00:10:17.850

Issues that result from hitting racism in addition to addressing instances of overt and.

135

00:10:16.050 --> 00:10:20.010

Instances of overt and covert, uh, racism.

136

00:10:20.010 --> 00:10:24.610

Uh, such as hate crimes or being the target of racial slurs and I.

137

00:10:24.210 --> 00:10:32.410

And I actually was listened to a radio, uh, session today with bio Davis. She was introducing her book and it was very interesting.

138

00:10:30.610 --> 00:10:35.610

And it was very interesting, and it was just like, it just hit home because we think about.

139

00:10:35.010 --> 00:10:38.820

About racism, right? It's kind of it's class of racism.

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00:10:38.820 --> 00:10:44.820

But she was just saying, too, like, also, culturism is another class of racism and.

141

00:10:42.060 --> 00:10:45.220

Is another class of racism and that.

142

00:10:45.220 --> 00:10:50.580

Um, to know, like, if you have Florida scan or darker scanned, right that that.

143

00:10:48.280 --> 00:10:51.360

A darker scanned, right? That value is kind of.

144

00:10:51.360 --> 00:10:54.540

placed on that and if you don't have

145

00:10:54.540 --> 00:10:59.920

What society? Dean is beautiful, right? That it's less valuable.

146

00:10:58.300 --> 00:11:03.970

It's less valuable within you experiences those kind of unpleasant.

147

00:11:01.770 --> 00:11:06.510

Those kind of, uh, unpleasant experiences associated with racism.

148

00:11:06.510 --> 00:11:11.550

Based on, kind of the mailing related to your skin. So I thought it was very the way she said.

149

00:11:09.550 --> 00:11:12.750

So, I thought it was very the way she said it was very powerful that.

150

00:11:12.750 --> 00:11:15.840

Color is as a class of racism.

151

00:11:23.060 --> 00:11:27.810

And criminal offenses were motivated by stain.

152

00:11:27.810 --> 00:11:31.410

For victims, race, religion, disability.

153

00:11:31.410 --> 00:11:37.190

Sexual orientation, ethnicity, gender or sexual identity and.

154

00:11:34.460 --> 00:11:40.790

Or sexual identity in 2014 there were 3227.

155

00:11:39.590 --> 00:11:44.270

127 racially motivated, hate ground and 62.

156

00:11:42.670 --> 00:11:51.440

Ground and 62.7%, we're anti African American, uh, biases and I think definitely we're in 2022 by now.

157

00:11:50.420 --> 00:11:59.160

By now those numbers have doubled or tripled by now. Um, so, um, unfortunately.

158

00:11:59.160 --> 00:12:05.640

From the statistics that we've used, those numbers have definitely went out by now.

159

00:12:05.640 --> 00:12:13.130

So, I am working on my dissertation.

160

00:12:10.530 --> 00:12:14.660

So, I am working on my dissertation in regards to.

161

00:12:13.530 --> 00:12:21.060

In regards to African American women and body image issue is looking at body dysmorphic. And so when I was apparent is presentation.

162

00:12:18.660 --> 00:12:25.860

And so when I was apparent this presentation without historical and Brazil as well, too, I really kind of see things.

163

00:12:23.660 --> 00:12:28.770

Too, I really kind of see things from the concept of kind of how African mirrors.

164

00:12:27.660 --> 00:12:33.800

African American women experience things from kind of their bodies and.

165

00:12:31.110 --> 00:12:37.080

Their bodies and how it has kind of those mental implications on their.

166

00:12:34.800 --> 00:12:38.880

Those natural implications on there. So kind of I was thinking of.

167

00:12:38.880 --> 00:12:45.190

Counselors work with clients and they walk into their office right? They're coming into that.

168

00:12:42.990 --> 00:12:48.030

They're coming into that space with yes, they're presenting issues.

169

00:12:48.030 --> 00:12:53.940

But also the context of some generational trauma as well, too and so I kind of use that.

170

00:12:52.140 --> 00:12:58.740

And so I kind of use that picture, for example, uh, to demonstrate this example. So microaggressions it does for.

171

00:12:56.740 --> 00:13:00.360

So, microaggressions, it does promote racist messages and.

172

00:13:00.360 --> 00:13:08.420

Settle ways, and they can come up, come off as convert or avert microaggressions and so, for example, right.

173

00:13:06.420 --> 00:13:12.790

So, for example, right, um, it could be a comment of someone's saying your hair looks so nice when it's straight and.

174

00:13:11.790 --> 00:13:18.850

Straight and most people wouldn't think right oh, well, thank you. Right and then when they come into the.

175

00:13:16.650 --> 00:13:22.070

When they come into, uh, the session and in their hair is out right? Maybe in front.

176

00:13:20.050 --> 00:13:25.270

Is out right maybe in fro is kinky is currently, um, it's.

177

00:13:24.070 --> 00:13:28.870

Um, it's quarterly and things of that sort and they may not get a compliment on the.

178

00:13:27.870 --> 00:13:34.000

Compliment on that, but to me, that's a micro aggression, you know, when you can comment someone's hair for being.

179

00:13:31.280 --> 00:13:37.320

You can comment someone's hair for being nice and straight, which is going into the European span is abuse.

180

00:13:34.920 --> 00:13:40.480

Which is going into the European span it's a beauty, right? It diminishes our own courtroom.

181

00:13:38.130 --> 00:13:43.550

It diminishes our own courtroom ethnicity and okay. Been able to feel.

182

00:13:41.480 --> 00:13:47.410

And, okay, been able to feel affirmed and value authentic feature.

183

00:13:44.750 --> 00:13:50.320

And value authentic features, you know, so, even some of those comments.

184

00:13:48.720 --> 00:13:52.530

Even some of those comments, when you come into session with a client.

185

00:13:52.530 --> 00:13:55.530

You want to be mindful of some of the things that you say such as that.

186

00:13:55.530 --> 00:14:06.130

Comment, um, on the other thing too, I also want to come to provide the picture of the cornrows just as an I, and an education piece in regards to history.

187

00:14:04.330 --> 00:14:11.940

In regards to history, you know, a lot of times 2 people can look at more ethnic hairstyles and and be like, okay, that's good.

188

00:14:09.880 --> 00:14:15.730

1000 be like, okay, that's ghetto that's ratchet and kind of put those negative consultation.

189

00:14:12.930 --> 00:14:18.850

And kind of put those negative consultations on that. However, I thought it was fascinating.

190

00:14:16.050 --> 00:14:23.720

On that, however, I thought it was fascinating that I learned, um, that cornrows represented a corporate.

191

00:14:22.020 --> 00:14:28.640

Isn't it a courtroom, uh, piece in regards that they speak that odd way into slavery?

192

00:14:26.640 --> 00:14:32.240

That Andre into slavery and so, for example, uh, if you see the different design.

193

00:14:30.040 --> 00:14:33.440

If you see the different designs within the Chrome rose.

194

00:14:33.440 --> 00:14:39.850

It was, it was dated all the way back to slavery where they use that as an escape route.

195

00:14:39.250 --> 00:14:43.890

So, when it was time to try to escape from plantations and things of that, or.

196

00:14:43.890 --> 00:14:54.830

2 quarrels is how they got away and also more interesting as well, too, is that they used to put like rice and food within the cornrows too, to kind of help them.

197

00:14:52.560 --> 00:14:56.340

Within the cornrows to to kind of help them, um.

198

00:14:56.340 --> 00:15:04.260

As they get to their journey of freedom. So, to me, I know what people see as just. Okay or.

199

00:15:02.140 --> 00:15:07.020

Okay or potentially get or ratchet it to me is a very.

200

00:15:05.820 --> 00:15:09.820

To me is a very deep connection to my ancestor.

201

00:15:09.820 --> 00:15:16.900

And so I like for people to kind of think about when they see those kind of ethnic styles to kind of look at it from a different notion and kind of know that it's.

202

00:15:14.020 --> 00:15:17.970

From a different notion, and kind of know what it is tied towards.

203

00:15:17.970 --> 00:15:22.920

Uh, cultural, uh, and a very sensitive place in regards to history as well.

204

00:15:22.920 --> 00:15:31.440

Thank you and 1 thing I would add just because I want to keep this as practical as possible.

205

00:15:29.700 --> 00:15:35.040

This as practical as possible, another micro aggression, you know, so, sometimes microaggressions can.

206

00:15:35.040 --> 00:15:40.560

I'm in the form of like, an insult. Right? Um, but typically microaggressions when when it.

207

00:15:39.960 --> 00:15:45.550

When it means, it's meant to be a positive thing, and another 1 that really kind of gets under my.

208

00:15:43.760 --> 00:15:50.150

Kind of gets under my skin is complimenting a person of color on how well spoken.

209

00:15:48.150 --> 00:15:53.430

It's not of color on how well's spoken they are, you know, as though the assumption is that, you.

210

00:15:52.150 --> 00:15:56.230

Question is that you wouldn't be. And so I guess that that's something where I think.

211

00:15:56.230 --> 00:15:59.430

A lot of white people specifically think that that's such a.

212

00:15:59.430 --> 00:16:08.040

You know, a nice compliment, but you might not realize how demeaning that is. And so I just want to throw that out there because I have had.

213

00:16:08.040 --> 00:16:11.440

White colleagues, um, just truly shocked at.

214

00:16:11.440 --> 00:16:17.780

Why they are getting backlash from such a comment as that. Um, and so I just want to.

215

00:16:16.580 --> 00:16:30.000

And so I just wanted to throw that out there as just like an awareness piece that maybe people hadn't considered before is the implication under that is that not all people of color are or that not all people of color. You're capable of that. So that's, um.

216

00:16:27.600 --> 00:16:33.420

You're capable of that, so that's, um, and, yeah, and also the, the kind of.

217

00:16:31.020 --> 00:16:40.420

Yeah, and also the, the connotation that you should speak, like a white person I think that's part of it too. So there's a lot there, but just just kind of mentioning that to.

218

00:16:38.620 --> 00:16:42.130

Just just kind of mentioning that too and I think other people.

219

00:16:42.130 --> 00:16:46.050

And if they want to, I think that's great if they want to put in the comments and other.

220

00:16:46.050 --> 00:16:50.800

Uh, examples of micro that they hear too, on a daily basis. Definitely.

221

00:16:50.400 --> 00:16:54.990

Definitely feel free to. So I think I can go into other ways as well to, of someone who speaks.

222

00:16:54.990 --> 00:17:01.850

Uh, as soon will say, kind of with slang, right? Um, it.

223

00:16:59.450 --> 00:17:03.660

Right. Um, it doesn't make them because they speak with.

224

00:17:02.460 --> 00:17:08.690

You know, because they speak with slang doesn't mean they're less smarter than you are. I, you know, so I think.

225

00:17:05.849 --> 00:17:12.530

You are I, you know, so I think you'd go the other way as well too. So yeah. Feel free to put it in the.

226

00:17:10.890 --> 00:17:15.119

So, yeah, feel free to put it in the comments any other microaggressions to.

227

00:17:15.119 --> 00:17:21.440

And then I can go to the next slide and we can continue to pause and revisit as well, too. Okay. And I'll just add me to add.

228

00:17:19.520 --> 00:17:26.410

Okay, and I'll just add Mika added that there's also this racism against.

229

00:17:23.640 --> 00:17:33.940

This racism against individuals who do happen to not speak or to not act black, not acting black.

230

00:17:31.290 --> 00:17:37.140

Not act black, not acting black enough, you know, so you can get caught in this paradigm of, you know, you're.

231

00:17:34.540 --> 00:17:38.540

So, you can get caught in this paradigm of, you know, you're not code switching. You're really.

232

00:17:38.540 --> 00:17:42.000

Being genuine and that's just your culture and that's the way you were brought up.

233

00:17:42.000 --> 00:17:46.560

And then being told that you're not black enough, can be a huge painful thing as well. Yeah. Yeah.

234

00:17:46.560 --> 00:17:52.130

Acting white talking white? Yeah. Um, I did a woman of.

235

00:17:49.950 --> 00:17:59.720

Um, I did a woman of color group, uh, when I worked at a university at the beach, and so it was a PW primarily a white Institute. So, even within that.

236

00:17:57.720 --> 00:18:03.840

White Institute, so, even within that group of African American women, it was very interesting.

237

00:18:01.440 --> 00:18:06.480

After women, it was very interesting that we had some.

238

00:18:05.880 --> 00:18:09.670

We have some from very different areas of.

239

00:18:09.670 --> 00:18:16.730

You want to identify his black, but no, 1 had the same black experience. And so there was some people who.

240

00:18:15.300 --> 00:18:19.890

Very good. Or you slide there with them who's.

241

00:18:19.890 --> 00:18:26.020

Found it very white, um, and it was very opposite in polar size of the spectrum.

242

00:18:25.020 --> 00:18:29.470

Of the spectrum, but again, they still kind of share those kind of Michael.

243

00:18:28.540 --> 00:18:31.720

Microaggressions race.

244

00:18:31.720 --> 00:18:36.460

And those kind of other isms associated with being African American. So I.

245

00:18:36.060 --> 00:18:41.240

So, I, just when you say, kind of just talking, why it was just very interesting to see kind of that facet of how.

246

00:18:39.240 --> 00:18:44.860

Very interesting to see kind of that facet of how that group was of kind of even though everyone's African American.

247

00:18:42.660 --> 00:18:45.860

Of kind of even though everyone's African American.

248

00:18:45.860 --> 00:18:49.680

Had different cultural experiences too so that was interesting.

249

00:18:55.230 --> 00:19:00.360

So, uh, Don, and other scholars found that African American women.

250

00:18:58.560 --> 00:19:02.760

Found that African American women face unique charges when it comes to body image.

251

00:19:02.760 --> 00:19:08.960

Uh, the, the authors found that gendered racial microaggressions negatively impacted.

252

00:19:06.960 --> 00:19:11.680

Progressions negatively impacted body appreciation as self.

253

00:19:10.680 --> 00:19:17.440

And self word for African American women and think about it is because of the intellectual.

254

00:19:15.440 --> 00:19:19.240

Of, you know, the intersectionality theory, it suggests that.

255

00:19:18.440 --> 00:19:22.160

Suggests that racism or sexism? Uh, the.

256

00:19:21.560 --> 00:19:27.330

The legal system, discrimination, oppression, reproductive.

257

00:19:26.130 --> 00:19:31.470

Reproductive health disparities and central objectification are factors that contribute.

258

00:19:29.130 --> 00:19:35.270

Certification are factors that contribute to psychological distress, so think about all of that that I just say.

259

00:19:33.070 --> 00:19:37.690

So think about all of that that I just said within a mouthful within itself of what.

260

00:19:36.630 --> 00:19:40.490

So, of what an African American woman has to deal with on a daily basis.

261

00:19:40.490 --> 00:19:43.840

So, again, think about when that African American.

262

00:19:43.840 --> 00:19:47.520

Can woman or mail comes into your session, right?

263

00:19:47.520 --> 00:19:52.770

They're bringing all of those isms into the table as well, too. And so, um.

264

00:19:52.770 --> 00:19:59.750

And I want to highlight that kind of African American women have to take on multiple identities, you know.

265

00:19:57.750 --> 00:20:03.220

Multiple identities, you know, uh, and then think about it, just the oversexualizing.

266

00:20:02.220 --> 00:20:08.220

The over sexualization of of African American women of being the jazz bill, you know.

267

00:20:08.220 --> 00:20:14.060

Um, and things of that sort by this morphine diagnosis is prevalent amongst.

268

00:20:11.880 --> 00:20:16.000

Is prevalent amongst African American women and how.

269

00:20:15.060 --> 00:20:19.500

How ever it is under utilized for African American women. So, for example.

270

00:20:18.900 --> 00:20:22.980

So, for example, uh, most people will diagnose anxiety depression.

271

00:20:22.380 --> 00:20:25.980

Oppression et cetera right but if you're listening to if you take.

272

00:20:25.380 --> 00:20:31.130

To if you take the time, it's going to ask them more about well, how have you been filling in regards to yourself your body.

273

00:20:29.330 --> 00:20:33.030

Regards to yourself, your body, right? And kind of go on some more. So.

274

00:20:33.030 --> 00:20:38.280

Some of those experiences about how do they feel about themselves you could start to pull out more.

275

00:20:36.480 --> 00:20:43.070

You could start to pull out more about the, uh, as well too. So kind of go. Um, and.

276

00:20:40.280 --> 00:20:46.470

To so kind of go, um, and assess more about how they feel about themselves versus.

277

00:20:44.870 --> 00:20:49.370

About themselves versus kind of, um, just kind of looking at.

278

00:20:47.970 --> 00:20:51.720

Just kind of looking at just those symptoms of anxiety and depression.

279

00:20:51.720 --> 00:21:00.120

Um, in regards to, as well to, um, 1 of my in my research, that to treat African American.

280

00:20:58.920 --> 00:21:01.920

To treat African American woman, what body image issues.

281

00:21:01.920 --> 00:21:06.870

There are no specialized approaches or curriculums that are particularly.

282

00:21:05.470 --> 00:21:09.570

Humans that are particularly geared for African American women.

283

00:21:09.570 --> 00:21:14.990

Uh, who struggle with body image issues and so right now kind of seeing that everyone is kind of.

284

00:21:12.990 --> 00:21:16.800

Now, kind of seeing that everyone is kind of put together.

285

00:21:16.800 --> 00:21:22.210

In regards what white women, um, in these groups for eating disorder.

286

00:21:21.210 --> 00:21:24.980

For eating disorders, right? However, we conceptually.

287

00:21:24.980 --> 00:21:32.870

Our bodies in very different ways and so my research is trying to understand, uh, kind of what will be the best kind of.

288

00:21:31.140 --> 00:21:39.430

What will be the best kind of therapeutic interventions and a group modality that kind of honors and pays attention to the.

289

00:21:36.630 --> 00:21:45.430

That kind of honors and pays attention to the black experience of a woman and a group context and I would link this back to.

290

00:21:42.450 --> 00:21:55.230

And I would link this back to the keynote presentation today. So, you know, um, but it really highlights with Dr. Simon was stating about the, um, European.

291

00:21:54.230 --> 00:22:04.030

European, um, notion of what beauty is and how it is racist in itself. Like, the idea of what body mass index BMI should be. Um.

292

00:22:02.830 --> 00:22:10.820

Should be and it doesn't really account for different various body types. So that's probably where a lot of that is more of you.

293

00:22:08.230 --> 00:22:11.620

Probably where a lot of that is more view comes in again.

294

00:22:11.620 --> 00:22:18.610

Yourself to a standard that's just not even relevant.

295

00:22:16.260 --> 00:22:21.270

I think we have some comments come in as well.

296

00:22:21.270 --> 00:22:25.770

So, um, so again getting that, um.

297

00:22:25.770 --> 00:22:39.750

Expectation or assumption of who you're speaking to, um, based on the way somebody talks. So, Karen said, I didn't expect you to be who you were after talking on with you on the phone and that is racist.

298

00:22:37.390 --> 00:22:48.430

And that is racist and then also Britney highlighted that color, is that lighter skinned black women are considered better. Um, and and there's that that high.

299

00:22:45.720 --> 00:22:53.490

Um, and and there's that that hierarchy, in terms of all people of color, I believe that color is on his present.

300

00:22:53.490 --> 00:23:01.680

Um, across on a spectrum across different cultures and different racial categories of kind of, um.

301

00:23:01.680 --> 00:23:07.820

Putting putting 1 person above another, just based on their skin tone. Mm. Hmm. Yeah.

302

00:23:07.020 --> 00:23:10.430

Being late or complex.

303

00:23:10.430 --> 00:23:14.930

In hearing you don't look black, right? So you don't act like, you don't look like.

304

00:23:13.530 --> 00:23:19.130

Don't look like, but 1 thing that I've really kind of gotten interested in, in terms of the 20.

305

00:23:17.330 --> 00:23:24.550

Interested in, in terms of the 23 is a knee, you know, that sort of thing is that there's this eat and gene that we all.

306

00:23:21.730 --> 00:23:28.810

There's this eat and gene that we all possess like this, like, point 1% of our genetics are from that. 1.

307

00:23:26.550 --> 00:23:38.610

Fix are from that 1 place. So I think that's interesting in itself to highlight this idea that race is actually not it is a real concept and the fact that we have a.

308

00:23:38.610 --> 00:23:42.610

Kind of a biological drive to separate people and categorize them based on what we see.

309

00:23:42.610 --> 00:23:46.610

And that's kind of instinctual so we can put people in boxes and feel safe.

310

00:23:45.610 --> 00:23:54.630

And feel safer, make judgments about our situation right? But we're smarter than that. And we have to do better than that. But.

311

00:23:54.630 --> 00:24:01.080

But race, in terms of as a genetic reality, it simply is not a genetic reality when you get your.

312

00:23:58.880 --> 00:24:11.710

It's not a genetic reality when you get your 23 and me test back, it tells you where your ancestors came from primarily, but there's more variation within racial groups and there are across racial groups and so.

313

00:24:08.910 --> 00:24:15.890

Racial groups, then there are across racial groups and so it's really, um, it's something that we, we just need to continue doing better.

314

00:24:12.910 --> 00:24:16.290

It's something that we, we just need to continue doing better with.

315

00:24:16.290 --> 00:24:22.160

Yeah, that's interesting. Thank you.

316

00:24:20.490 --> 00:24:24.670

Thank you so when we were putting this presentation.

317

00:24:24.270 --> 00:24:29.920

Presentation together, um, I wanted to provide an example of kind of how to.

318

00:24:27.630 --> 00:24:31.710

An example of kind of how discrimination looks, you know.

319

00:24:31.110 --> 00:24:37.020

You know, just based on, just looking at someone, and all of the things that they can experience in the work.

320

00:24:34.620 --> 00:24:38.590

And all of the things that they can experience in the workplace. So I found this article.

321

00:24:38.590 --> 00:24:42.390

Cool about a black warrior who refused to cut his locks because to make his.

322

00:24:41.790 --> 00:24:47.580

To make his colleagues feet feel better and, uh, he end up providing a lawsuit against them.

323

00:24:45.780 --> 00:24:49.920

Provide a lawsuit against him, because again he has logs.

324

00:24:49.920 --> 00:24:53.660

And based on his quarter identity.

325

00:24:53.660 --> 00:24:59.380

He was discriminated on and, you know, in the article would it mentioned was he didn't.

326

00:24:57.210 --> 00:25:02.920

In the article would it mentioned was he didn't fit the work, you know, just basically looked at they didn't go off some of his quality.

327

00:25:00.520 --> 00:25:06.610

Just basic look that they didn't go off Sunday, his qualifications, his education, and he went to school for law school right?

328

00:25:03.810 --> 00:25:07.900

It's education and he went to school for law school right? And we just think about us being.

329

00:25:06.900 --> 00:25:13.830

Think about us being counselors and for, uh, uh, go through law school, right? And then to also get your license.

330

00:25:12.630 --> 00:25:18.160

Uh, get your license and become a lawyer and to deal with that form of discrimination is heartbreaking.

331

00:25:17.160 --> 00:25:22.800

Heartbreaking, um, and even why he's practicing in the field, right? A judge.

332

00:25:22.800 --> 00:25:27.230

Mistake him as a client instead of being a.

333

00:25:26.430 --> 00:25:32.730

Being allow students, and he also was discarded for, um, promotions.

334

00:25:31.410 --> 00:25:37.700

Promotion, so, and this is just kind of solely based on his external.

335

00:25:34.770 --> 00:25:41.860

Solely based on his external appearance, I mean, to me, that's just heartbreaking and Dr struggle with.

336

00:25:39.060 --> 00:25:44.270

I mean, to me, that's just heartbreaking. And dark historical will talk more about it. Uh, the case.

337

00:25:42.460 --> 00:25:45.670

About it, uh, the case in a few more minutes.

338

00:25:45.670 --> 00:25:53.510

But I thought this was just it was just upsetting, but these are the things that, like I said, African American people go through. They.

339

00:25:51.460 --> 00:25:55.260

People go through, they can look at you and, like I said.

340

00:25:55.260 --> 00:25:59.480

Hey, someone can look at me and say, now you would think I'm a counselor.

341

00:25:58.680 --> 00:26:06.480

Counselor as well, too. So, I mean, and he actually went through we'll also and he, um, 1 the case as well to.

342

00:26:04.480 --> 00:26:11.000

1, the case as well, too, but if we think about, I want to say the crown act. Um, someone can correct me if I'm.

343

00:26:09.600 --> 00:26:12.690

Someone can correct me if I'm wrong, but I believe it was just.

344

00:26:12.690 --> 00:26:21.690

Past this year, uh, 2022 of not being able to be discriminated against your hairstyle.

345

00:26:21.690 --> 00:26:28.680

2022 yeah, that loud.

346

00:26:25.770 --> 00:26:29.840

2022 yeah, that log with being passed and so linking.

347

00:26:28.880 --> 00:26:36.840

And so linking that back to that micro aggression of your hair looks nice. Right it's like your hair looks white and we approve right?

348

00:26:36.440 --> 00:26:42.040

Right and it is that's a very painful. Very painful aggression.

349

00:26:40.440 --> 00:26:46.840

Very painful aggression. Another thing I would highlight here is that when we talk about.

350

00:26:46.840 --> 00:26:54.890

But, um, the educational system there is this kind of notion of the achievement gap and we don't really.

351

00:26:53.010 --> 00:26:58.090

Gap and we don't really promote that idea any more of like the achievement gap because.

352

00:26:58.090 --> 00:27:03.840

Indicates that there's like, some sort of wrong doing on the part of people who are not, you know, kind of.

353

00:27:01.440 --> 00:27:07.480

People who are not, you know, kind of excelling and so this is, this is an example.

354

00:27:05.280 --> 00:27:10.280

Um, this is an example of why would you buy into a system that.

355

00:27:08.880 --> 00:27:17.880

To a system that is inherently bias so I'm not gonna say racist because PE, you know, people of all races are, um.

356

00:27:15.480 --> 00:27:19.880

All races are experienced poverty, but the way that.

357

00:27:18.480 --> 00:27:22.280

Poverty, but the way that our schools are funded yes. The government.

358

00:27:22.280 --> 00:27:26.750

It does supplement schools, you know, schools are funded on property taxes and the government.

359

00:27:25.350 --> 00:27:30.570

Taxes and the government does supplement up to a certain point, but when you're in a.

360

00:27:28.770 --> 00:27:33.170

Point, but when you're in a really wealthy area and say every.

361

00:27:32.370 --> 00:27:41.080

Say, every student gets 12 dollars, 12 dollars per head a student. That's just a random number. The government might subsidize up to 5 of.

362

00:27:38.280 --> 00:27:44.280

The government might subsidize up to 5 of that. So people who are in, like, lower. So.

363

00:27:42.080 --> 00:27:47.280

Who are in, like, lower socioeconomic status areas their schools might be.

364

00:27:45.680 --> 00:27:51.150

Areas their schools might be subsidized that every student gets 5 dollars per head when if it was based.

365

00:27:48.750 --> 00:27:56.240

5 dollars per head when if it was based solely on property tax, it would be 2 or 3. um, but there are those students who get 12.

366

00:27:54.440 --> 00:27:59.440

There are those students who get 12, right? And so there is that inherent discrepancy in.

367

00:27:58.440 --> 00:28:02.040

Discrepancy in the educational system, and it does.

368

00:28:02.040 --> 00:28:13.640

Tend to be the people of color tend to also experienced poverty because of the things that have come to light of Kobe, the racism, systemic racism and the ways that are.

369

00:28:13.640 --> 00:28:16.980

Those are funded, but then also, in this example.

370

00:28:16.980 --> 00:28:21.380

Um, what would motivate you, like you said, to go through all of that education when you're.

371

00:28:21.380 --> 00:28:33.480

Just going to get flattened by the, the world and by the systemic races. Um, why would your parents in good conscience? Say like, school is everything, you know, and we do, and we try our hardest.

372

00:28:30.880 --> 00:28:36.480

You know, and we do, and we try our hardest to promote education, but it does go to show you.

373

00:28:34.280 --> 00:28:38.080

Education, but it does go to show you that, um, you can do your best.

374

00:28:37.280 --> 00:28:42.770

You can do your best to to really kind of overcome the system.

375

00:28:41.170 --> 00:28:44.370

The systemic racism.

376

00:28:44.370 --> 00:28:48.780

Still not get where you deserve to be based on your merit and your achievement.

377

00:28:48.780 --> 00:28:51.960

It is heartbreaking.

378

00:28:51.960 --> 00:28:57.280

Okay, so there's this idea of.

379

00:28:57.280 --> 00:29:03.270

And visibility syndrome experienced by people of color, and it's the result of persistent.

380

00:29:00.870 --> 00:29:08.070

Um, and it's the result of persistent marginalization judgment, racial slights and.

381

00:29:07.470 --> 00:29:15.670

And you individuals begin to have increased feelings of reduced stability that I'm not going to be able to accomplish my goals.

382

00:29:13.070 --> 00:29:19.670

That I'm not going to be able to accomplish my goals, even if I do, what is it going to matter? Difficult.

383

00:29:18.070 --> 00:29:24.030

Difficulty forming positive relationships with other individuals.

384

00:29:21.630 --> 00:29:25.830

With other individuals difficulty feeling important.

385

00:29:25.030 --> 00:29:28.860

Important to other people in your life and that.

386

00:29:28.860 --> 00:29:31.860

Dreams really are possible and, um, and.

387

00:29:31.860 --> 00:29:37.430

So, it results, you know, this, um, that is, it's kind of related to that idea.

388

00:29:35.160 --> 00:29:39.030

Kind of related to that idea of generational trauma.

389

00:29:39.435 --> 00:29:54.315

But is this long term complex trauma experience by just the, the idea of the way that other people perceive your physical body in our society it can lead to frustration, pervasive discontent,

390

00:29:54.345 --> 00:29:55.155

anger and.

391

00:29:54.030 --> 00:30:01.230

Anger and mobilization inability to kind of do things right a lack of motivation.

392

00:29:58.830 --> 00:30:04.230

Do things right? A lack of motivation questioning yourself worth.

393

00:30:02.830 --> 00:30:15.080

Self worth feeling trapped, having a conflicted racial identity. So, um, maybe not loving being a person of color because it is such a hard place to be in the world.

394

00:30:12.830 --> 00:30:16.080

Hard place to be in the world.

395

00:30:16.080 --> 00:30:20.100

Question, of course, substance use. Um, and so I think that.

396

00:30:20.100 --> 00:30:26.440

There's an interesting idea around violence in, um, in.

397

00:30:24.150 --> 00:30:29.670

Balance in in black community specifically and when you start to think of.

398

00:30:27.270 --> 00:30:34.670

Specifically, and when you start to think about the way that this is cyclical in nature, so not only are you persecuted.

399

00:30:32.270 --> 00:30:35.620

Sure, so not only are you persecuted.

400

00:30:35.620 --> 00:30:41.420

You know, stopped by police more often, more frequently, but you're also dealing with these, you know, internalized.

401

00:30:39.220 --> 00:30:43.820

With these, you know, internalized feelings of low self worth and.

402

00:30:43.620 --> 00:30:51.710

Low hope for the future, you know, I'm not gonna be motivated to to say yes officer. Yes, sir. When really what do I have to lose you know, you don't have.

403

00:30:50.420 --> 00:30:53.580

You know, you don't have much to do it's just a, a.

404

00:30:53.580 --> 00:31:00.980

A difficult cycle to to be to feel trapped in. And so if we there also.

405

00:30:58.580 --> 00:31:02.390

We There also there's a lot of.

406

00:31:01.590 --> 00:31:08.910

There's a lot of reasons for for the anger and the difficulty, the individual's experience and I think that it's.

407

00:31:08.910 --> 00:31:15.910

It's wrong to put that on people of color, because white people do it as well and they just don't get.

408

00:31:15.910 --> 00:31:22.410

Muted the way people of color do, if they speak off to a police officer, or do things that, you know, that.

409

00:31:22.210 --> 00:31:28.610

That a lot of people with privilege can get away with and that's kind of where, um, I'm going to head in a little bit is.

410

00:31:28.210 --> 00:31:33.010

It is this idea of white privilege, which I think is very, very painful for some people.

411

00:31:32.010 --> 00:31:36.330

For some people, so we might have some people here with us today that are feeling.

412

00:31:36.330 --> 00:31:39.330

flighted as being a white person, and that is not the.

413

00:31:39.330 --> 00:31:43.130

Attention today it's wonderful to be white just the same way. It's wonderful to be.

414

00:31:43.130 --> 00:31:47.770

Black Hispanic, Asian, it's wonderful to have a.

415

00:31:46.370 --> 00:31:49.370

To have a strong racial identity and.

416

00:31:49.370 --> 00:31:55.650

Also important to recognize the privilege that comes with with the White being.

417

00:31:53.970 --> 00:32:00.040

Being in terms of the way that our society was set up. So so, Tanya, if you.

418

00:31:59.040 --> 00:32:04.080

So, Tanya, if you, if we take this back to what you were talking about the.

419

00:32:04.080 --> 00:32:09.080

The cultural context of cornrows also believe is remembering that when this country was.

420

00:32:08.480 --> 00:32:12.680

Country was founded, it was founded on tobacco.

421

00:32:11.680 --> 00:32:17.280

Taco and cotton growth, and the individuals who came from Europe.

422

00:32:15.280 --> 00:32:18.880

Individuals who came from Europe and we're developing.

423

00:32:18.880 --> 00:32:21.880

The country, we're not able to sustain.

424

00:32:21.880 --> 00:32:28.080

All of the work that needed to be done in order to grow these materials and become the capitalist nation that we.

425

00:32:28.080 --> 00:32:33.480

Are and so they started off by bringing indentured servants from Europe. So from.

426

00:32:31.280 --> 00:32:36.720

From from Europe, so from Ireland and other places that were experiencing family.

427

00:32:35.120 --> 00:32:40.920

Places that were experiencing famine, but these individuals weren't, they were coming here on the promise.

428

00:32:38.720 --> 00:32:42.320

Weren't they were coming here on the promise that they would, um.

429

00:32:42.320 --> 00:32:46.350

Their time off, and then, you know, and contribute to the land and then have.

430

00:32:46.350 --> 00:32:51.620

A reward for that, but the, the conditions were so horrific that they never.

431

00:32:51.620 --> 00:32:56.020

Actually made it to the point where they had paid off their debts.

432

00:32:55.620 --> 00:33:01.820

And we're able to then, you know, kind of have their slice of land in the part of the American dream. And so that's when.

433

00:32:59.620 --> 00:33:06.820

Dream and so that's when slavery began and they began for it. So, people from Europe kind of caught wind of like.

434

00:33:04.220 --> 00:33:10.620

You know, people from Europe kind of caught wind of like, it's not a good deal. You're going to go over there and die before you ever make.

435

00:33:08.020 --> 00:33:11.790

You're gonna go over there and die before you ever make it and so.

436

00:33:11.190 --> 00:33:15.040

And so then that's when individual's resorted to slavery take.

437

00:33:14.190 --> 00:33:22.640

Taking forcefully African American, but at that time, African individuals, and that's kind of an argument of.

438

00:33:20.040 --> 00:33:30.780

Um, and that's kind of an argument of where racism and color ISM started in the United States is because it was easy to tell the difference between an indentions indentured servants.

439

00:33:28.240 --> 00:33:31.800

Difference between an intention indentured servants and a slate.

440

00:33:31.800 --> 00:33:38.730

And they had 2 very different sets of rights in this country from the beginning. And so it's just important.

441

00:33:37.330 --> 00:33:43.130

And so it's just important to remember the foundation that our country is built on. It is not inherently.

442

00:33:41.330 --> 00:33:45.330

1, it is not inherently bad to be white, but to remember the white.

443

00:33:45.330 --> 00:33:49.590

Privilege that is ingrained in the way that our country was built.

444

00:33:49.590 --> 00:33:58.370

We'll come back to that in a moment, but we just need to remember that that there is a certain amount of.

445

00:33:58.170 --> 00:34:04.120

Of, uh, individuals see why people are as kind of.

446

00:34:01.520 --> 00:34:05.910

White people, as as kind of you give them the benefit of the doubt.

447

00:34:05.910 --> 00:34:12.110

And that's all we're saying, in terms of white privilege it doesn't mean that you haven't earned or worked hard for what you have.

448

00:34:09.510 --> 00:34:13.960

Earned or worked hard for what you have gained. Um, but it does.

449

00:34:13.960 --> 00:34:20.250

Does mean that you are given the benefit of the doubt when other people are not okay so racism is.

450

00:34:17.360 --> 00:34:23.050

Okay, so racism is systemic. It's a chronic Stresser. That is.

451

00:34:22.650 --> 00:34:30.900

Is present in our in our government, in our health care system. Um, it's pervasive in all of the systems that we have created in the.

452

00:34:28.500 --> 00:34:32.500

All of the systems that we have created in the United States, the educational system.

453

00:34:31.699 --> 00:34:35.550

Occasional cyst under criminal justice system as well.

454

00:34:35.550 --> 00:34:39.449

So, although trauma is.

455

00:34:39.449 --> 00:34:47.449

Experienced at the hand of law enforcement officers for all people of color, especially black people have experienced this trauma in even greater.

456

00:34:46.850 --> 00:34:56.330

In greater terms 1 in 3 black men have a likely a lifetime likelihood of imprisonment. Um, and again, people of color are not.

457

00:34:54.929 --> 00:35:01.530

In the people of color are not inherently more aggressive, more, um, you know, breaking rules. It's just that they're, they're.

458

00:34:59.530 --> 00:35:05.130

Breaking rules, it's just that they're, they're punished more harshly. They're targeted more harshly. Again. White people are given the benefit of the.

459

00:35:03.730 --> 00:35:06.990

People are given the benefit of the doubt. Um.

460

00:35:06.990 --> 00:35:15.590

Blackman continue to have an improvement rate. 5.8 times that of their white counterparts and black men make up 6.

461

00:35:13.390 --> 00:35:24.280

And black men make up 6.4% of the US population, but represent 34 of the prison population. And so there is certainly a problem there.

462

00:35:22.200 --> 00:35:26.480

Certainly a problem there and we can kind of again, it's a chicken and.

463

00:35:26.480 --> 00:35:30.680

A statement because people would want to argue, will people of color break the law and are.

464

00:35:30.680 --> 00:35:35.080

More violent, and it's like, if that is the case, then we can go back to that.

465

00:35:35.080 --> 00:35:42.180

Slide about the invisibility and the anger, and the reasons why you wouldn't buy into a system that is inherently set.

466

00:35:39.780 --> 00:35:45.780

Buy into a system that is inherently set against you, but at the same time, we also have to really examine.

467

00:35:44.980 --> 00:35:48.580

Really examine, like, is that actually the truth? Or are they just.

468

00:35:48.580 --> 00:35:54.180

Given the benefit of the doubt, the way their white counterparts would be. So it's a it's a multiple point.

469

00:35:51.980 --> 00:35:56.870

So, it's a, it's a multiple point question and sometimes we just have to.

470

00:35:55.470 --> 00:36:00.460

Sometimes we just have to be practical and say, we're, we're going to make it stop even if.

471

00:35:59.070 --> 00:36:05.490

Make it stop even if we can't pinpoint exactly what's going on why don't we focus on changing it?

472

00:36:05.490 --> 00:36:08.670

Giving people the benefit of the doubt.

473

00:36:08.670 --> 00:36:15.130

Identifying when we're being having microaggressions when we're not seeing people.

474

00:36:12.330 --> 00:36:19.020

Having microaggressions when we're not seeing people for people, but we're seeing them as a racialized individual.

475

00:36:19.020 --> 00:36:26.280

Right. So then in terms of.

476

00:36:26.280 --> 00:36:32.940

Conceptualization okay, so it's difficult to process.

477

00:36:32.940 --> 00:36:39.600

That all positive qualities of an individual are not.

478

00:36:37.600 --> 00:36:42.320

Individual are not are, are not.

479

00:36:40.650 --> 00:36:44.920

Are are not seen by other individuals and so we have to believe.

480

00:36:44.120 --> 00:36:50.410

We have to believe that, I think, as white people is hard to believe sometimes that and that's.

481

00:36:47.920 --> 00:36:55.620

Sometimes that, and that's another thing that I'll talk about in a little bit this, you know, this idea that.

482

00:36:53.820 --> 00:36:59.020

You know, this idea that why people aren't typically racialized and they're not comfortable.

483

00:36:59.020 --> 00:37:04.770

It's often very difficult to be racialized. It's kind of something where, you know, we'll say, like, we're.

484

00:37:04.170 --> 00:37:11.170

We're color blind, that sort of thing. Well, color blind is a very diminishing and degrading thing because we not everybody.

485

00:37:08.770 --> 00:37:19.870

Degrading thing, because we not everybody else has that luxury to be just colorblind and, and not recognize the, um, the role that race plays in in this society and.

486

00:37:17.910 --> 00:37:22.270

In this society and so we definitely have to.

487

00:37:22.270 --> 00:37:29.720

Understand that that there is a certain bias inherent in our the way our society works and we, it's not.

488

00:37:28.520 --> 00:37:32.190

Works and we, it's not enough just to be color blind. Do you have to be.

489

00:37:32.190 --> 00:37:35.310

Simply anti racist and recognize.

490

00:37:35.310 --> 00:37:41.710

That every person is racialized, whether on white or black I, that is every person has a racial. I.

491

00:37:41.710 --> 00:37:46.610

City again, it's not a genetic reality, but it is a physical.

492

00:37:44.910 --> 00:37:48.810

A physical and visible reality of our society.

493

00:37:48.810 --> 00:37:53.770

There's this idea of kind of back to the police brutality.

494

00:37:52.770 --> 00:37:57.010

Police brutality concept that when individuals are.

495

00:37:56.010 --> 00:38:02.300

Individuals are faced with this overarching, just debilitating and painful.

496

00:37:59.900 --> 00:38:04.500

Facilitating and painful idea of what.

497

00:38:04.100 --> 00:38:10.090

It means to be a black person in America. You you not only become angry and frustrated.

498

00:38:07.290 --> 00:38:19.840

You not only become angry and frustrated, but also have kind of a right to defy those standards. Right? So, again, back to this idea of code switching and say, you know, what? No more I'm not going to comply with the.

499

00:38:18.840 --> 00:38:22.240

Comply with the system that is inherently hateful and hurting my.

500

00:38:22.240 --> 00:38:29.640

People and so so there is this idea of of define going against the rules and the.

501

00:38:26.840 --> 00:38:30.990

The rules and the, the system, the man.

502

00:38:30.390 --> 00:38:36.190

From the man, and then there's also this idea of sanity checks, wanting to check with other people.

503

00:38:35.790 --> 00:38:40.620

People was, like, was that was that nasty? What that person said to me like.

504

00:38:40.620 --> 00:38:50.190

Why did they say? I'm so well spoken, you know, those sorts of things just checking with other people. Am I being too sensitive? Right? And and just so those are the 2 concepts.

505

00:38:48.390 --> 00:38:55.590

And just so those are the 2 concepts that Franklin and Boyd have come up with of this there's going to be kind of defiance against these.

506

00:38:54.590 --> 00:39:00.390

Against these rules and and painful regulations that are in place and then also checking with other.

507

00:38:58.190 --> 00:39:01.190

That are in place and then also checking with others to make sure.

508

00:39:01.190 --> 00:39:04.530

Okay, I'm seeing this accurately. Right? I'm not the 1 who.

509

00:39:04.530 --> 00:39:12.050

Who is in denial or doing things that are not helpful or uh, kind so in this.

510

00:39:09.450 --> 00:39:16.650

Uh, kind, um, so, in this example, with our lawyer, the, and a good example of the defiance is refusing to cut the.

511

00:39:16.650 --> 00:39:22.510

Here I earned this degree, I deserved to be here. I shouldn't have to comply to your standards.

512

00:39:20.010 --> 00:39:23.510

You didn't have to comply to your standards. Um, and then also.

513

00:39:23.510 --> 00:39:29.340

Checking in, with other individuals who have also refused to compromise and finding strength and support in those.

514

00:39:29.340 --> 00:39:36.270

Communities of people who say, we don't need to we don't need to comply any more when this is unfair and hurtful.

515

00:39:36.270 --> 00:39:40.050

Okay.

516

00:39:40.050 --> 00:39:52.450

Um, so, in talks in in terms, we already, you know, kind of went over this, but as we talk about these things, you can imagine that experiencing of race the ongoing, systematic.

517

00:39:49.850 --> 00:39:57.670

The ongoing systematic chronic experience of racism can lead to trauma. Right? It is a chronic chronic.

518

00:39:55.320 --> 00:40:02.670

Right it is a chronic chronic traumatic event chronic stressor. It can lead to depression suspicion of others.

519

00:40:01.070 --> 00:40:04.470

Suspicion of others right. Um, you know, just this kind of.

520

00:40:04.470 --> 00:40:07.830

General lack of trust for individuals who have historically.

521

00:40:07.830 --> 00:40:14.060

Persecuted minority, marginalized individuals, um, a lack of confidence feelings.

522

00:40:12.660 --> 00:40:16.590

Lack of confidence, feelings of shame, embarrassment and isolation.

523

00:40:16.590 --> 00:40:21.690

Okay, so again, white people are not.

524

00:40:21.690 --> 00:40:29.240

Often comfortable being racialized and that's a luxury and the individuals who do not have.

525

00:40:26.290 --> 00:40:34.570

Individuals who do not have to experience racism on a daily basis. Can kind of deny that it's real. Especially if I know.

526

00:40:32.640 --> 00:40:37.930

Especially if I know that I don't operate from a place of hate. Right? I don't hate.

527

00:40:36.420 --> 00:40:41.550

Hate right I don't hate other people. Um, but also, I, I, it's.

528

00:40:41.550 --> 00:40:46.660

It's important to recognize the daily benefits that a person who is.

529

00:40:46.660 --> 00:40:50.100

You can does is seen as white.

530

00:40:50.100 --> 00:40:55.100

Enjoys in every day, daily life. Like I said, get the benefit of the doubt from the.

531

00:40:53.100 --> 00:40:58.500

get it the benefit of the doubt from the police the benefit of the doubt from the store clerk

532

00:40:56.500 --> 00:41:01.220

In the store clerk, the benefit of the doubt from the employer, um.

533

00:40:59.900 --> 00:41:02.950

Here and and really being.

534

00:41:02.950 --> 00:41:11.780

Able to recognize that that white privilege is real in society and it's not enough again just to be not to be hateful, but.

535

00:41:09.780 --> 00:41:19.780

Um, not to be hateful, but you have to be actively anti racist and it is our responsibility. It's every person's responsibility to talk about these issues to to.

536

00:41:17.780 --> 00:41:23.180

talk about these issues to to validate these issues and also to actively work against them

537

00:41:21.380 --> 00:41:28.420

And also to actively work against them. So, the truth is again, we all have bias. Right? Um, but.

538

00:41:26.420 --> 00:41:30.960

Bias right but we're smarter than that. So we have to have.

539

00:41:29.620 --> 00:41:34.960

So we have to have these conversations and we have to learn about the experiences of other.

540

00:41:32.760 --> 00:41:36.360

Learn about the experiences of other people and ways.

541

00:41:36.360 --> 00:41:44.070

That we can contribute to creating a society that is not benefiting from the persecution of people of color.

542

00:41:48.030 --> 00:41:53.000

So, in order to respond to racism.

543

00:41:52.400 --> 00:41:58.000

Racism there are some, some professional kind of suggestions that.

544

00:41:58.000 --> 00:42:04.400

We can make as professional counselors here with you today. Um, so what we would do is suggest that.

545

00:42:02.200 --> 00:42:09.630

So, what we would do is suggest that you maintain a process of lifelong learning to increase your competency. And that means being here.

546

00:42:07.000 --> 00:42:14.030

Increase your competency and that means being here today, we appreciate you being here today and hearing some things that are.

547

00:42:11.830 --> 00:42:18.630

Hearing some things that are potentially triggering for you as a person of color, or potentially disheartening.

548

00:42:16.030 --> 00:42:24.700

A person of color, or potentially disheartening for you as a white person in American society again, it is.

549

00:42:22.230 --> 00:42:28.330

Um, again it is not meant to be an attack on any certain.

550

00:42:25.700 --> 00:42:32.580

Tack on any certain 1 group of individuals, but just recognizing that.

551

00:42:32.580 --> 00:42:39.380

That there's so much more than what we see on the surface. And also to try to understand, even if we're not.

552

00:42:36.980 --> 00:42:40.380

Try to understand even if we're not 1st hand.

553

00:42:40.380 --> 00:42:51.220

Exposed to racism ourselves, but to try to understand the daily experiences of individuals who do experience racism on a daily basis, whether that's microaggressions or.

554

00:42:49.780 --> 00:42:57.360

Progressions or overt racist behaviors and acts and those happen as well. I think a lot of.

555

00:42:54.820 --> 00:43:01.440

And those happen as well. I think a lot of us want to believe that that does not happen. Um, perhaps.

556

00:42:58.960 --> 00:43:03.240

Happen perhaps microaggressions are more common.

557

00:43:03.040 --> 00:43:10.040

But there are still actively overtly racist individuals in this country who will make it notes.

558

00:43:09.440 --> 00:43:14.840

Make it known that they don't believe that we should be integrated.

559

00:43:13.440 --> 00:43:19.240

Be integrated, and they don't believe that everybody is equal and so that can be equally.

560

00:43:18.640 --> 00:43:30.340

Equally hurtful as those chronic everyday microaggressions and the systemic racism that keeps people of color in difficult, challenging situations on a daily.

561

00:43:27.540 --> 00:43:31.200

In difficult, challenging situations on a daily basis.

562

00:43:31.200 --> 00:43:38.800

Staying up to date with current events right? Understanding other cultures, celebrating other cultures.

563

00:43:36.200 --> 00:43:42.000

The cultures celebrating other cultures, instead of a fear, or, you know, kind of feeling.

564

00:43:40.400 --> 00:43:46.200

Or, you know, kind of feeling others and that's something where, um, you know, I hope that we can continue to do.

565

00:43:43.800 --> 00:43:47.980

You know, I hope that we can continue to do better is just is joining with each.

566

00:43:46.980 --> 00:43:51.580

Is joining with each other in their unique cultural celebrations and that.

567

00:43:50.580 --> 00:43:56.620

And that includes, you know, people of color enjoying white celebrations and white people.

568

00:43:54.380 --> 00:44:05.620

White celebrations and white people enjoying the celebrations in the culture and not feeling so different. And other than each other, we can show a genuine interest and.

569

00:44:02.820 --> 00:44:06.620

Um, we can show a genuine interest in each client, so.

570

00:44:06.620 --> 00:44:10.020

So breaching the subject of racism.

571

00:44:10.020 --> 00:44:13.680

Or race and racial identity is very important. We can do that.

572

00:44:13.680 --> 00:44:19.080

Through an idea of like, self disclosure, um, kind of very much like Dr Simon did.

573

00:44:18.280 --> 00:44:22.320

Did and they're opening keynote speech.

574

00:44:21.720 --> 00:44:28.430

Speech identifying as, you know, identify as a white woman, you know, and how does that how do you think that.

575

00:44:26.120 --> 00:44:33.430

How does that how do you think that's gonna work for us as, you know, me as your counsellor how do you think that's going to show.

576

00:44:30.830 --> 00:44:37.830

Your counselor, how do you think that's going to show up? Right? So, being able to kind of broach that subject and also remembering.

577

00:44:35.030 --> 00:44:38.830

Broach that subject and also remembering that color blind is.

578

00:44:38.830 --> 00:44:45.630

Not the way to go, but more so saying, you know, allowing a client to explain how their ratios up. Um.

579

00:44:45.630 --> 00:44:51.300

On a daily basis in their history in their culture and family relationships.

580

00:44:51.300 --> 00:44:56.920

Um, we also should again, you know, identify that every single.

581

00:44:54.720 --> 00:44:59.100

You know, identify that every single person, it has their own unique.

582

00:44:59.100 --> 00:45:05.900

Subjective experience as Natasha, as you explained that, you know, it could be a group of black women and.

583

00:45:05.100 --> 00:45:10.900

Black women, and everybody's going to have a different experience with that. And so again, just kind of moving away from.

584

00:45:08.900 --> 00:45:17.700

Again, just kind of moving away from this idea that any 1 group of people, however, you want to separate them women, men, you know.

585

00:45:15.700 --> 00:45:25.280

Men black, white, however, you want to put people into categories no, 2 people are the same and know 2 people have gone. So you have to.

586

00:45:22.480 --> 00:45:26.160

And know, 2 people have gone, you know, so you have to, um.

587

00:45:26.160 --> 00:45:29.700

No, general trends in these sorts of.

588

00:45:29.700 --> 00:45:34.560

Uh, considerations and then also let each individual.

589

00:45:33.960 --> 00:45:43.160

Individual client tell you their experience and you can do that. It's our responsibility as professionals to bring the subject up. Um, in a way that is a.

590

00:45:41.160 --> 00:45:46.830

Um, in a way that is appropriate. So if we have a client here.

591

00:45:46.830 --> 00:45:53.230

Come to me, you know, for career counseling, um, it might not be appropriate for me to bring up. Like, I'm a white counsellor. How is that?

592

00:45:51.230 --> 00:45:56.830

You bring up, I'm a white counselor. How is that going to work in this relationship? Right? It just it might not be.

593

00:45:55.230 --> 00:46:01.270

Right. It just it might not be relevant for the work that we're doing together. But, um, if and when we.

594

00:45:58.470 --> 00:46:04.260

But if and when we start to think, okay, this individual has probably.

595

00:46:01.870 --> 00:46:08.460

Okay, this individual has probably experienced things very different from me in their lifetime.

596

00:46:07.060 --> 00:46:14.860

Lifetime based on what I'm able to to physically observe of this individual, inviting that conversation and.

597

00:46:12.260 --> 00:46:15.860

Inviting that conversation and, um, and it's.

598

00:46:15.860 --> 00:46:21.940

Our responsibility as the professionals to approach those inappropriate and professional ways.

599

00:46:20.430 --> 00:46:25.740

So, again, we all have biases and we're never going to get rid of.

600

00:46:25.740 --> 00:46:30.080

Right what we can do is identify them and account for them and that's.

601

00:46:28.880 --> 00:46:33.480

For them and that's our responsibility as professionals. So whether it's a.

602

00:46:32.080 --> 00:46:40.530

So, whether it's a biological drive and a need to categorize so that we can understand the world in more effective and efficient ways. Um, whether.

603

00:46:38.930 --> 00:46:44.870

Different ways, whether it is our own culture, the way that we've been raised with our families in this extends.

604

00:46:42.930 --> 00:46:50.820

Families in this extends definitely beyond race to sexuality to gender norms. We're all going to have biased.

605

00:46:49.020 --> 00:46:53.670

We're all going to have bias. The thing is to be aware of.

606

00:46:52.030 --> 00:46:57.050

To be aware of them to acknowledge it and to actively.

607

00:46:55.650 --> 00:47:00.850

And to actively account for it, in our daily work in our daily lives, and this should.

608

00:46:59.850 --> 00:47:02.960

And this should transcend personal and professional.

609

00:47:02.960 --> 00:47:10.130

And then also, if you see something, say something, so that's been something. I've been hearing a lot in a lot of different.

610

00:47:08.130 --> 00:47:11.730

Hearing a lot in a lot of different context. Um.

611

00:47:11.730 --> 00:47:17.940

But I would say that it is again, it's our job to be actively anti racist and this is within.

612

00:47:15.330 --> 00:47:20.380

Simply anti racist and this is within any culture any subculture.

613

00:47:18.780 --> 00:47:22.380

Culture any subculture if you see something that is racist.

614

00:47:22.380 --> 00:47:30.180

Your color is it is our responsibility to bring that to the attention of the of the individuals in a respectful way. But also.

615

00:47:27.740 --> 00:47:32.380

In a respectful way, but also, you know, that's our responsibility as.

616

00:47:30.780 --> 00:47:37.180

That's our responsibility as professional counselors to advocate for inequalities in society. And so, um.

617

00:47:37.180 --> 00:47:46.340

When you notice these things, it doesn't have to be confrontational and also we're not going to change people. Right but what we can do is just acknowledge it. Right?

618

00:47:43.980 --> 00:47:51.270

Just acknowledge it right mentioned. It pointed out like, uh, that was a racial micro aggression just just.

619

00:47:48.330 --> 00:47:51.750

That was a racial micro aggression, just just.

620

00:47:55.950 --> 00:48:10.540

Okay, and be mindful of client language, non, verbal cues and session and also, you know, just kind of it is we have a careful balance to be able to join with our clients. We want to remain.

621

00:48:07.740 --> 00:48:12.570

To be able to join with our clients, we want to remain very authentic. Right that's.

622

00:48:12.570 --> 00:48:17.970

Some of the core conditions is we must remain authentic, so don't try to meet your clients.

623

00:48:15.770 --> 00:48:21.370

Don't try to meet your clients, whether it's, you know, a young person, a person from a different culture.

624

00:48:18.770 --> 00:48:25.630

A young person, a person from a different culture don't try to shift to you are the way you speak the way that you.

625

00:48:22.650 --> 00:48:27.630

who you are the way you speak the way that you you know kind of view the world in order to

626

00:48:27.630 --> 00:48:35.620

To join with this person, but also do consider that we do have a little bit of matching that we do in session right?

627

00:48:34.020 --> 00:48:39.220

That we do in session, right? So you listen to the terminology that the client uses.

628

00:48:38.020 --> 00:48:42.930

That the client uses, if they say African Americans say African American, if they say black.

629

00:48:42.930 --> 00:48:47.640

Say black, right you know, so those are the types of things where we can notice.

630

00:48:47.640 --> 00:48:52.240

Clients the way that they present their concerns, and they're wording and that's.

631

00:48:52.240 --> 00:48:56.590

What we're going to try to be able to join them in.

632

00:48:55.830 --> 00:49:02.620

As with all counseling, eliminate physical barriers between you and the client. So.

633

00:49:01.620 --> 00:49:08.100

And the client, so that's especially important in a physical session. We're going to want to have open.

634

00:49:08.100 --> 00:49:13.230

Sure, no tables in between us. Definitely not a desk in between me and the client, right?

635

00:49:13.230 --> 00:49:23.620

Um, let go of your clipboard, put your clipboard down and be open. Be vulnerable. Don't cross your arms, you know, be very aware of.

636

00:49:21.420 --> 00:49:29.440

Cross your arms, you know, be very aware of your of your presence and if you're modeling vulnerability to your client.

637

00:49:29.040 --> 00:49:34.490

Lean forward, speak soft and slow focus more on what your client is saying.

638

00:49:32.490 --> 00:49:35.890

Focus more on what your client is saying, then how you're going to respond.

639

00:49:35.890 --> 00:49:39.970

To it right? Just allow them to tell them your tell you there.

640

00:49:39.170 --> 00:49:44.730

Tell you their story match and mismatch intentionally.

641

00:49:44.730 --> 00:49:49.130

Also, knowing that there are cultural differences between the comfort.

642

00:49:48.330 --> 00:49:53.740

The comfort of eye contact and kind of taking the queue from the client of.

643

00:49:52.140 --> 00:49:59.740

The queue from the client of their comfort with, um, comfort levels with that. And, of course, you know, broach the subject.

644

00:49:58.140 --> 00:50:02.850

You know, approaching the subject, providing a safe space for clients to explore.

645

00:50:02.850 --> 00:50:07.290

That historical was.

646

00:50:07.290 --> 00:50:11.100

Speaking, I was in a way kind of laughing when you were talking about matching.

647

00:50:11.100 --> 00:50:18.270

And my mind, because, um, um, depending on what's on is from, like you say, you you can imagine. So, uh.

648

00:50:18.270 --> 00:50:22.590

I was working like a 1st, generational African American male.

649

00:50:22.590 --> 00:50:27.360

College student from, you know, who kind of putting those kind of, um.

650

00:50:27.360 --> 00:50:32.490

Different labels or characteristics, right? So, from, uh, 1st generation college students.

651

00:50:32.490 --> 00:50:36.840

Uh, low income, uh, single mother background, things of that sort of.

652

00:50:36.840 --> 00:50:46.500

So, um, and actually I'm smiling because it's like a match where he was at to be able to get him to understand. Um, so.

653

00:50:46.500 --> 00:50:55.800

He was at the point where he was thinking about dropping out, you know, and I'm like, I'm the type of person I guess, the counselor and case manager and me experience and.

654

00:50:55.800 --> 00:51:00.090

Just wanting to see again, my fellow.

655

00:51:00.090 --> 00:51:03.300

Sister or brother, you know, um.

656

00:51:03.300 --> 00:51:07.920

Stay in the, in the, in the, in the, in the field and actually keep going.

657

00:51:07.920 --> 00:51:11.340

Um, regarding education, so I just, I was like.

658

00:51:11.340 --> 00:51:16.050

Let me tell you something like I brought myself, you know, I was the counsel, but let me tell you something.

659

00:51:16.050 --> 00:51:19.350

If you need anything.

660

00:51:19.350 --> 00:51:24.030

Don't you just stopped coming to school? Like I, I brought out all of me.

661

00:51:24.030 --> 00:51:27.390

For him to understand, that's it. Now, if you need me, you.

662

00:51:27.390 --> 00:51:31.470

call me you stop by my office and i got down to his level

663

00:51:31.470 --> 00:51:36.840

I spoke as dialect, you know, and he, he understood it and he reached out to I was like.

664

00:51:36.840 --> 00:51:41.010

If you need food, if you need clothing or whatever, those resources are.

665

00:51:41.010 --> 00:51:45.720

Well, let me tell you, don't you drop out of school until we meet again?

666

00:51:45.720 --> 00:51:53.190

And we go over all the options, you know um, because sometimes in those moments, right of filling the spirit, they feel like there is no other option.

667

00:51:53.190 --> 00:51:57.180

So again, kind of matching where he was at, I was like, all right.

668

00:51:57.180 --> 00:52:02.820

Come back to me, I was direct and confer with him, but also he understood from that.

669

00:52:02.820 --> 00:52:08.490

You know, Alexa dialog, dial it and how I came at him, he understood it so.

670

00:52:08.490 --> 00:52:13.920

Uh, yeah, so when you say mash and I was like, I can understand that piece. Yeah. Um, yeah.

671

00:52:13.920 --> 00:52:18.870

So, we're going to talk about counseling clients of color.

672

00:52:18.870 --> 00:52:24.210

And what we want to do is kind of avoid attribute clients presenting problems to raise.

673

00:52:24.210 --> 00:52:27.660

When that is potentially irrelevant and so.

674

00:52:27.660 --> 00:52:31.200

Again, if someone comes in about anxiety or the.

675

00:52:31.200 --> 00:52:34.290

Freshen or relationship issues.

676

00:52:34.290 --> 00:52:37.680

Or, even if it's an interracial relationship, right?

677

00:52:37.680 --> 00:52:41.430

That is not as the counselor you don't want to just go ahead and make that assumption.

678

00:52:41.430 --> 00:52:47.790

That it is geared towards race when it could be a communication issue within that really interracial relationship.

679

00:52:47.790 --> 00:52:51.300

So you don't want to just go there and kind of make that assumption.

680

00:52:51.300 --> 00:52:54.360

Um, you also want to be.

681

00:52:54.360 --> 00:52:58.860

Aware of racism that permeates, uh, the cultural heritage.

682

00:52:58.860 --> 00:53:01.920

Experience of daily lives of black clients and.

683

00:53:01.920 --> 00:53:07.950

Other clients of colors also, you want to be aware of that all counseling relationships and.

684

00:53:07.950 --> 00:53:12.390

so more tech cultural elements um and also it's important to

685

00:53:12.390 --> 00:53:16.530

Support diverse clients, students and colleagues as well, too.

686

00:53:16.530 --> 00:53:28.170

Okay.

687

00:53:28.170 --> 00:53:36.450

Okay, and then what we want to do is address standard trauma responses as well as a clinician.

688

00:53:36.450 --> 00:53:40.440

Cognition and feelings that come as a direct result of.

689

00:53:40.440 --> 00:53:48.570

Racism, um, so, I think Dr, said before, you know, if someone is saying, hey, I'm experienced racism.

690

00:53:48.570 --> 00:53:58.770

You know, go there with them. Don't shy away from that. Um, validate that racism is real and broach a subject with clients when it seems appropriate.

691

00:53:58.770 --> 00:54:04.020

Gain knowledge by X and clients about their experience of race ethnicity in quarter. So.

692

00:54:04.020 --> 00:54:10.260

Um, I could say, you know, working at a, when I do work and I can say there was.

693

00:54:10.260 --> 00:54:16.260

There was coastal and then there was black coast, so, you know, and so I would go there with him and ask him about what is your.

694

00:54:16.260 --> 00:54:22.170

Experience of being at a Institute, and we will talk about that as well too. So.

695

00:54:22.170 --> 00:54:26.190

Um, speak to understand, you know, pretty much.

696

00:54:26.190 --> 00:54:33.590

Hello.

697

00:54:33.590 --> 00:54:38.130

And it acknowledge the difficulty and frustration and gathering the mental.

698

00:54:38.130 --> 00:54:45.480

Free energy to act in defiance. Um, also, um, being on the receiving end of.

699

00:54:45.480 --> 00:54:48.990

Motivated by ratio, um.

700

00:54:48.990 --> 00:54:54.480

Things is going on and also just understanding how it can.

701

00:54:54.480 --> 00:54:58.350

That, you know, self esteem, quarter, world view and.

702

00:54:58.350 --> 00:55:07.890

And purpose as well too, and then, um, knowing that as counselors, right? We can work with clients to restore, um, and work towards kind of that defense.

703

00:55:07.890 --> 00:55:12.990

System too right. Uh, think on a daily basis, right? We, we work with clients who are.

704

00:55:12.990 --> 00:55:19.830

show defiance in defensiveness and kind of encouraging them kind of roll with resistance and go there with him as well too

705

00:55:19.830 --> 00:55:22.890

Um, and then to know that we can provide a.

706

00:55:22.890 --> 00:55:26.100

phase to explore and reflect on the fix

707

00:55:26.100 --> 00:55:29.370

Um, in regards to the things that they go through, and how, like I say it.

708

00:55:29.370 --> 00:55:33.480

Plays apart into their self esteem, their safety, their trust.

709

00:55:33.480 --> 00:55:40.500

Their power, you know, and things of that sort and I think before I lan, and we kind of open it up for questions I, I leave with this.

710

00:55:40.500 --> 00:55:44.700

Example, as well for a lot of, uh, my presentations.

711

00:55:44.700 --> 00:55:47.820

And then when we think about kind of the best practices, when we go.

712

00:55:47.820 --> 00:55:53.550

We work with, um, African, American or or people of color. Uh, I think about.

713

00:55:53.550 --> 00:56:00.780

I had a client came back over the summer and it was like, oh, so, Tanya, I'll so upset with you. I've never seen anyone else again.

714

00:56:00.780 --> 00:56:04.710

Uh, over the summer, you told me to seek counseling over the summer.

715

00:56:04.710 --> 00:56:12.720

Uh, an idea, this is the college counseling setting in it. I did, and it was horrible. Oh, my goodness. What what did I do? What what happened.

716

00:56:12.720 --> 00:56:16.020

Well, you told me to see accounts or meaning a counselor.

717

00:56:16.020 --> 00:56:21.210

We're not putting rates on anything because again we're all supposed to be trained and multiculturalism. So.

718

00:56:21.210 --> 00:56:26.940

Not putting on a race on you should see a black Council. You should be at the agent Council. I will not do that. You know.

719

00:56:26.940 --> 00:56:33.030

Uh, and so they said, hey, I went and saw a white counselor, and she told me to go back and do yoga and my back.

720

00:56:33.030 --> 00:56:38.070

Yard and little does she know I stay in a good so I did not have a.

721

00:56:38.070 --> 00:56:43.530

Phase to do yoga in my backyard and never again. Will I go and see her again?

722

00:56:43.530 --> 00:56:47.130

or i don't want to see anyone else outside of you anymore

723

00:56:47.130 --> 00:56:51.390

So, even in that notion of kind of accent clients, do they have a.

724

00:56:51.390 --> 00:56:55.830

Phase to kind of practice some of the things that we do provide a therapeutic homework assignments.

725

00:56:55.830 --> 00:57:05.010

Such a helpful reminder of diversity in general, and that. We just.

726

00:57:02.810 --> 00:57:06.810

Diversity in general, and that we just have to move away.

727

00:57:06.810 --> 00:57:13.290

From our own experiences and remember and remember how other people are experiencing things differently.

728

00:57:13.290 --> 00:57:19.600

So, yeah, please do post. If you have any questions we have just a couple minutes.

729

00:57:17.100 --> 00:57:21.090

Questions we have just a couple minutes, um.

730

00:57:21.090 --> 00:57:32.850

Supervision and consultation are incredibly important. So, seek supervision when you feel like, you might not be getting a full picture of a client. Um, maybe they can help you see what.

731

00:57:31.250 --> 00:57:37.560

They can help you see what you're missing, consult, come to workshops like this learn from people who.

732

00:57:35.160 --> 00:57:39.160

Come to workshops like this learn from people who have different identities.

733

00:57:39.160 --> 00:57:46.380

Overall, our clients, our colleagues, we face many challenges in responding to.

734

00:57:45.150 --> 00:57:55.130

And responding to racism is incredibly important. It's an ethical imperative of our profession. So thank you so much for joining us here today. And if I had to summarize.

735

00:57:52.780 --> 00:58:03.020

And if I had to summarize 1, take away 1 key suggestion is validate validate validate, do not diminish.

736

00:58:02.220 --> 00:58:05.520

diminish or dismiss the racial

737

00:58:05.520 --> 00:58:09.320

Lives experiences of individuals, right it's easy to.

738

00:58:08.520 --> 00:58:14.320

It's easy to want to do that, because it's very painful. It feels like an overwhelming subject.

739

00:58:11.720 --> 00:58:18.690

It feels like an overwhelming subject that will never be able to fix, but we can and that what will help.

740

00:58:15.920 --> 00:58:21.490

Fix, but we can and what we'll help it is talking about it right? And doing.

741

00:58:19.290 --> 00:58:25.780

Talking about it right and doing our little part. So we cannot fix this on our own but we.

742

00:58:22.830 --> 00:58:28.780

We cannot fix this on our own, but we each can do our small part. And at the end of.

743

00:58:26.180 --> 00:58:29.780

Can do our small part, and at the end of the day.

744

00:58:29.580 --> 00:58:35.910

You have to feel very proud for doing your small part toward being actively anti racism racist.

745

00:58:35.910 --> 00:58:38.910

Okay.

746

00:58:38.910 --> 00:58:42.390

Thank you so much.

747

00:58:42.390 --> 00:58:46.590

Uh, so Tanya, thank you for, for joining us with your expertise.

748

00:58:46.590 --> 00:58:52.160

And, you know, just really helping to bring bring up a really important topic and.

749

00:58:50.160 --> 00:58:56.160

Bring up a really important topic and things to each of you for being here for a topic that can feel.

750

00:58:53.360 --> 00:58:57.760

For being here for a topic that can feel maybe, you know, unsettling, but.

751

00:58:57.160 --> 00:59:03.990

Settling, but at the same time, I hope you feel more confident and more empowered to continue chipping away at this.

752

00:59:03.990 --> 00:59:07.440

Big block of of, uh, difficulty in our society.

753

00:59:07.440 --> 00:59:13.680

Right.

754

00:59:13.680 --> 00:59:23.040

So, we are going to take a 5 minute break and then in this room Dr Frederick is going to talk to us about non traditional grief.

755

00:59:23.040 --> 00:59:27.370

Um, I will be over in room talking about.

756

00:59:26.370 --> 00:59:30.780

Talking about Tele, counseling and social justice.

757

00:59:30.780 --> 00:59:34.380

And then Dr Ricks will be in Chinese room.

758

00:59:34.380 --> 00:59:39.610

Talking about school based play therapy, so I will go ahead and post those.

759

00:59:39.050 --> 00:59:43.200

Links if you're going to go to either, um.

760

00:59:43.200 --> 00:59:49.220

Chris or shanie's room again. So Tonya, thank you so much.

761

00:59:46.920 --> 00:59:51.060

Again, so Tanya, thank you so much future. Dr balance.

762

00:59:50.060 --> 00:59:55.330

Dr, I think next next drive in, you'll be Dr.

763

00:59:54.330 --> 01:00:00.150

Your balance yeah, thank you for having me. Yeah, thank you. Have a good afternoon.

764

00:59:57.840 --> 01:00:02.910

Yeah, thank you have a good afternoon and and thanks again to everybody.

765

01:00:02.910 --> 01:00:08.730

Bye.