



Integrating Conversations on Implicit Bias & Cultural Humility in Trauma-Informed Field Instruction

Kiu "Kathy" Ho, Ph.D., LCSW

Harpreet "Preet" Samra, LCSW



Please text **KIUHO** once to **37607** or go to **pollev.com** and enter **KIUHO** to join our session and participate in our series of activities



Agenda
2

01

Opening Arguments
Introductions

02

Direct Examination
Key Concepts

03

Cross Examination
Vignettes

04

Closing Arguments
Conclusion



Text KIUHO TO 37607



Who are you?

What emotion do you have the most difficulty with when supervising social work interns?



What one word would you use to describe yourself?

resilient
woman
passionate
leader
compassionate
listener
social-worker
ambitious
learning
calm
determined
understanding
definite



What emotion you have most difficulty with when supervising social work interns?



Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

Word Cloud
6

What comes to mind when you hear the term Implicit Bias?

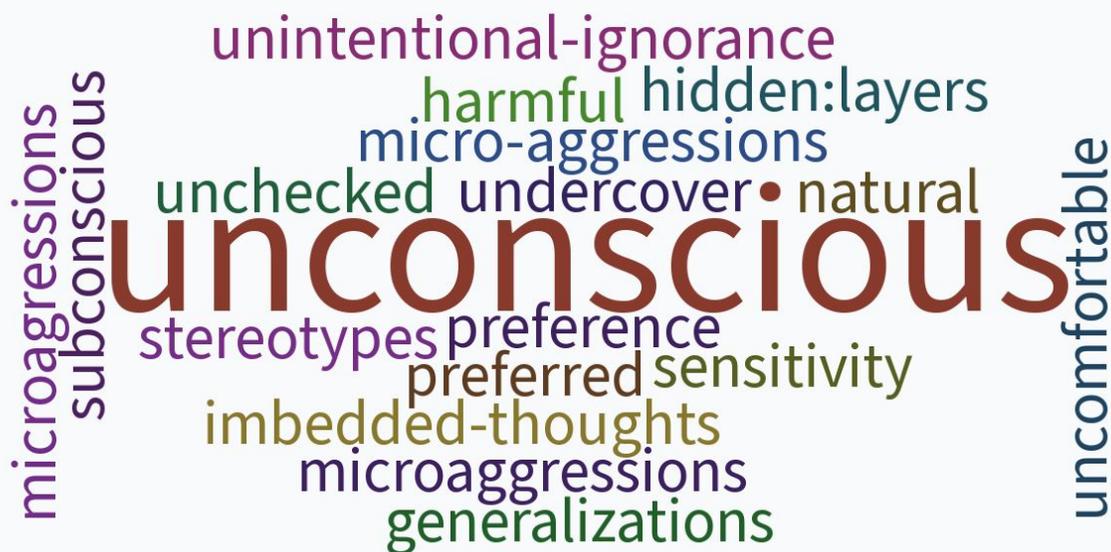
Note: For phrases, please make sure to hyphenate between each word in the phrase.

To view word cloud results click link below:

https://www.pollev.com/free_text_polls/RYZlZ6spXiCLEpqMchvZ9



Implicit Bias



Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app



What is a Microaggression 8

1 "Microaggressions often appear to be a compliment or a joke, but contain a hidden insult about a group of people. Almost all black & white racial interactions are characterized by white put-downs, done in automatic, preconscious, or unconscious fashion."
- Chester Pierce, 1970s

2

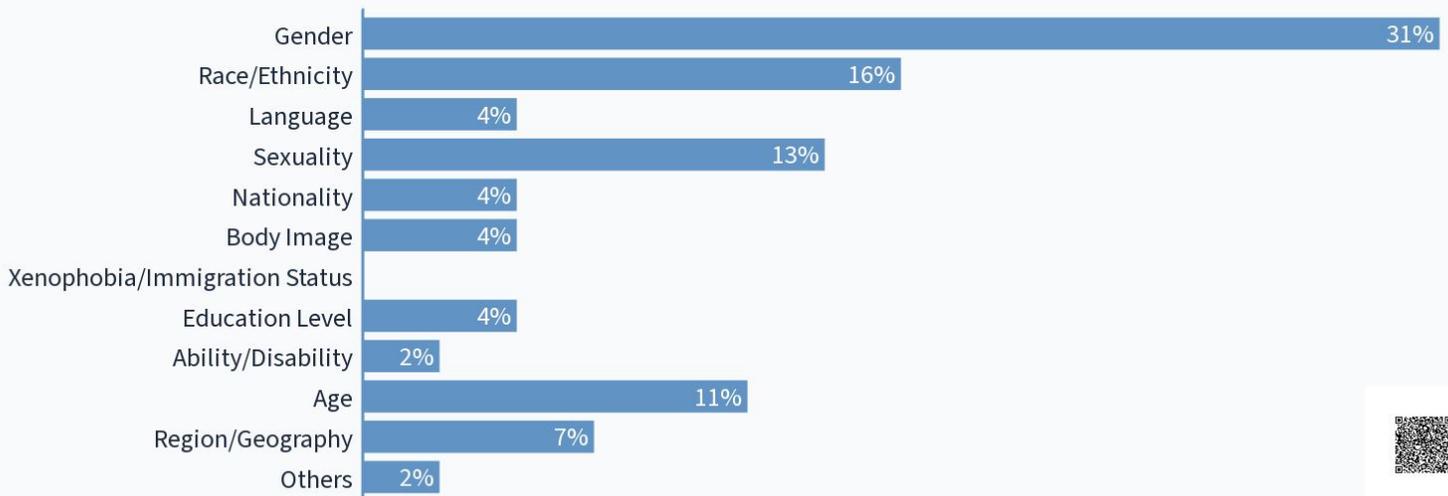
"The everyday slights, indignities, put downs and insults that people of color, women, LGBT populations or those who are marginalized experiences in their day-to-day interactions with people."
- Derald W. Sue, Psychologist, 2000s



When poll is active, respond at pollev.com/kiuho

Text **KIUHO** to **37607** once to join

What microaggressions do you most commonly see in your office/setting?



Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

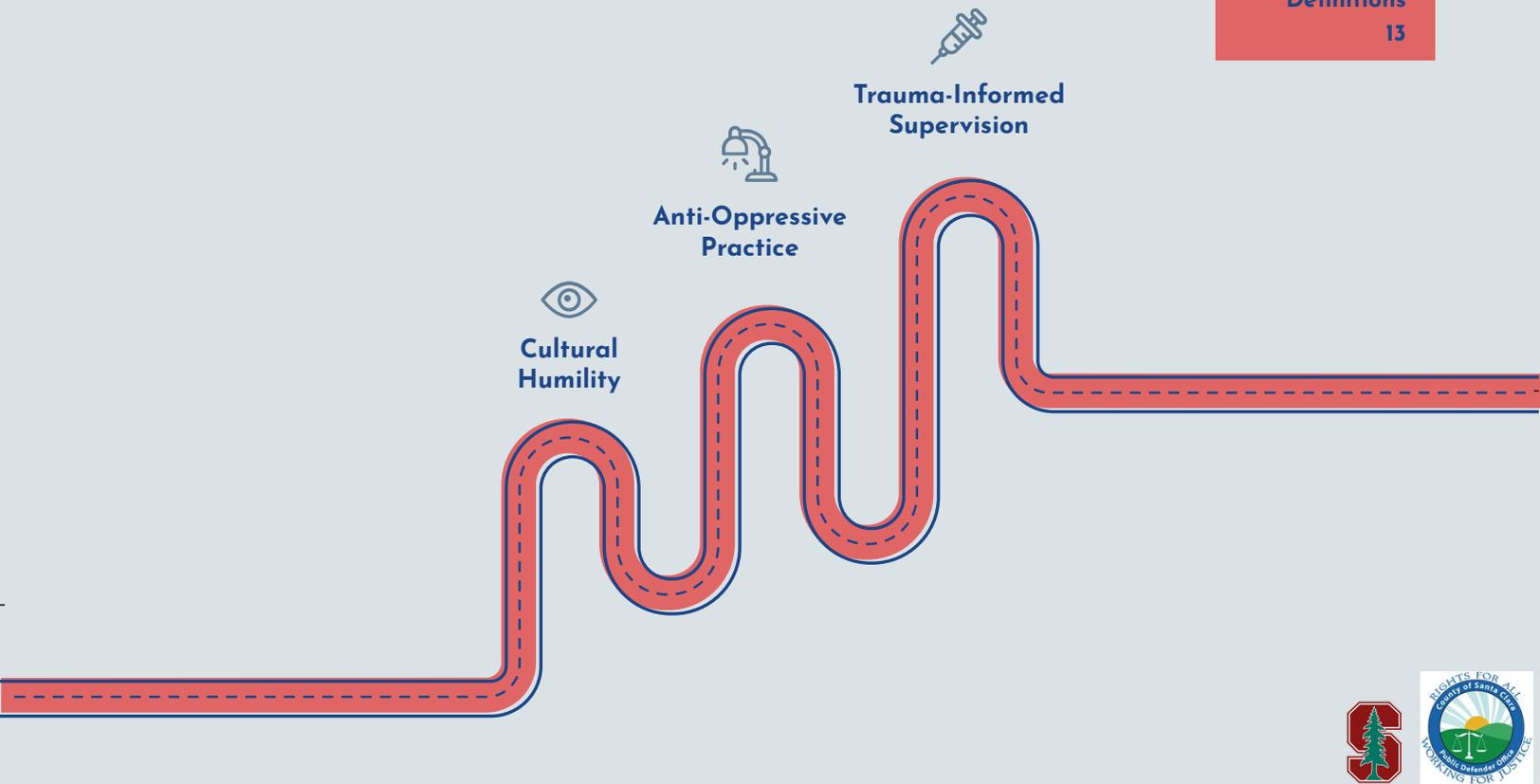
Weekly Reflection
12

Recognizing the role of our cultural lenses in our daily lives

Think about an event that occurred during the past week.

- Describe a specific event that you personally experienced or observed during the week that is relevant to culture and cross-cultural understanding.
- Integrate and explain themes from social work to the event you described. How cultural differences and similarities may have influenced the varying perspectives of the same event.
- Reflect on your own "culture" (including values and beliefs), and discuss your own personal thoughts, feelings, and responses to the observed/experienced events and how your culture has impacted your unique perspective. What do you believe? How you came to have these beliefs or why you believe it, and if anything has changed your beliefs.
- How did whiteness and privilege affect this interaction/event?





When poll is active, respond at pollev.com/kiuho
Text **KIUHO** to **37607** once to join

As a field supervisor, which of the following do you integrate into your supervision with your social work interns?





- Lifelong commitment to self-evaluation and critique
- Redressing power imbalances in relationships with clients
- Developing mutually beneficial and non-paternalistic partnerships
- Client-led not just client-centered care

Tervalon, M., & Murray-Garcia, J. (1998)

- Acknowledge impact first rather than intent
- Notice and name the dominant cultural narrative
- Consider non-dominant perspectives
- Continue your own education
- Increase intergroup relations



Best Practices:

Office for Inclusion, Belonging and Intergroup Communication,
Stanford University



- Person-centered philosophy;
- An egalitarian value system concerned with reducing the deleterious effects of structural inequalities upon people's lives
- A methodology focusing on both process and outcome;
- Reducing the negative effects of hierarchy in relationships

Dominelli, L. (2002)

Clarke, J.L. (2003)

- Learner stance
- Attunement to "cultural meanings"
- Reality seen as socially constructed
- Focus on empathic inquiry
- Attention to socio-political context of power and oppression
- Requires self-reflexivity



Three E's of Trauma

- Events
- Experiences
- Effects

(samhsa.gov)

Four R's

- Realization
- Recognize
- Respond
- Resist Re-traumatization

Six Key Principles

- Safety
- Trustworthiness and Transparency
- Peer Support
- Collaboration and Mutuality
- Empowerment, Voice and Choice
- Cultural, Historical, and Gender Issues



Examples of Micro-Inclusions

Check-ins at start of meetings/'ice-breakers' and 'getting-to-know-you' activities

Acknowledge:

- Underrepresented groups
- Native land
- Gender pronouns
- Religious practices

Micro-Inclusions: small, symbolic, everyday actions that convey to a person that they are valued, respected members of the group.





Vignette #1

20

- Public Defender: "Their activism forces the public to confront anew what we see every day in our courtrooms and on body worn camera – our BIPOC clients are routinely terrorized by law enforcement."
- Roughly about 20 minutes after the email goes out, a Caucasian male staff attorney responds to his email and it starts out like this:
- Staff Attorney #1: "I appreciate that we, as a group, often find ourselves deeply moved by national stories of racial injustice. But I was under the impression that the Weekly Update would focus primarily upon office issues that are also weighing on us. Specifically, the primary impetus for these updates remains the COVID-19 pandemic."
- Immediately, a Hispanic male Staff Attorney responds with the following:
- Staff Attorney #2: "Woah. Hold up? Did I just read a message from a white man brushing aside this week's news of yet more disgusting, reprehensible, inhumane offenses by institutions against black men and women? Did I just read an office wide email from a white man minimizing and belittling Jacob Blake and Professor Morgan? Were their lives and the racial justice work throughout this office just dismissed in a smug, condescending tone? I can't let that go without mention. No. This is wrong. Institutional racism is when we allow this kind of dialogue to happen without calling it out."
- What is problematic about this situation? How is bias being exhibited? As a Field Instructor, how do you respond in this situation?



Vignette #1: What is problematic about this situation? How is bias being exhibited? As a Field Instructor, how do you respond in this situation?

“ this was a clear action to uphold white supremacy by refocusing on the status quo and minimizing the trauma and violence exhibited by the system against BIPOC ”



Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

Multi-Media Resources

22

- ◀ Dream Defenders video: <https://www.youtube.com/watch?v=Sa7KBqOq5bU>
- ◀ Bryan Stevenson: We need to talk about an injustice | TED Talk <https://youtu.be/c2tOp7OxyQ8>
- ◀ Bryan Stevenson interview with Terri Gross on Fresh Air, NPR
<https://www.npr.org/programs/fresh-air/2020/01/20/797265594/fresh-air-for-jan-20-2020-just-mercy-attorney-bryan-stevenson>
- ◀ Online Unconscious Bias Modules: <http://med.stanford.edu/coe/10162018.html>
- ◀ Raceworks Video Series <https://spargtools.org/raceworks/>
- ◀ Jerry Kang Immaculate Perception TED Talk: <https://youtu.be/9VGGbwNI6Ssk>
- ◀ UCLA Office of Equity, Diversity and Inclusion <https://equity.ucla.edu/know/implicit-bias/>
- ◀ John Oliver Implicit Bias in Medicine <https://youtu.be/TATSAHJKRd8>
- ◀ White Fragility Video Explainer
https://www.theguardian.com/world/video/2020/jun/26/how-white-fragility-obstructs-the-fight-against-racism-video-explainer?CMP=oth_b-aplnews_d1
- ◀ Project Implicit: <https://implicit.harvard.edu/implicit/>
- ◀ Georgetown University, Trauma Informed Care: <https://gucchdtacenter.georgetown.edu/TraumaInformedCare/>
- ◀ Trauma Informed Interviewing Techniques Video Series
https://digitalmedic.stanford.edu/our-work/trauma/?mkt_tok=eyJpIjoiTURiMlpgWmx0VGsxWTJObCIsInQiOiJlUc05veWVWV3NuQ09FcWdTcHhORFM4QnVHO25yMDF3Yk5lOWV1uWwPwQTM0WFB6ZGU2T2ROOm9oMONvNjQzSXl2dit4NlFbTB4MnFIWINRQTVYNTNjMDZCYOxTk53dzJFRWMSNUhNV2VjDdBaMzxaERFeWRhc25seVptejNpbSj9
- ◀ Brett Feldman Radical Humility TED Talk: <https://youtu.be/Wajr2lK87UO>
- ◀ How to be an Anti-Racist (video of interview with Dr. Ibram Kendi): <https://youtu.be/TzuOlyyOlug>
- ◀ Brené Brown podcast interview with Ibram X. Kendi
<https://brenebrown.com/podcast/brene-with-ibram-x-kendi-on-how-to-be-an-antiracist/>
- ◀ Kauffman, Eda. "Clinical Supervision: Integrating a Trauma Informed Lens" podcast <http://www.insocialwork.org/episode.asp?ep=137>



- <https://www.apa.org/monitor/2009/02/microaggression>
- Dominelli, L. (1994) 'Anti-racist social work education', Paper given at the 27th Congress of the International Association of Schools of Social Work, Amsterdam, July.
- Dominelli, L. (1996). Deprofessionalizing Social Work: Competencies and Postmodernism. *British Journal of Social Work*, 26(2), 153-175.
- Dominelli, L. (2002). *Anti-oppressive social work theory and practice*. Basingstoke, UK: Palgrave Macmillan.
- Clark, J.L. (2003). Reconceptualizing Empathy for Anti-Oppressive, Culturally Competent Practice. In W. Shera (Ed.), *Emerging Perspectives on Anti-Oppressive Practice (247-264)*. Toronto: Canadian Scholars Press.
- Tervalon, M., & Murray-Garcia, J. (1998). Cultural Humility Versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education. *Journal of Health Care for the Poor and Underserved*, 9(2), 117-125.
- <http://socialwork.buffalo.edu/social-research/institutes-centers/institute-on-trauma-and-trauma-informed-care/what-is-trauma-informed-care.html>
- <https://store.samhsa.gov/product/SAMHSA-s-Concept-of-Trauma-and-Guidance-for-a-Trauma-Informed-Approach/SMA14-4884> (free PDF download)
- <https://www.vox.com/2015/2/16/8031073/what-are-microaggressions>



Questions



Anti-Oppressive
Practice

Modeling
Race-Consciousness

Trauma-Informed
Lens

Could this be a
trauma-reaction?



- Pausing
- Curiosity
- Reflection
- Inquiry

Cultural
Humility



Contact Info

Kiu "Kathy" Ho, PhD, LCSW
Mills Legal Clinic, Stanford Law School
kiuho@law.stanford.edu

Harpreet "Preet" Samra, LCSW
Santa Clara County Office of the Public Defender
harpreet.samra@pdo.sccgov.org

