**AGPA Connect 2023 Presenter Information**

**Course Code:** 56

**Course Title:** Knowledge, Empathy, and Action: Addressing Racial Equity in the Workplace Through Group Work

**Course Times:** 9:30 AM - 12:00 PM

**Course Dates:** Saturday, March 11

**Instructors:** Christina Douyon

Amanda Weber

**Course Description:** In response to the call for more nuanced Diversity, Equity, and Inclusion (DEI) training in the workplace, we developed an approach that centers: (1) racial identity development; (2) self-reflection and self-awareness; (3) authentic cross-racial dialogues; and (4) interrogation of White supremacist norms that uphold inequitable workplaces, through clinically informed group work. Participants will learn about the structures bolstering inequitable workplaces and strategies to dismantle them, and participate in a cross-racial demo group focused on racial identity development.

**Learning Objectives**

The attendee will be able to:‎

1. ‎‎‎‎‎‎‎Name and describe four common White supremacist cultural norms that create segregated and ‎inequitable workspaces.‎
2. ‎Analyze and discuss the emotional and psychological impact of White supremacy on work culture for ‎Black, Indigenous, and other people of color (BIPOC) and White people.‎
3. ‎Describe their own socio-racial socialization and explain the impact it has on their intra- and cross-‎racial relationships.‎
4. ‎Name strategies to disrupt White supremacist cultural norms in the workplace.‎
5. ‎Distinguish between the different types of racism that are present in the workplace.‎

**Significant Articles:**

1. Beenen, G., Pichler, S., Livingston, B., & Riggio, R. (2021). The good manager: Development and ‎validation of the managerial interpersonal skills scale. Frontiers in Psychology, 12, 631390.‎
2. Bhatia, S. (2020). Decolonizing psychology: Power, citizenship and identity. Psychoanalysis, Self and ‎Context, 15(3), 257-266.‎
3. Craig Haen & Nina K. Thomas (2018) Holding History: Undoing Racial Unconsciousness in Groups, ‎International Journal of Group Psychotherapy, 68:4, 498-520‎
4. Francis L. Stevens & Alexis D. Abernethy (2018) Neuroscience and Racism: The Power of Groups for ‎Overcoming Implicit Bias, International Journal of Group Psychotherapy, 68:4, 561-584‎
5. Helms, J. E. (2020). A race is a nice thing to have: A guide to being a white person or understanding the ‎white persons in your life. Cognella.‎
6. Jacobs, L. M. (2014). Learning to love white shame and guilt: Skills for working as a white therapist in a ‎racially divided country. International Journal of Psychoanalytic Self Psychology, 9(4), 297-312.‎

**Agenda**

1. 10 min – Introduction
   1. Introduce presenters and explain the intersection of mental health, racial trauma, and work. Guidelines for open session boundaries/confidentiality to be explained. (Douyon - Obj.2)
2. 40 min - Didactic/ Powerpoint
   1. Review of the diversity related issues in the workplace and how they have a direct impact on employee mental health, retention, and work outcomes. (Weber - Obj.2) Discussion of common White supremacist cultural norms that create and foster inequitable and segregated workspaces. (Douyon - Obj.1, Obj.5) Our approach to Diversity, Equity, and Inclusion (DEI) work that uses the power of group to foster anti-racist “Knowledge, Empathy, and Action” through self-reflection, racial identity development, authentic cross-racial dialogues, and interrogation of white supremacist cultural norms. (Douyon/ Weber - Obj.2, Obj.5) Explanation and case examples from clients who have participated in our anti-racist structured dialogues. (Weber - Obj.2, Obj. 5)
3. 60 min - Demo Group
   1. Lead participants through a series of self-reflective questions meant to elucidate and explore an understanding of one's racial socialization and the impact of that racial socialization at work. Co-leaders will encourage a focus on the here-and-now and how White Supremacy Communication patterns impact relationships. (Douyon/ Weber - Obj.3)
4. 30 min - Debrief/ Meta Process Discussion of interventions that help challenge
   1. White supremacist cultural norms that exist in the absence of overt racism. Overview of strategies that might offer compassionate support and psychological resources needed to engage in anti-racist thoughts and actions. (Douyon/ Weber - Q/A - Obj.4)
5. 10 min – Evaluations

**Assessment Questions:**

Question 1 (include possible answers)

What is White Supremacy? The ideology that White people and the thoughts, beliefs, and actions of White people are superior to BIPOCs’ (Black, Indigenous, and other People of Color), thoughts, beliefs, and actions. The belief that White people are inherently “bad” and should feel bad for being White A radical group of individuals An ideology created by BIPOC individuals to further an unfounded belief system

Correct Answer 1

(A)

Question 2 (include possible answers)

Focusing on the “impact” of my actions rather than the “intention” of my actions allows for greater understanding and exploration of my behavior in a cultural context

Correct Answer 2

(T)

Question 3 (include possible answers)

How is White Supremacy upheld in the workplace? Through policies and practices that exclude, denigrate, criminalize, and disenfranchise those with marginalized identities (BIPOC, sexual and gender minorities, disabled individuals, etc.) Through subtle communication that supports the superiority of one group over another. Through unevaluated business norms that center Whiteness and heteronormativity. All of the above

Correct Answer 3

(D)

Question 4 (include possible answers)

Which one of these is NOT a White Supremacist Cultural norm? Focus on Intention over Impact Focus on Individual over Systems/ Policies Value Power-over vs. Power-with Value Conflict over Harmony

Correct Answer 4

(D)

Question 5 (include possible answers)

What is internalized racism? Discriminatory laws, policies and practices within society, organizations and institutions that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. The belief that another's culture (BIPOC) is inferior to one's own (White) Holding of negative attitudes towards a different race or culture Believing racist ideology about oneself and one’s group.

Correct Answer 5

(D)

Question 6 (include possible answers)

What is institutional racism? Discriminatory laws, policies and practices within society, organizations and institutions that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. The belief that another's culture (BIPOC) is inferior to one's own (White) Holding of negative attitudes towards a different race or culture Believing racist ideology about oneself and one’s group.

Correct Answer 6

(A)

Question 7 (include possible answers)

What is individual racism? Discriminatory laws, policies and practices within society, organizations and institutions that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. The belief that another's culture (BIPOC) is inferior to one's own (White) Holding of negative attitudes towards a different race or culture Believing racist ideology about oneself and one’s group.

Correct Answer 7

(C)

Question 8 (include possible answers)

Which of the following strategies are helpful in cross-racial conversations? Taking accountability for my actions and the WSC norms that influenced them Reflecting on the WSC norms that influence my biases and belief systems Leaning into intensity, authenticity, and discomfort All of the above

Correct Answer 8

(D)

Question 9 (include possible answers)

DEI training is important for the professional development and psychological safety of BIPOC individuals. White people are not really affected.

Correct Answer 9

(F)

Question 10 (include possible answers)

Racial trauma manifests itself physically, psychologically, and physiologically; racial healing needs to include a combination of all three?

Correct Answer 10

(T)