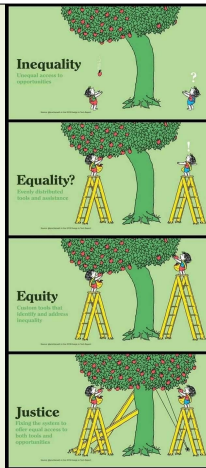


Diversity, Intersectionality & Training Graduate Students: An Active

Sandra
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Webinar Housekeeping

- This webinar is being recorded. A recording will be posted to the ACBS website.
- Please ensure that your mic is muted.
- To access the webinar audio, use the telephone icon in your FreeConfereCall.com menu to connect by phone or computer speakers. Instructions: <https://tinyurl.com/ecpwebinarinstructions>
- Use the chat feature if you are having technical difficulties. An ECP SIG member will respond.
- We will have time for discussion at the end.

Sandra Georgescu, Psy.D.

- Dr. Georgescu is the owner of contextualCBTcenter and a licensed clinical psychologist in IL, NV & CA
- Dr. G has 8 years experience teaching clinical psychology doctoral students
- Dr. G has supervised trainees diversity related clinical and research work
- Dr. G has multiple visible and invisible diversity factors, including immigration, SES shifts, sexual orientation and obviously gender





Khashayar Farhadi Langroudi, Psy.D.

- Dr. Farhadi is Director of Clinical Training & Core Faculty at University of San Francisco
- Dr. Farhadi was the primary clinical supervisor for the postdoctoral training program at Kaiser Permanente - San Francisco.
- Dr. Farhadi clinical orientation and training are focused on contextual behavioral sciences (ACT, RFT, DBT, and CFT), and his most recent publications and training are focused on the intersectionality of gender, sexual minorities, Muslim mental health, and immigration.

ACT & supervision

What is supervision?

ACT process

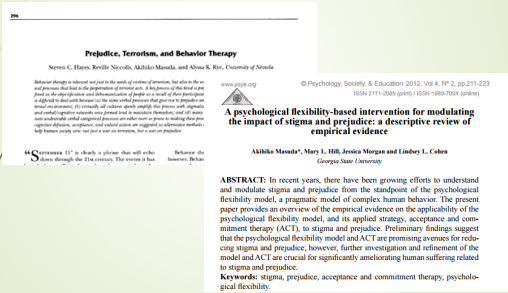
Supervision relational context

Intersectionality content

ACT & supervision

ACT language processes

CBS Account: We are social categorization machines



What the data tells us....

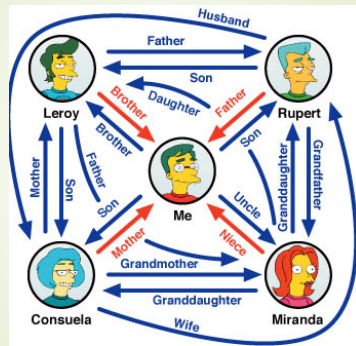
Masuda, K., Casak, C., Higgins, R., & Brandt, J. A. (2020). Can Behavioral Assessment Help Us Understand and Reduce Racism? A meta-analytic literature behavior analysis in practice, 1-12

- Prejudicial behaviors are **observable/visible** (even if elusive such as in micro-aggressions)
- Prejudicial behaviors are invisible but **testable** via **IAT** (<https://implicit.harvard.edu/implicit/>) or the ABA version, **IRAP** (Implicit relational assessment procedure)
 - history interferes
 - increase response time = existence of bias that one is working against
 - behaving purposefully takes more awareness and time

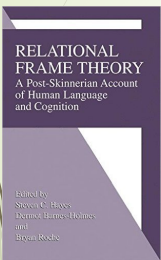
Automaticity of Language

- **Correspondence**
 - tomato *is* old; is = same as
- **Similarity**
 - Young *is like* youthful
- **Difference**
 - Car *is different* from stomach
- **Hierarchy**
 - Black & white are both members of the color class
- **Opposition**
 - High & low; black & white; small & big
- **Temporal**
 - Before, after, then, now etc...
- **Conditional**
 - If, then....
- **Causal**
 - One causes another; necessary & sufficient
- **Deictic**
 - Perspective taking
 - I am young Here/now & will be old, then/there

RFT in pix



Contextual Behavioral Science



- ▶ Because most of us are verbal and have therefore learned AADRR, **categorization is inevitable**
- ▶ **Stigma and prejudice** is the objectification and dehumanization of self and others based on the categories imposed upon them.
- ▶ **Intersectionality is a context** where this social categorization unfolds.

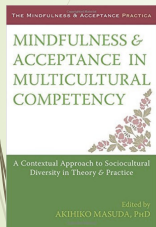
White Supremacy Cultural Scripts

- ▶ Perfectionism
- ▶ Urgency
- ▶ Defensiveness
- ▶ Quantity over Quality
- ▶ Worship the written word
- ▶ Paternalism
- ▶ Either/or thinking
- ▶ Power Hoarding
- ▶ Fear of open Conflict
- ▶ Individualism
- ▶ Progress = Bigger/More
- ▶ Objectivity
- ▶ Right to Comfort

Solution Fusion

- Compare/evaluate
- Complexity/ busyness & confusion
- “yes/but” statements
- Adversarial posturing & side-taking
- Strong future or past orientation
- If/then & strong problem solving orientation: moving from the problem to implications *about* the problem
- Coherence seeking (use of shorthands)

Contextual Behavioral Science



- *Undermining the effects of social categorization* is a way to promote self-care and prosocial behavior (i.e., compassion and love).
- Ultimately, self-care and prosocial behavior chip away at the walls within or between us.
- Need to disrupt the impact of “coherence”

More data

Majumdar, K., Garcia, Y., Calabrese, R., & Brandt, J. A. (2020). Can Behavior Analysis Help Us Understand and Reduce Racism? A Review of the Current Evidence. *Behavior Analysis: Practice*, 1-12.

- History creates bias & that is hard to overcome
 - History pulls for **coherence** & interferes with one's learning of contradictory information (proactive interference/tone deaf)
- changes in contextual control of verbal relations helps decrease stereotyping
 - expose people to counter-stereotypical exemplars
 - present moment training increases patience and general tolerance
 - **PM + Perspective Taking** helps identify with others that are “different”
 - may combat automatic responding and facilitates favorable inter-group contact experiences

ACT & supervision



ADDRESSING Model

Pamela Hays, PhD

Cultural Influences Typical Minority Groups in the U.S.

Age and generational influences	Children, elders
Developmental disabilities	People with developmental disabilities
Disabilities acquired later in life	People with disabilities acquired later in life
Religion and spiritual orientation	People of Muslim, Jewish, Buddhist, Hindu and other minority religions and faiths
Ethnic and racial identity	People of Asian, South Asian, Pacific Island, Latino, African, African American, Arab, Middle Eastern heritage
Socioeconomic status	People of lower status because of occupation, education, income or rural habitat
Sexual orientation	Gay, lesbian, bisexual people
Indigenous heritage	American Indians, Alaska Natives, First Nations, Inuit, Metis, Native Hawaiians
National origin	Immigrants, refugees, international students
Gender	Women, transgender people

History of Intersectionality in Psychology

- Feminist Movement
- Current views on Intersectionality
 - Qualitative research
 - Quantitative research
- Black +lesbian + cis gender !!>=< !! Black cis gender lesbian woman

ACT & supervision



Supervision - a junior colleague model

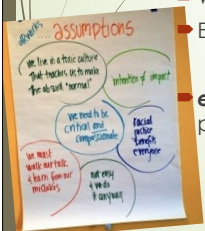
- ▀ Training
 - ▀ Clinical implications
 - ▀ Law & Ethics
- ▀ Evaluation
 - ▀ Power and Privilege
- ▀ Intersectionality
 - ▀ **self-awareness and the ongoing assessment**
 - ▀ **selective self disclosure**

Back to experiential

The supervisor/supervisee relationship

- ▀ Who do you want to be as a supervisor?
- ▀ Why does it matter?
- ▀ What helps?
- ▀ Ethical, Legal, and training issues

▀ **essential:** safety; respecting difference, power & authority




Levels of entanglement

- Professional/social
 - discrimination "is" bad
 - equity "is" good
 - perpetual judging/standards

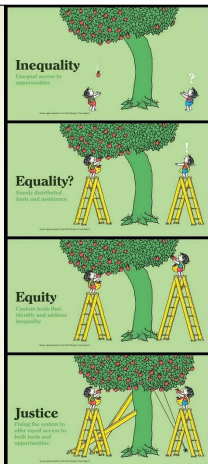
- Personal
 - I'm not a bigot
 - I have friends who.... therefore I'm fair
 - I'm "right"/dominant process is "right"

The ACT supervision question....

WHAT IF....


- showing up to each other with  meant that we expose ourselves to our vulnerabilities?
- let our biases show/defuse from perfection/"professionalism"
- cut ourselves (& each other) some slack when brain offers this up
- pause, breathe, acknowledge in a defused way and....
- lead with our hearts? (use/give a "re-do")
- would you be willing to show up to your shortcomings if it meant that you can better hold space/be kind to & connect with others?

Intersectionality




- Power
- Biology
- Ethnicity
- Body
- Culture
- Behavior
- Color
- Class
- Space
- Gender
- Sexuality
- Failure
- Success





Discussion!
What can we clarify? or miss?



Thank You!

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