



TRANSFORMATIVE DIALOGUE ON RACE IN THE DBT COMMUNITY

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Transformative Dialogue on Race



Transformative Dialogue on Race



Racial Literacy



Cultural Dialectics

- **Transformational Dialogue on Race** (Voelker, 2017)
listening sessions where validation and lament takes place between African Americans and Non-African American allies.
- How to Be a Culturally Responsive DBT Therapist (Bolden, et al., 2020; Hayes, 2008). For systematic and interpersonal change there have to be listening sessions, opportunities for validation. Mindfulness and Radical Acceptance on the part of the therapist are vital. The world's witness of George Floyd's murder due to police brutality and subsequent civil unrest reminds us that we are not in what we believed to be a post-racial society. We need to engage in difficult conversations as a beginning.

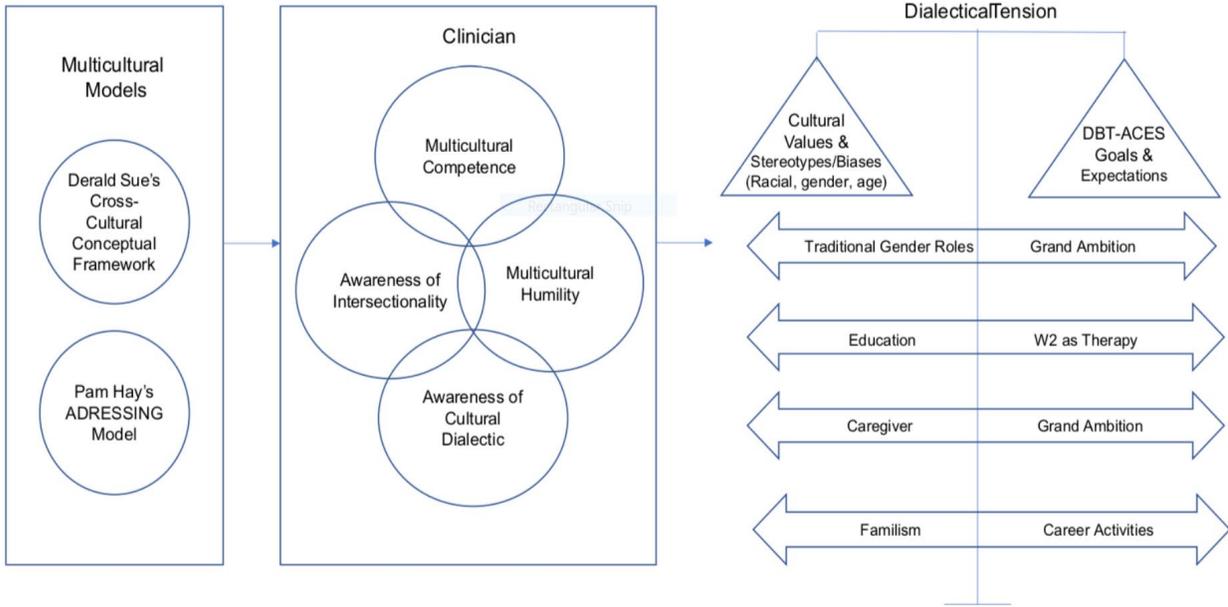
Transformative Dialogue on Race

- **Racial literacy:** culturally recognizing privilege and power, understanding microaggressions, structural racism, understanding racial trauma and social inequity. Understanding that cultural and colorblindness perpetuates feeling “othered”/invalidated, and overlooks the cultural trauma of African Americans.
- Cultural Self-Assessment (Hayes, 2008): We must ask ourselves “What is our worldview?; “What are we bringing into the therapy room and consultation team”? To acknowledge the impact of privilege involves taking opposite action and being mindful. How can we be an anti-racist? What work do we need to do ourselves to recover from our own racist worldviews and implicit biases?
- Radical acceptance takes on a new meaning for DBT psychotherapists working with African American clients by acknowledging the pervasive impact of historical and current racism coupled with social and systemic structures of social injustice.

Racial Literacy

- **Cultural Dialectics:** focus on intersectionality and giving people a sense of agency. Cultural dialectics occur when a client adheres to a norm that is consistent with their cultural and the tension or pull from the dominant culture to do the opposite (Bolden, et al., 2020). We've been inelegant, invalidating and missed the impact of racial trauma on African Americans.
- This involves focusing on the resiliency factors of the oppressed. How can we help Black DBT clients and Black DBT Therapists practice radical self-care during these times? How can we help our DBT Team focus on having transformative dialogues about race in the therapy room, the DBT consultation team, clinics and private practices? How can we practice cultural dialectics to ensure racial equity and inclusion in training, recruitment, and hiring practices?
- Be explicit in the search for cultural factors, therapists need to challenge implicit bias in colleagues and themselves including cultural stereotypes.

Cultural Dialectics



MODEL 1

Cultural Dialectics

A **Age**
D **Disability** (congenital)
D **Disability** (acquired)
R **Religion** (spirituality or no affiliation)
E **Ethnicity** (or race)
S **Social status**
S **Sexual orientation**
I **Indigenous heritage**
N **National origin**
G **Gender** (gender identity & expression)

THE HAYS ADDRESSING Model

Addressing cultural
complexities in practice:
A framework for clinicians and
counselors

&
Addressing the complexities of
culture and gender in
counseling

Data Sources:

Hays, Pamela. (2001). Addressing cultural complexities in practice. A framework for clinicians and counselors. Washington, DC: American Psychological Association.

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Cultural
Dialectics &

Pam Hays
ADDRESSING
Model

Racism and the African American Community: How can the DBT Community respond?



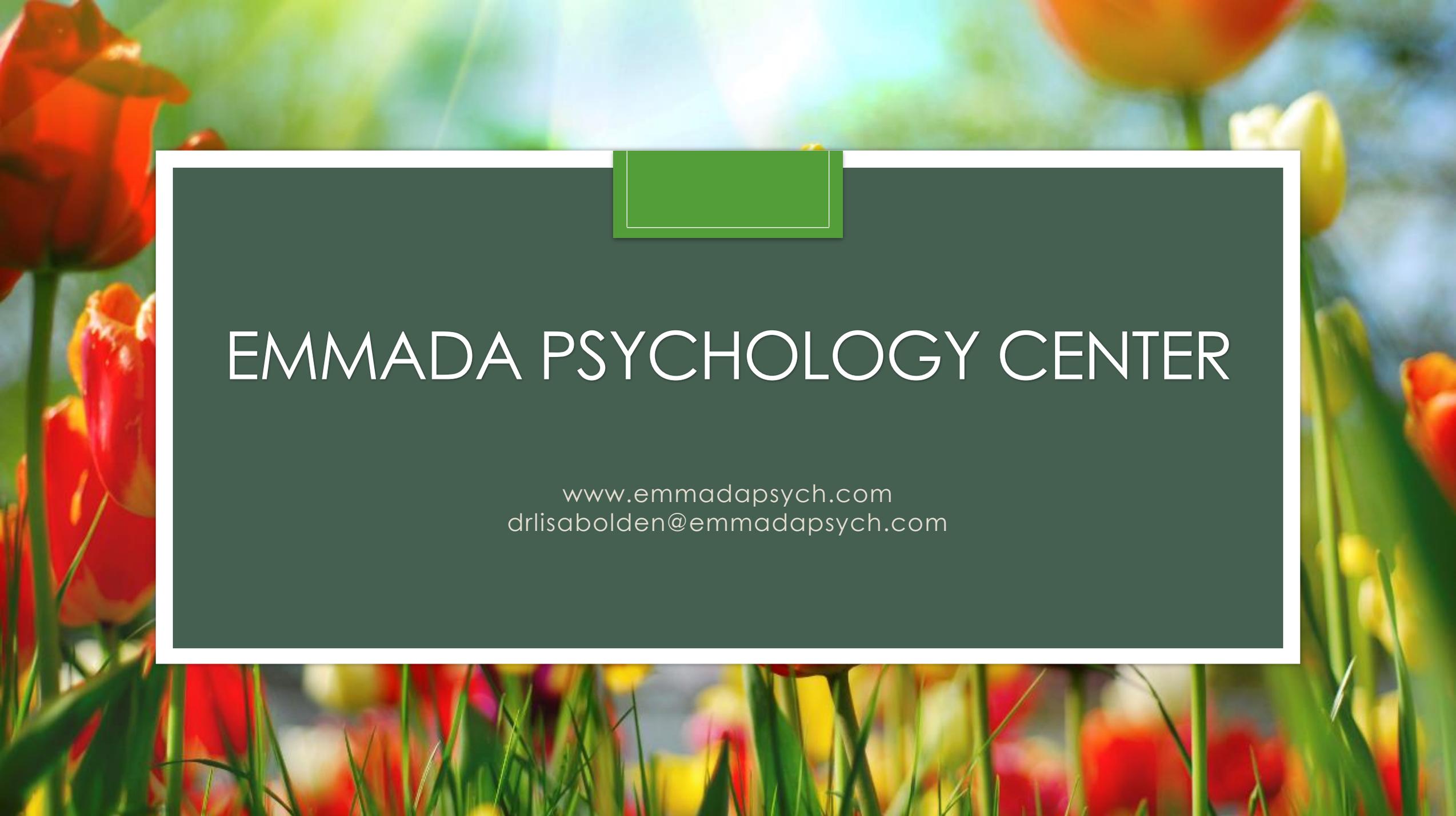
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