Kansas Art Therapy Association Conference 2020: Virtually Together

Professional Issues in the Context of Racism

Presentation by Charles Anderson, ATR and Kimberly Nguyen, ATR-P, LPC

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"If we are truly to address the conditions that people live in now we have to deal with how we got here." - Nikole H. Jones, American journalist and creator of the 1619 Project

I.   **Introductions**

II. **Objectives**
   A. Participants will enhance their understanding of how racism is manifested in recent events, our profession, and the lived experiences of clients and colleagues.
   B. Participants will gain strategies and resources to respond to racism in professional settings.
   C. Participants will practice applying racial equity in art therapy and counseling settings.

III. **The AATA's Goals**
   A. It is important for an organization to identify goals in order to evaluate its progress. So far no specific goals have been published by the AATA.
   B. The AATA's Diversity, Equity, & Inclusion (DE&I) Mission Statement: "The AATA critically examines our structures, values, and actions to ensure the continuous integration of diversity, equity, and inclusion within the organization and the art therapy community."
   C. The AATA's DE&I Vision Statement: "The AATA demonstrates equity and belonging in all aspects of the association and in the profession of art therapy." (https://arttherapy.org/news-dei-mission-and-vision-statements/)

IV. **Recognizing Racism**
   A. Merriam-Webster's updated definition of racism:
      1. "a belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race"
      2. "a doctrine or political program based on the assumption of racism and designed to execute its principles, b) a political or social system founded on racism"
      3. "racial prejudice or discrimination"
   B. Overt and covert racism graphic (shown on next page, https://www.gcorr.org/overt-and-covert-racism/)

OVERT RACISM
Generally socially unacceptable

Hate crimes • Lynching • Anti-immigrant violence • Blackface/Brownface • Painting swastikas • Burning crosses • Racial slurs • The Ku Klux Klan • Public harassment of POCs speaking other than English

COVERT RACISM
Socially acceptable/practiced

White silence • Racial profiling • Denying institutional racism • Police brutality against People of Color (POC)/'Law and order' • Tone policing • "There's only one human race" • Invalidating or disbelieving POC experiences with racism • Touting respectability politics • Fear of People of Color • Denying white privilege • 'Bootstrap theory' • Microaggressions • Rewriting history • Eurocentric school curricula • 'All Lives Matter' • Using POC culture as Halloween costumes • "You don't have an accent!" • "But they have Black colleges!" • Prioritizing white people as experts on everything • Denial of racism • Tokenism • Cultural appropriation • Treating children of color as adults • 'You're so articulate' • White self-segregating neighborhoods, churches, schools • "Where are you REALLY from?" • Weaponizing whiteness • Coded racist language and actions • "My intention was not racist!" • Racist sports mascots • Mass incarceration • Colorism • School-to-prison pipeline • English-only • Fetishizing POC • Meritocracy myths • "We need qualified people" • Eurocentric beauty standards • 'White savior' complex • Claiming 'reverse racism' • Colorblindness • 'Playing the race card' • Excusing/ 'white-splaining' racism • Mission trips

C. Relating racism to recent events: According to the CDC, marginalized communities experience increased risk factors to COVID-19 (https://www.cdc.gov/coronavirus/2019-ncov/community/health-equity/race-ethnicity.html):
1. Discrimination- racism and discrimination can lead to chronic stress, increasing risk to COVID-19 and other illnesses
2. Healthcare access- minority or disadvantaged groups already experience more barriers including avoidance of healthcare services, non-adherence to treatment, and less access
3. Occupation- minority or disadvantaged groups make up a large percentage of the essential workforce
4. Educational, income, and wealth gaps- minority or disadvantaged individuals who have a lower income may be unable to afford missing work
5. Housing- individuals with low income may live with multiple roommates or for certain minority groups, there may be more than one generation living in one household; more crowded homes may increase the risk of exposure to COVID-19

V. Strategies & Resources
A. Psychological Framework of Radical Healing
1. Critical consciousness
2. Radical hope and envisioning possibilities
3. Strength and resistance
4. Cultural authenticity and self-knowledge
5. Collectivism

Toward a Psychological Framework of Radical Healing in Communities of Color Bryana H. French1 , Jioni A. Lewis2, Della V. Mosley3, Hector Y. Adames4, Nayeli Y. Chavez-Dueñas4, Grace A. Chen5, and Helen A. Neville6

       B. Solution-Focused Interview: https://docs.google.com/document/d/1vJKKgAgh_29nOJWFfINuBjCXO0a_7NPN9DEX2oXQ8W4/edit?usp=sharing

       C. The AATA's recent presenters: Angela Clack (https://arttherapy.org/blog-3-ways-therapists-address-barriers-to-therapy/) and Joy DeGruy

       D. Sociopolitical

           1. Emphasis should be on sociopolitical environment in which event occurs
           2. Why act is done
           3. Provide a backdrop to understanding of some facts
           4. Situation of each society
           5. Sociopolitical situation of each society
           6. Sociopolitical values that differ from expert science to cultural assumptions
           7. Sociopolitical reality

VI. Discussion

Dismantling "ISMS" (From a training by Rita Kern, Mercedes Garcias-Mohr, and Dieskau E. Reed III)

Cultural Self-Awareness Questionnaire when needed to clarify group issues.

With what ethnicity and /or culture do you identify?

What rituals, custom, or values helped to form your culture and identity?

Which aspect of your culture do you embrace of feel particular proud of?

With which aspect of your culture do you struggle?

What kind of negative message or experience did you have a child about people who were different?

What culture are you inclined to perceived negatively because use of your childhood teaching?

What has contributed to these perceptions?

In what ways have you fought against these negative messages? What worked? Why?

I wear the style of clothes I do because . . .

In my Family, the head of the house is expected to . . .

List books written by African-Americans, Asian-Americans, Latino/Latinas, Native Americans. . .

Which television show and movies depict People of Color and or themes about their lives?

List and describe achievements of people of color in your community.

Discrimination Standards for therapy practice

Discrimination can seriously complicate the process basis of race, color, national origin or ancestry, religion, creed, sex, physical or mental disability, medical condition, marital status, age, sexual orientation, citizenship, or status as a covered veteran, and any other category protected by applicable federal, state or local laws.

Definitions
"ISMS" form of oppression
"ISM" = a system of advantages based on target identity (race, sex, etc.)
"ISM" = a system of oppression based on target identity (race, sex, etc.)

Race: usually defines by skin color with a variety of other genetic, behavioral, and moral characteristics associated to each racial group; a political construct

Ethnicity: refers to a geographical place of orgin of each individual's family and group identity, can give a historical framework to understand an individual's cultural context

People of color: term used to refer to all racial groups other than 'white' which is the dominant structural group in the USA, includes Asian-American, Asian-Pacific Americans, African-American, Latinos & Latinas, and Native Americans

Gender: an individual's self-conception as being male or female
Lesbian: Females with a sexual orientation predominantly towards females
Bisexual: Sexual attraction to both males and females
Gender Neutral: Person who does not acknowledge gender identification.
Transgender: People who feel that the gender assigned to them based on their biological sex is a false or incomplete definition of themselves.

What are some other forms of oppression you may experience in your session?
> Racism
>
> Xenophobia
>
> Religious prejudices (ex. Anti-Semitism)
>
> Ableism (includes mental disability)
>
> Sexism
>
> Ageism
>
> Homophobia/Heterosexism
>
> Classism (Economically disadvantaged)
>
> Educationally disadvantaged
>
> Size-ism
>
> Discrimination based on marital status

Definitions of other forms of oppression during your session
Oppression: The systematic subjugation of a social group by another social group with access to local power.

Prejudice: An attitude which is, usually based on limited information

Prejudice is usually, but not always, negative: positive and negative prejudices alike are damaging because they deny the individuality of the person. No one is free of prejudice.

Power: Access to resources, the ability to influence others, and access to decision-makers to get what you want done.

(Is this needed?)

Dismantling Racism Workshop

Oppression=Power+ Prejudice

Provide a backdrop to understand some of the facts

Situations of each society

Emphasis on the professional context of racism