Pride and Privilege :

Why diversity issues are important now more than ever
hello!

I am Peter Thomas, Ph.D.
The Elephant in the room
Who the hell is this white guy...

And why is he talking to us about diversity?
1. What does Diversity look like?
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Typically we think first of the big 3:

- Race
- Religion
- Sexual Orientation
1. What does Diversity look like?

- Age
- Social Class
- Relationship Status
- Gender Identity
- Veteran Status
- Immigration Status
- Size
- Physical or Mental Ability
- Political Orientation
- Caste
- Skin tone
- Dress Code
- Geographical location
- Etc.
100

The breakdown of the one hundred
<table>
<thead>
<tr>
<th>Number</th>
<th>Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>60</td>
<td>Asians</td>
</tr>
<tr>
<td>10</td>
<td>Europeans</td>
</tr>
<tr>
<td>14</td>
<td>From the western hemisphere (north/south)</td>
</tr>
<tr>
<td>16</td>
<td>African</td>
</tr>
<tr>
<td>50</td>
<td>Female</td>
</tr>
<tr>
<td>50</td>
<td>Male</td>
</tr>
<tr>
<td>70</td>
<td>Non-white</td>
</tr>
<tr>
<td>30</td>
<td>White</td>
</tr>
<tr>
<td>25</td>
<td>Would be children</td>
</tr>
<tr>
<td>75</td>
<td>Would be adults</td>
</tr>
<tr>
<td>8</td>
<td>Would be over 65</td>
</tr>
</tbody>
</table>
5  Would speak English
6  Would speak Spanish
12 Would speak Chinese
77 Would speak other languages
22 Would not have shelter
9  Would not have access to drinking water
23 Would be Muslim
31 Would be Christian
16 Would not align with a religion
22 Would not have electricity
16 Would not have a toilet
42 Would live on less than $2 a day
<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>89</td>
<td>Heterosexual</td>
</tr>
<tr>
<td>11</td>
<td>Sexual minority</td>
</tr>
<tr>
<td>6</td>
<td>Would possess 59% of the entire world’s wealth and 5/6 would be from the U.S.</td>
</tr>
<tr>
<td>80</td>
<td>Would live in substandard housing</td>
</tr>
<tr>
<td>17</td>
<td>Would be unable to read or write</td>
</tr>
<tr>
<td>11</td>
<td>Would suffer from malnutrition</td>
</tr>
<tr>
<td>1</td>
<td>Would be near death/1 near life</td>
</tr>
<tr>
<td>7</td>
<td>Would have a college education</td>
</tr>
<tr>
<td>40</td>
<td>Would have an internet connection</td>
</tr>
<tr>
<td>22</td>
<td>Would own a computer</td>
</tr>
</tbody>
</table>
Diversity in this room
Safety vs. Comfort

We always want safety in the group, but we don’t always want comfort. Discomfort happens at the learning edge of our comfort zones, where we are most likely to gain new understanding from our experiences. Conflict of understanding pushes our comfort zones and is a necessary and beneficial part of the dialogue process. It is our job as participants in this dialogue to turn conflict and discomfort into learning and growth for everyone. One of our first steps in this direction involves creating a safe environment where we can push our comfort zones and challenge ourselves to learn and grow.
Safety vs. Comfort

Common to hear negative therapy experiences from everyone, but especially minority populations.

Psychologists are supposed to be best communicators and ambassadors of communication. BUT WE AVOID ALSO.

Therapists generally avoid talking about power, diversity differences and giving difficult interpersonal feedback.

Most therapists avoid broaching or bringing up cultural issues with clients. More fear today to bring up due to climate.
Safety vs. Comfort

New research that shows that increased awareness of lack of understanding cultural issues increases anxiety. Fear of making a mistake, thus race-based anxiety can increase.

Anxiety = Growth
2.
The APA Guidelines on Multiculturalism
2. The APA Guidelines on Multiculturalism

We are encouraged to recognize that, as cultural beings, we may hold attitudes and beliefs that can detrimentally influence the perceptions of and interactions with individuals who are ethnically and racially different from themselves.

We are encouraged to recognize the importance of multicultural sensitivity/responsiveness, knowledge, and understanding about ethnically and racially different individuals.
“Diversity is being invited to the party, inclusion is being asked to dance.”

Verna Meyers
3. The current themes to the socio-political environment of 2017/2018
a.
Privilege
“...uneared assets that I can count on cashing in each day, but about which I was ‘meant’ to remain oblivious... like an invisible weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools and blank checks.”

- Peggy McIntosh
Privilege Discomfort

A person that encounters difference and perceives that difference as threatening can shift, psychologically, into a place of **Defense Against the Difference**. At this point, learning can be difficult, as all new information is processed through a filter of mistrust, hostility, and xenophobia.
Privilege Discomfort

A person that encounters difference and either actively or unconsciously fails to acknowledge that difference as real and meaningful can shift into a place of denial of that difference, thus failing to take into consideration important information about that person.
The Fallacy of Colorblindness
b.

White fragility
White people in North America live in a social environment that protects and insulates them from race-based stress. This insulated environment of racial protection builds white expectations for racial comfort while at the same time lowering the ability to tolerate racial stress, leading to what I refer to as *White Fragility*. 

Robin Diangelo
C.
The myth of meritocracy
The Meritocracy Myth challenges the widely held American belief in meritocracy - that people get out of the system what they put into it based on individual merit.

If you just work hard enough, you can have anything you want.

If you don’t have everything you want it’s because you didn’t work hard enough.
d.
Implicit bias
“Unlike explicit bias (which reflects the attitudes or beliefs that one endorses at a conscious level), implicit bias is the bias in judgment and/or behavior that results from subtle cognitive processes (e.g., implicit attitudes and implicit stereotypes) that often operate at a level below conscious awareness and without intentional control.”

(Dovidio, Gaertner, Kawakami, & Hudson, 2002; also Banaji & Heiphetz, 2010)
Project Implicit at Harvard University

https://implicit.harvard.edu/implicit/takeatest.html
Your data suggest little or no preference between straight people and gay people
Your data suggest no automatic association between female and male with career and family
Your data suggest a mild automatic preference for European Americans over African Americans
Your data suggest a moderate automatic preference for light skin people over dark skin people.
Microaggressions

In relation to implicit bias
“No, Where are you REALLY FROM?”
You're Really Pretty...
For A Dark Skin Girl
The limited representation of my race in your classroom does not make me the voice of all Black People.
When standing next to my mom: "Why is your daughter so white?!"
"You don't act like a normal black person ya' know?"
"You don't speak Spanish?"
<table>
<thead>
<tr>
<th>A.</th>
<th>B.</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOUTH ASAIN MALE SUCCESSFUL LAWYER GAY IN AN ARRANGED MARRIAGE TWO CHILDREN</td>
<td>33 YEARS OLD UNDOCUMENTED IMMIGRANT FROM MEXICO ABLE-BODIED IN A HETEROSEXUAL MARRIAGE PARENT OF A TRANSGENDERED TEEN</td>
</tr>
<tr>
<td>C.</td>
<td>D.</td>
</tr>
<tr>
<td>ATHEIST DIABETIC WHITE 65 YEAR OLD WOMEN UPPER MIDDLE CLASS PARENT OF A SEVERELY AUTISTIC ADULT</td>
<td>MORbidly OBESE BLACK CORPORATE EXECutive INTER-RACIAL RELATIONSHIP 33 YEARS OLD SOUTHERN BAPTIST</td>
</tr>
</tbody>
</table>
GENDER, SEXUAL, AND ROMANTIC MINORITY ADOLESCENTS & SUICIDE RISK

Peter Thomas, Ph.D. Licensed Psychologist
CRITICAL TRENDS IN SUICIDE

CDC 2016:
RATE OF SUICIDE DEATHS INCREASED FROM 10.5 TO 13 PER 100,000
WOMEN & MIDDLE-AGED ADULTS SAW LARGEST INCREASES
RATES INCREASED FOR ALL RACIAL GROUPS EXCEPT BLACK MALES WHICH SAW A DECLINE
SUICIDE IS STILL THE 2ND LEADING CAUSE OF DEATH AMONG YOUTH AGES 10 TO 24
LGBT YOUTH SUICIDE

• RATE 4X GREATER RISK FOR LGB THAN STRAIGHT YOUTH (CDC 2016)

• 40% OF TRANSGENDER ADULTS HAVING MADE A SUICIDE ATTEMPT, MOST BEFORE THE AGE OF 25 (HERMAN, RANKIN, KEISLING, MOTTET & ANAFI, 2016)

• LGB YOUTH WHO COME FROM HIGHLY REJECTING FAMILIES ARE 8.4X THAN OTHER LGB YOUTH (FAMILY ACCEPTANCE PROJECT, 2009)
“THE SUICIDE CONSENSUS”

LGBT YOUTH ARE NOT AUTOMATICALLY VULNERABLE AND AT-RISK. WE WANT TO AVOID FRAMING THE LGBT EXPERIENCE IN TERMS OF VULNERABILITY AND VICTIMHOOD. BY REPEATEDLY EMPLOYING THIS NARRATIVE, AS A MEANS TO CALLING ATTENTION TO SUFFERING, IT TENDS TO IGNORE POSITIVE ASPECTS OF BEING QUEER OR TRANSGENDERED.
A NOTE ON THE CURRENT POLITICAL AND CULTURAL ENVIRONMENT
FROM LGBT TO GSRM
HRC 2012 SURVEY
GROWING UP LGBT IN AMERICA

10,000 YOUTHS
AGES 13-17
THE DECK IS STACKED

BULLYING
- Schools are not safe as we thought
  - 78-86% verbal harassment
  - 24% reporting being attacked physically
  - 1/3 of trans students harassed by teacher

REJECTION
- Family rejection
  - 50%
- Negative reactions
  - x8
- Suicide, drugs, alcohol, and depression

HOMELESSNESS
- 20-40% of homeless youth are LGBT (GSRM)
- Turn to prostitution or suicide
The Deck is Stacked

As asked to describe one thing in their life they would like to change...

LGBT (GSRM) Youth
- Understanding/tolerance/hate 18%
- My parent/family situation 15%
- Where I live/who I live with 9%

Non-LGBT (GSRM) Youth
- Money/debt/finances 20%
- Appearance/weight 9%
- Improving mental health 7%
THE DECK IS STACKED

Asked to describe the most important problem facing their lives right now...

**LGBT (GSRM) Youth**
- Non-accepting families 26%
- School/ bullying problems 21%
- Fear of being out or open 18%

**Non-LGBT(GSRM) Youth**
- Classes/exams/ grades 25%
- College/ career 14%
- Financial pressures related to college or job 11%
THE DECK IS STACKED

LGBT (GSRM) youth believe to a greater extent than their peers that they must leave their community to make their hopes and dreams come true.

4 in 10 LGBT (GSRM) youth (42%) say the community in which they live is not accepting of them.
THE DECK IS STACKED

77%

Three quarters of LGBT (GSRM) say they know things will get better, while 23% disagree with that statement. Only 8% of Non-LGBT (GSRM) said they would disagree with that statement.
HETEROSEXUAL PRIVILEGE
HETEROSEXISM
QUESTIONNAIRE
HETEROSEXUAL PRIVILEGE
QUESTIONS LGBT (GSRM) MAY HAVE IN MIND WHEN BEGINNING SCHOOL & THERAPY

• What does this person across from me think about LGBT (GSRM) people?
• Will I be judged if I come out to them?
• Are they LGBT (GSRM)?

• Will they get it?
• What are their religious beliefs?
• Will they think all my problems are related to my orientation?
• Will their paperwork out me/ have an option for me?
MICROAGGRESSIONS IN TREATMENT & IN THE CLASSROOM

Sexual or Gender Microaggressions often occur with the use of assumptive or heterosexist terminology or heterosexist beliefs.
MICROAGGRESSIONS IN TREATMENT & THE CLASSROOM

Know the difference between sexual orientation and gender identity.

Gender identity does not determine sexual orientation & gender non-conformity is frequently more socially provoking than sexual orientation.
GSRM MICROAGGRESSIONS

THEME 1: ASSUMPTION THAT SEXUAL ORIENTATION IS THE CAUSE OF ALL PRESENTING ISSUES.

THEME 2: AVOIDANCE AND MINIMIZING OF SEXUAL ORIENTATION.

THEME 3: ATTEMPTS TO OVER IDENTIFY WITH LGBQ CLIENTS.

THEME 4: MAKING STEREOTYPICAL ASSUMPTIONS ABOUT LGBQ CLIENTS
GSRM MICROAGGRESSIONS

THEME 5: EXPRESSIONS OF HETERO-NORMATIVE BIAS.

THEME 6: ASSUMPTION THAT LGBTQ INDIVIDUALS NEED PSYCHOTHERAPEUTIC TREATMENT.

THEME 7: IGNORING SEXUALITY ALL TOGETHER IN THERAPY (E.G. OPTIONS ON YOUR PAPERWORK.)
GSRM MICROAGGRESSIONS

HAVE YOU EVER HAD REAL SEX?

I’M NOT BEING HOMOPHOBIC, YOU’RE BEING TOO SENSITIVE.

WHY DON’T YOU EVER WEAR DRESSES?

ARE YOU A MAN OR A WOMEN?

SO, WHO’S THE MAN IN THE RELATIONSHIP?
GSRM MICROAGGRESSIONS

I HAVE A FRIEND LIKE YOU.

I’M TOTALLY COOL WITH YOU BEING GAY.

I JUST DON’T UNDERSTAND WHY YOU WOULD WANT TO MUTILATE YOUR BODY.

MR. SMITH, NICE TO MEET YOU.

YOU’RE BI? DOESN’T THAT MAKE YOUR BOYFRIEND INSECURE?
THANKS!

Any questions?

You can find me at
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