

Pride and Privilege :

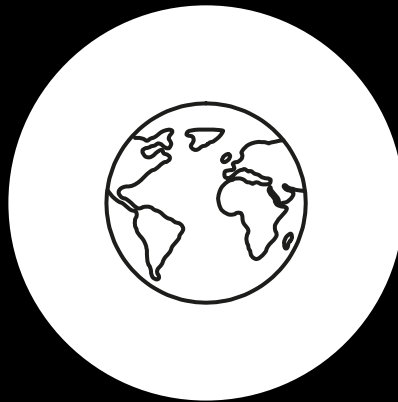
**Why diversity issues are important now more
than ever**

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?

1. What does Diversity look like?

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

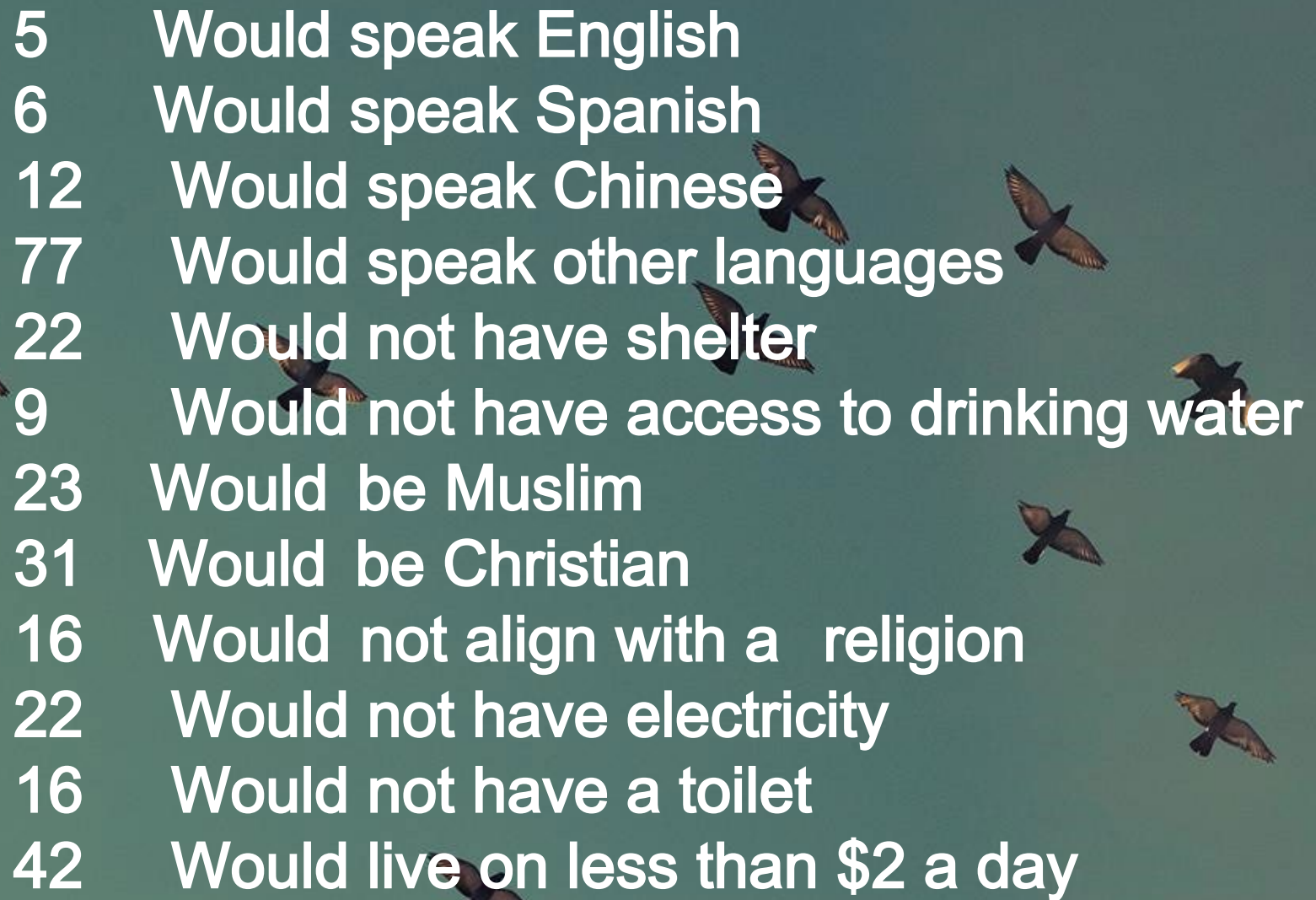
Etc.

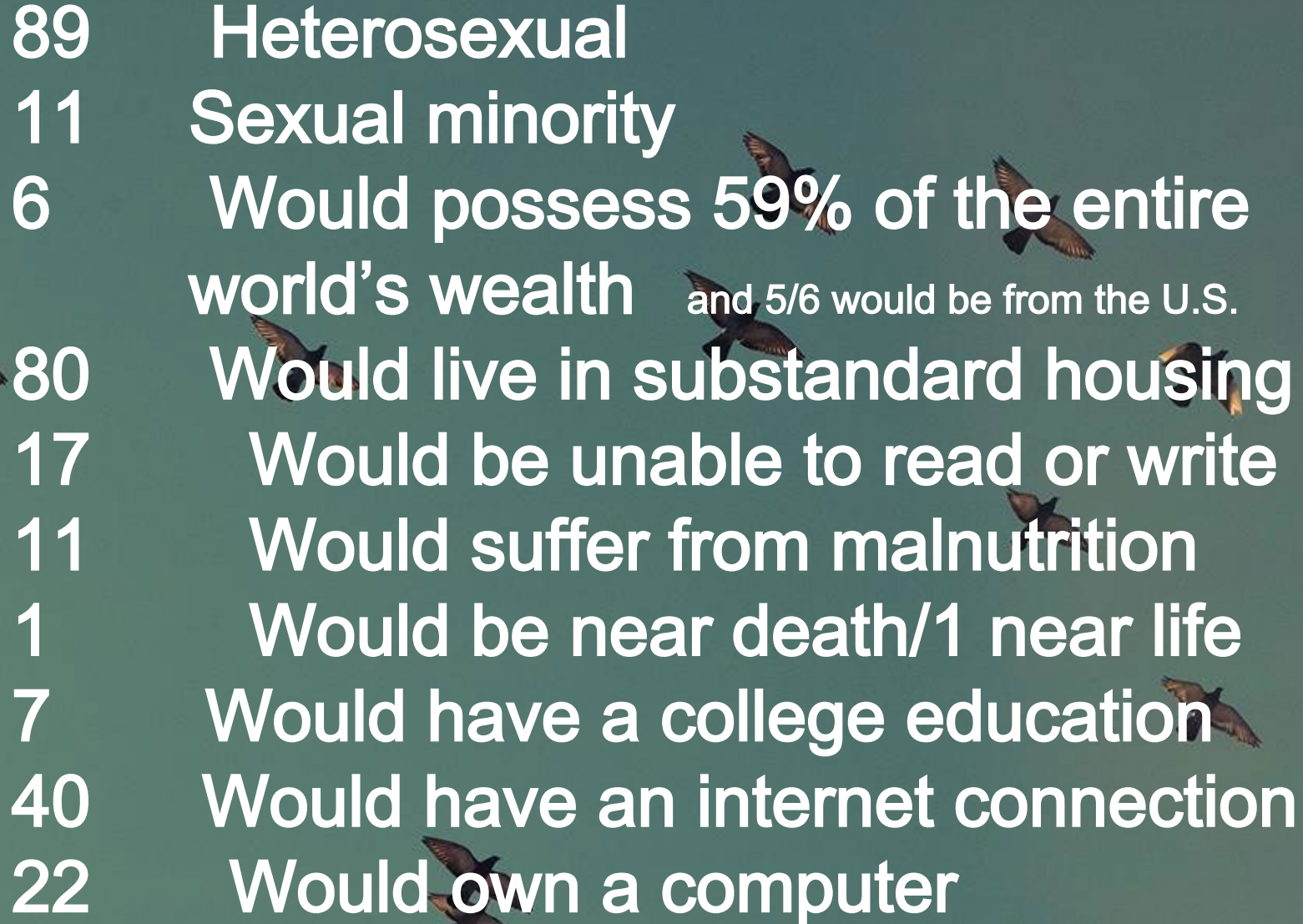
100

The breakdown of the one hundred



60 Asians
10 Europeans
14 From the western hemisphere
(north/south)
16 African
50 Female
50 Male
70 Non-white
30 White
25 Would be children
75 Would be adults
8 Would be over 65

- 
- 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

- 
- 89 Heterosexual
 - 11 Sexual minority
 - 6 Would possess 59% of the entire world's wealth and 5/6 would be from the U.S.
 - 80 Would live in substandard housing
 - 17 Would be unable to read or write
 - 11 Would suffer from malnutrition
 - 1 Would be near death/1 near life
 - 7 Would have a college education
 - 40 Would have an internet connection
 - 22 Would own a computer



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 20 17/20 18

a.
Privilege



“

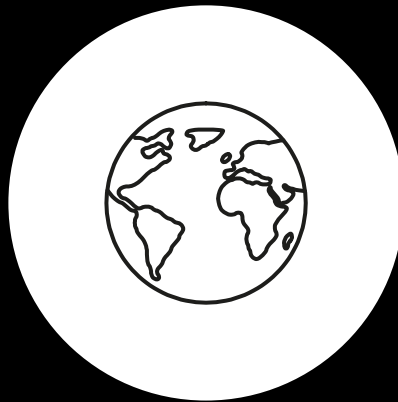
“...unearned assets that I can count on cashing in each day, but about which I was ‘meant’ to remain oblivious... like an invisible weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools and blank checks.”

- 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

A person with long hair, wearing a light-colored jacket, dark pants, and white sneakers, is captured in mid-air, running towards the right. The background is a large, vibrant blue mural depicting an underwater scene with various sea creatures, including a large octopus on the left and several fish swimming. The scene is brightly lit, suggesting an outdoor setting. The entire image is framed by a white border.

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 its 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>

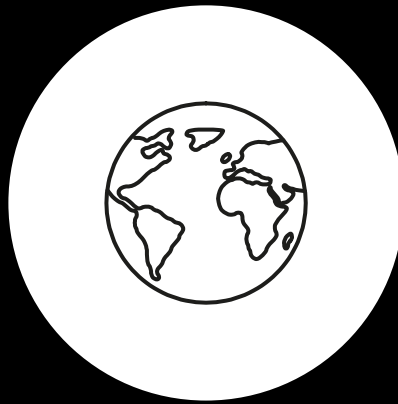


Your data suggest little or
no preference between
straight people and gay
people

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

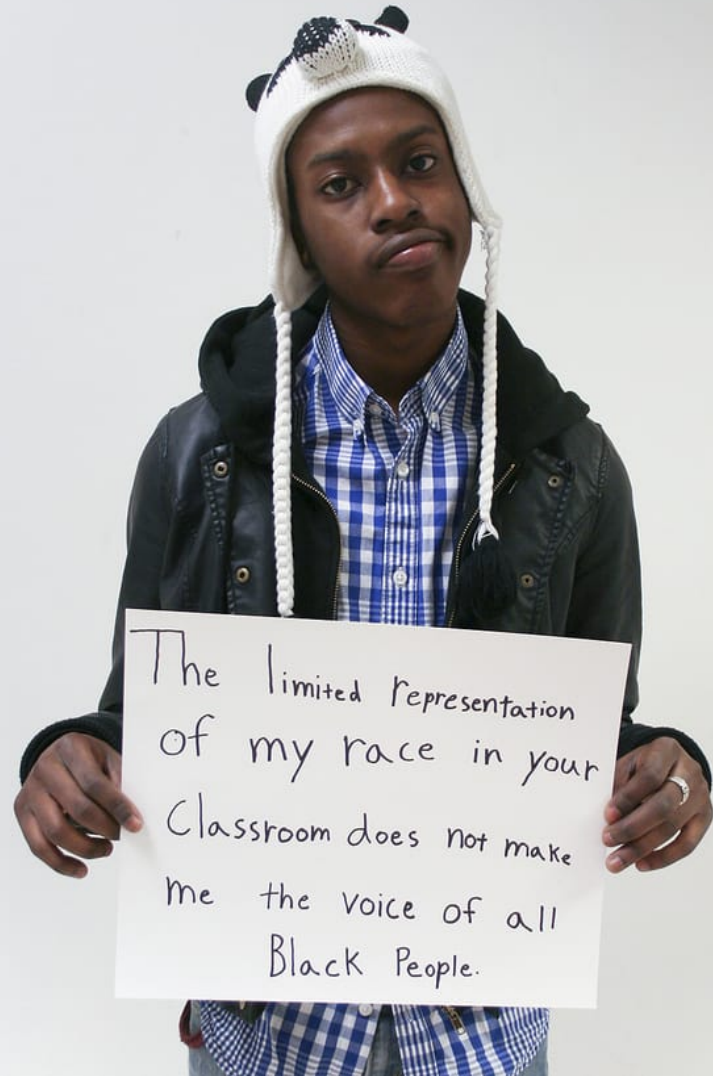


"No, where
are you
REALLY
FROM?"




*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.

A young woman with light brown hair, wearing a red and white patterned headband and a dark green sweater, stands against a plain white background. She is holding a white rectangular sign in front of her chest with both hands. The sign contains handwritten text in black ink. Her expression is neutral and serious.

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?"

A.
SOUTH ASIAN
MALE
SUCCESSFUL LAWYER
GAY
IN AN ARRANGED MARRIAGE
TWO CHILDREN

B.
33 YEARS OLD
UNDOCUMENTED IMMIGRANT FROM
MEXICO
ABLE-BODIED
IN A HETEROSEXUAL MARRIAGE
PARENT OF A TRANSGENDERED
TEEN

C.
ATHEIST
DIABETIC
WHITE
65 YEAR OLD
WOMEN
UPPER MIDDLE CLASS
PARENT OF A SEVERELY AUTISTIC
ADULT

D.
MORBIDLY OBESE
BLACK
CORPORATE EXECUTIVE
INTER-RACIAL RELATIONSHIP
33 YEARS OLD
SOUTHERN BAPTIST



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 LARGESTS 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



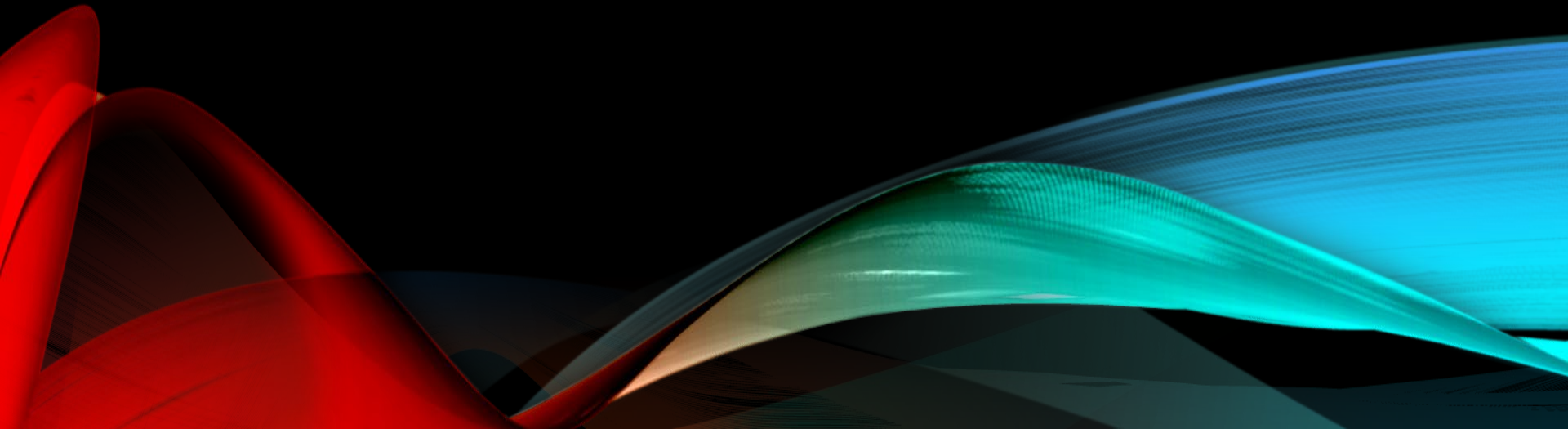


LGBT YOUTH SUICIDE

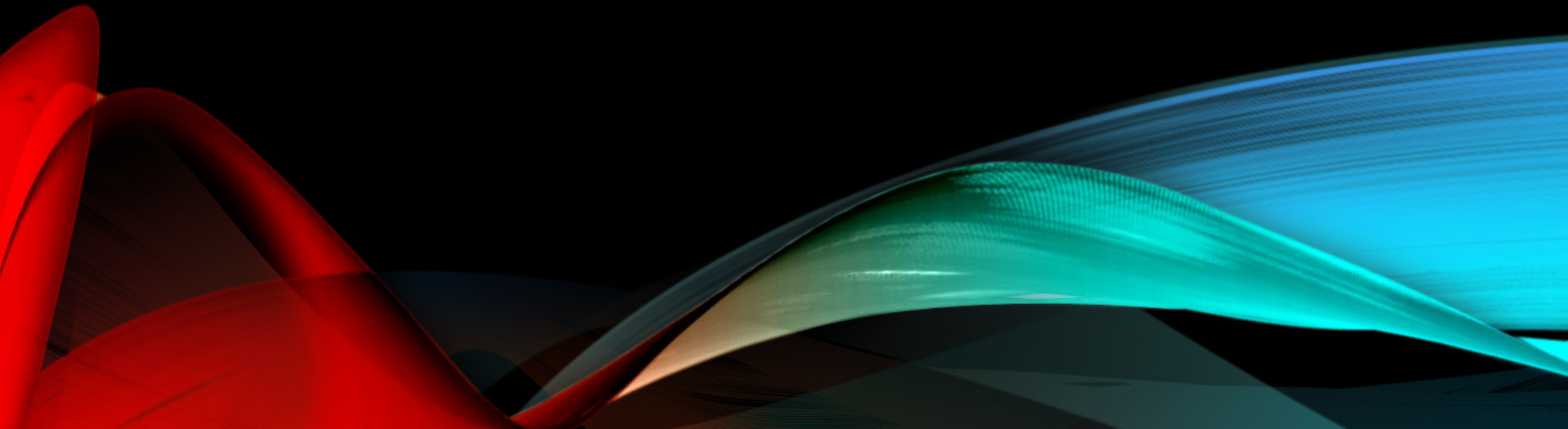
- RATE 4X GREATER RISK FOR LGB THAN STRAIGHT YOUTH (CDC 2016)
- 40% OF TRANSGENDER ADULTS HAVING MADE A SUICIDE ATTEMPT, MOST BEFORE THE AGE OF 25 (HERMAN, RANKIN, KEISLING, MOTTET & ANAFI, 2016)
- LGB YOUTH WHO COME FROM HIGHLY REJECTING FAMILIES ARE 8.4X THAN OTHER LGB YOUTH (FAMILY ACCEPTANCE PROJECT, 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

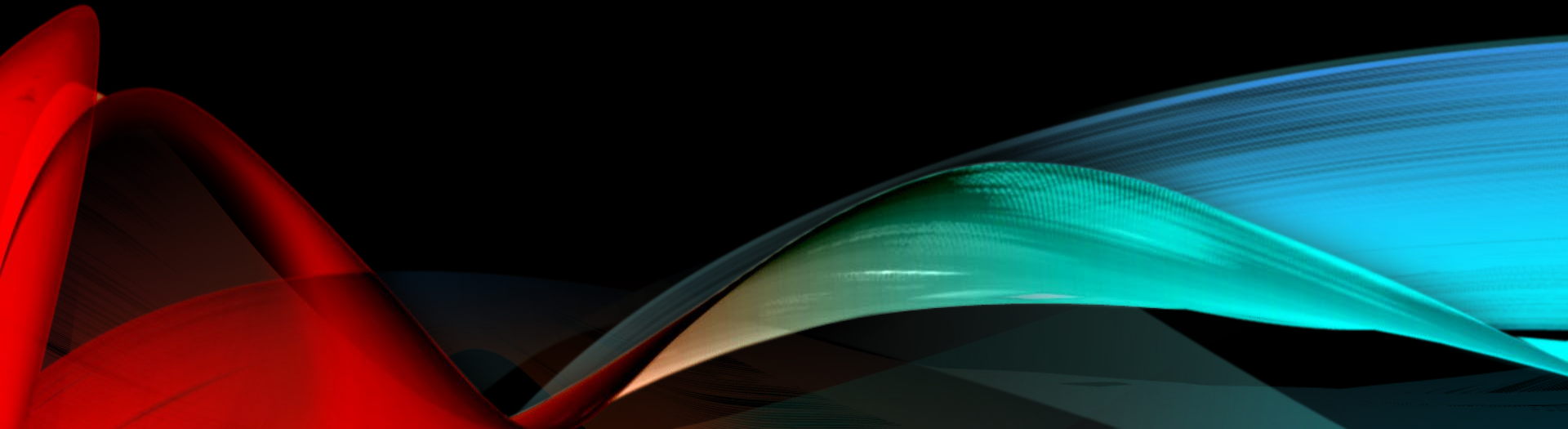




FROM LGBT TO GSRM

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%

REPORT 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

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%

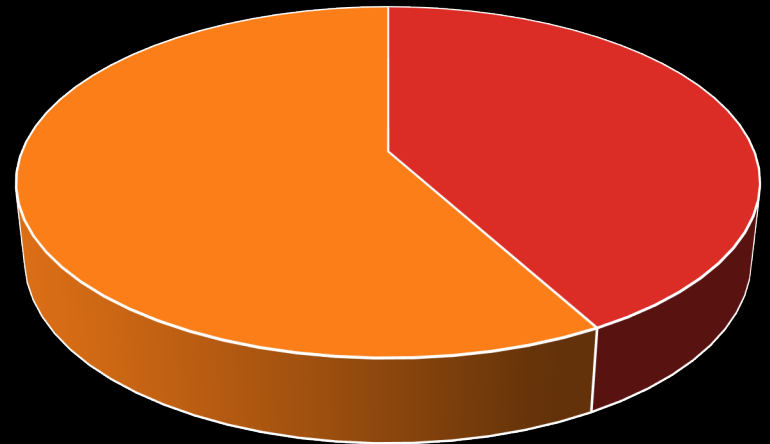
Non-LGBT(GSRM) Youth

- 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.

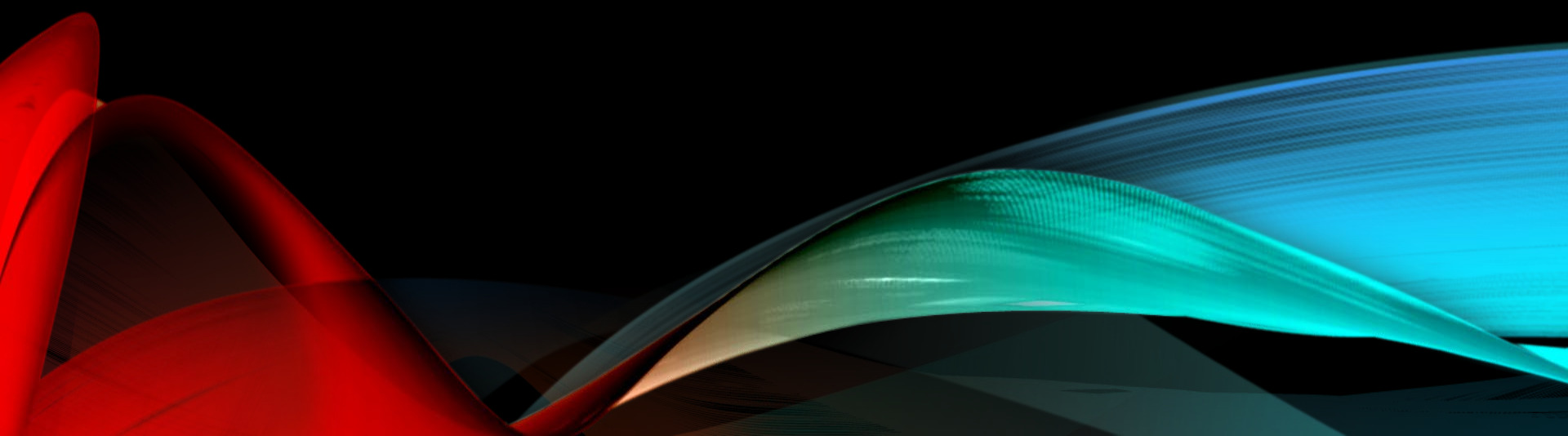


THE DECK IS STACKED

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



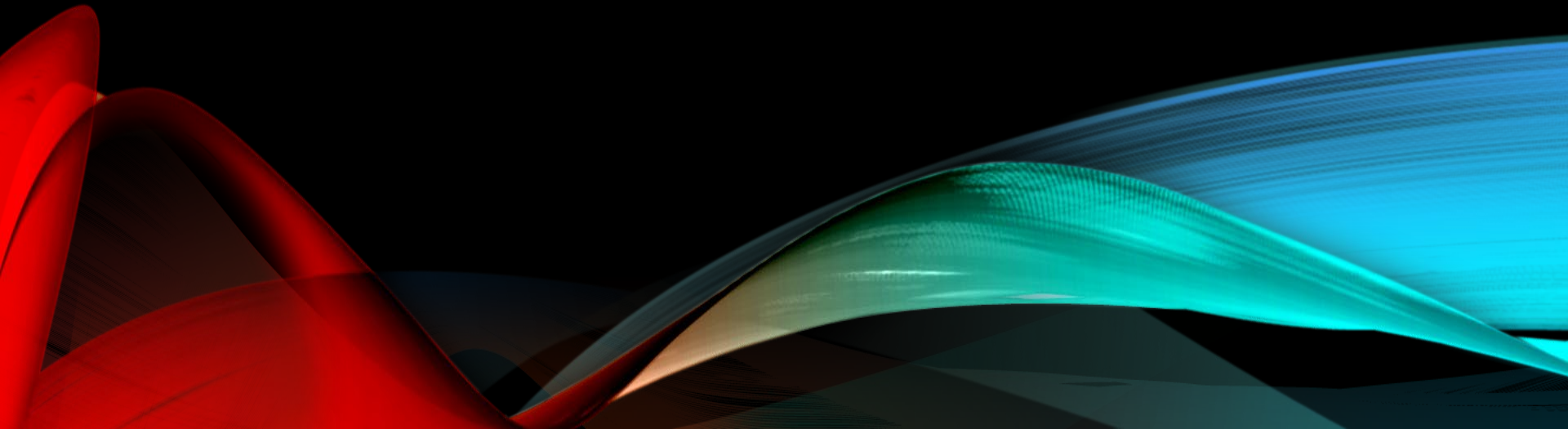
HETEROSEXUAL PRIVILEGE

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

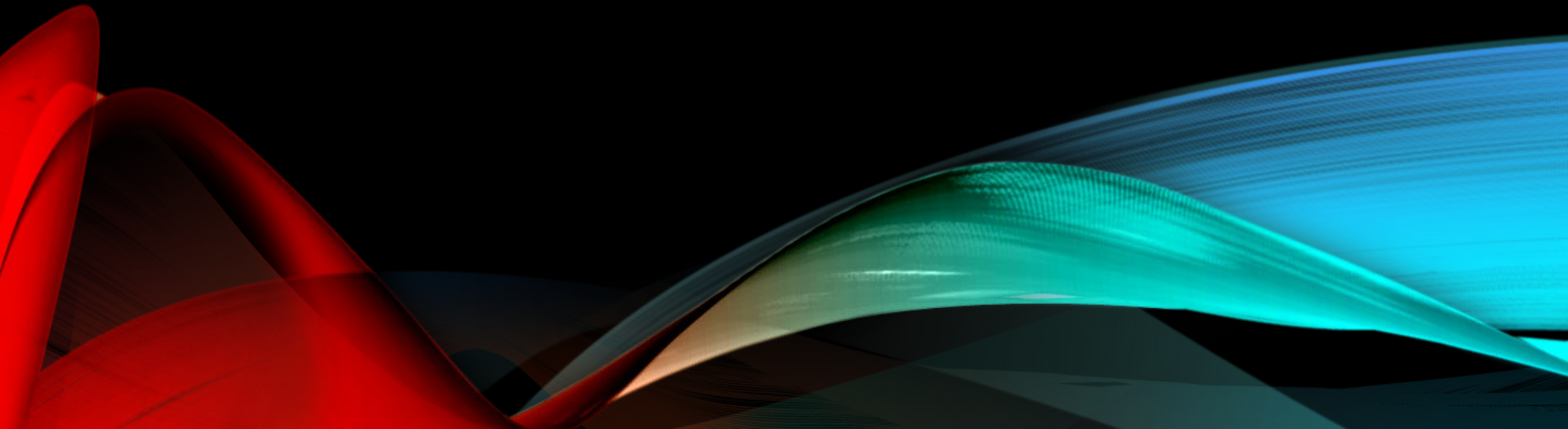
Sexual or Gender Microaggressions often occur with the use of assumptive or heterosexist terminology or heterosexist beliefs



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 LGBTQ CLIENTS.

THEME 4: MAKING STEREOTYPICAL ASSUMPTIONS ABOUT LGBTQ 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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