

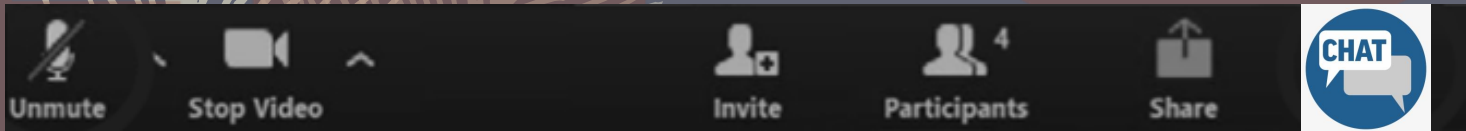
The Power of Reflective Practice to Promote Racial Equity in Early Childhood

Kim Flowers, LCSW, IF-ECMH RPF-M

Chris Isaac, LMFT

Training Tips

- ☐ 90 minutes! Stretch/stand/care for yourself
- ☐ Mute yourself until ready to speak
- ☐ Participate by sharing comments & questions in the Chat Box or Live



- ☐ Sensitive topic, have growth mindset & handle yourself/others with care:
 - ☐ Listen to your needs, nurture yourself, and actively use your coping strategies
 - ☐ Listen to your colleagues, empowering diverse voices & perspectives
 - ☐ Seek help from your supervisor, EAP, or San Diego Access & Crisis Line (888-724-7240)





Objectives

Learn	Learn the fundamental concepts of Reflective Practice
Understand	Understand the “ladder of inference” theory and the importance of interrupting the link between implicit thoughts, feelings, and actions
Engage in	Engage in experiential Reflective Practice learning activities to gain self-awareness and knowledge of the Diversity-Informed Tenets for Work with Infants, Children, and Families
Set	Set an intention for incorporating diversity-informed Reflective Practice into the workplace as a means to support social justice, access, and equity



Diversity-Informed Tenets of Infant Mental Health

Irving Harris Foundation

1. Self-Awareness Leads to Better Services for Families

Stance Toward Infants and Families

2. Champion Children's Rights Globally

3. Work to Acknowledge Privilege & Combat Discrimination

4. Recognize & Respect Nondominant Bodies of Knowledge

5. Honor Diverse Family Structures

Practice/Research Field Principles

6. Understand That Language Can Be Used to Hurt or Heal

7. Support Families in their Preferred Language

8. Allocate Resources to Systems Change

9. Make Space & Open Pathways for Diverse Professionals

Broader Advocacy

10. Advance Policy That Supports All Families



WARNING

**SOMETIMES THINGS
POP IN MY HEAD
AND THEN THEY JUMP
FEET FIRST OUT OF
MY MOUTH!!**

Entrainment



PSYCHOLOGY DICTIONARY
professional reference

The process that activates or provides a timing cue for a **biological rhythm**.

ENTRAINMENT: "Entrainment is where cues are given for breeding and other body rhythms such as circadian."




Empirical Article

Infants Rely More on Gaze Cues From Own-Race Than Other-Race Adults for Learning Under Uncertainty

Naiqi G. Xiao✉, Rachel Wu, Paul C. Quinn, Shaoying Liu, Kristen S. Tummeltshammer, Natasha Z. Kirkham, Liezhong Ge, Olivier Pascalis, Kang Lee✉

First published: 10 April 2017 | <https://doi.org/10.1111/cdev.12798> | Citations: 17

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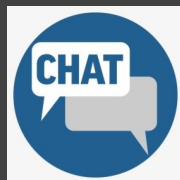
PMID: [16246233](#)

doi: [10.1111/j.1467-7687.2005.0434a.x](#)

Three-month-olds, but not newborns, prefer own-race faces

[David J. Kelly](#),¹ [Paul C. Quinn](#),² [Alan M. Slater](#),³ [Kang Lee](#),⁴ [Alan Gibson](#),¹ [Michael Smith](#),¹ [Liezhong Ge](#),⁵ and [Olivier Pascalis](#)¹





How old do you think these children are?

Understand This: The Past Informs the Present

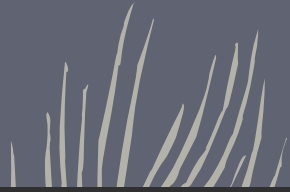
- ☐ Our life experience is informed by our personal and collective history
- ☐ Our life experience informs our interventions



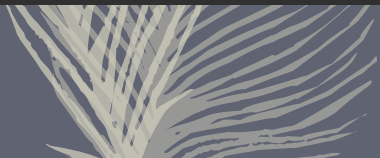
Implicit Bias

An **implicit bias** is any unconsciously-held set of **associations** about a social group. **Implicit biases** can result in the attribution of particular qualities to all individuals from that group, also known as stereotyping. **Implicit biases** are the product of learned **associations** and social conditioning.



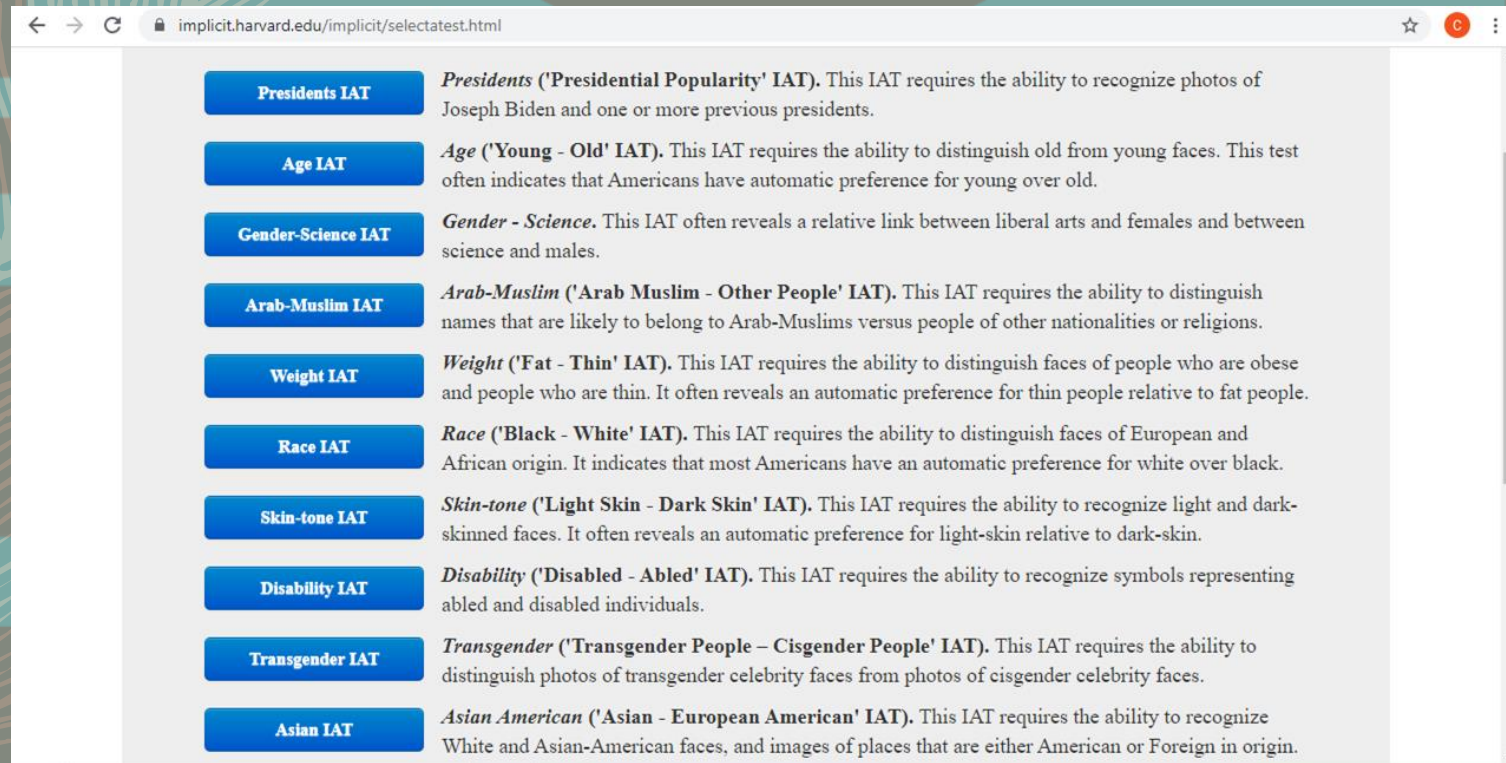


- African Americans are **2.3** times more likely to experience infant death (CDC).
- African Americans are **1.9** times more likely to die of diabetes (CDC).
- African Americans are **1.5** times more likely to be below “proficient” in reading in the 4th grade (NAEP).
- African Americans are **3.7** times more likely to be suspended in K-12 (ED and OCR).
- African Americans are **2.7** times more likely be searched on a traffic stop (BJS).
- African Americans are **7.0** times more likely to be incarcerated as adults (BJS).
- African Americans are **1.8** times more likely to be identified as victims by the child welfare system (DHHS).
- African Americans are **2.1** times more likely to be in foster care (DHHS).
- African American business owners are **5.2** times more likely to be denied a loan (SBA).
- African American business owners are **1.7** times less likely to own a home (SBA).



Harvard Implicit Bias Test

<https://implicit.harvard.edu/implicit/takeatest.html>

A screenshot of a web browser displaying the Harvard Implicit Bias Test selection page. The browser's address bar shows the URL 'implicit.harvard.edu/implicit/selectatest.html'. The page features a list of ten different Implicit Association Tests (IATs), each with a blue button on the left and a descriptive paragraph on the right. The tests are: Presidents IAT, Age IAT, Gender-Science IAT, Arab-Muslim IAT, Weight IAT, Race IAT, Skin-tone IAT, Disability IAT, Transgender IAT, and Asian IAT. The background of the page is light gray, and the browser window has a white header with navigation icons and a star icon.

Presidents IAT	<i>Presidents</i> ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Joseph Biden and one or more previous presidents.
Age IAT	<i>Age</i> ('Young - Old' IAT). This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.
Gender-Science IAT	<i>Gender - Science</i> . This IAT often reveals a relative link between liberal arts and females and between science and males.
Arab-Muslim IAT	<i>Arab-Muslim</i> ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.
Weight IAT	<i>Weight</i> ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
Race IAT	<i>Race</i> ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.
Skin-tone IAT	<i>Skin-tone</i> ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.
Disability IAT	<i>Disability</i> ('Disabled - Abled' IAT). This IAT requires the ability to recognize symbols representing abled and disabled individuals.
Transgender IAT	<i>Transgender</i> ('Transgender People - Cisgender People' IAT). This IAT requires the ability to distinguish photos of transgender celebrity faces from photos of cisgender celebrity faces.
Asian IAT	<i>Asian American</i> ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.



A Boy From The Crowd

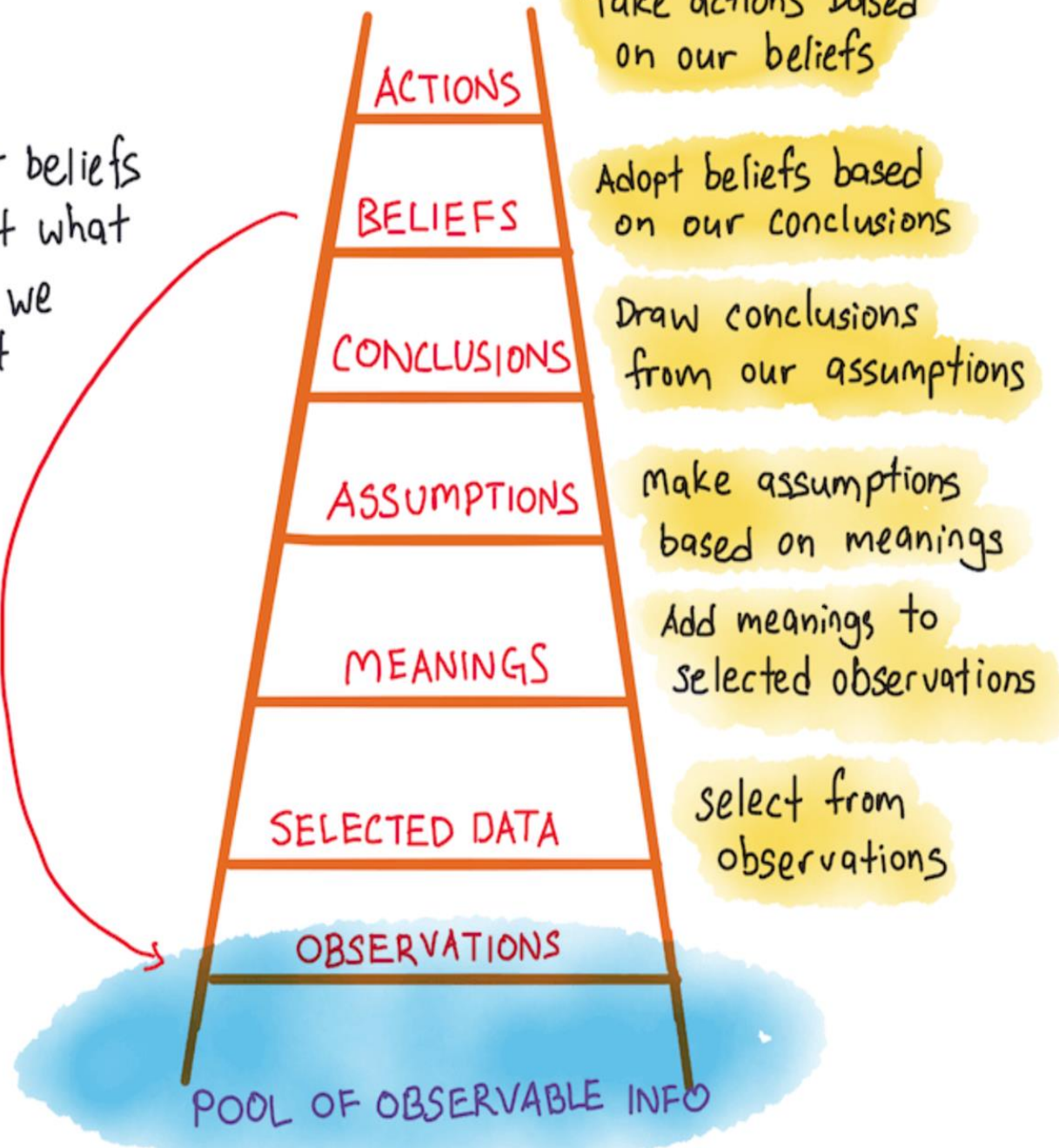
by Jonathan Banks



www.sipacontest.com



our beliefs
affect what
data we
select
next
time

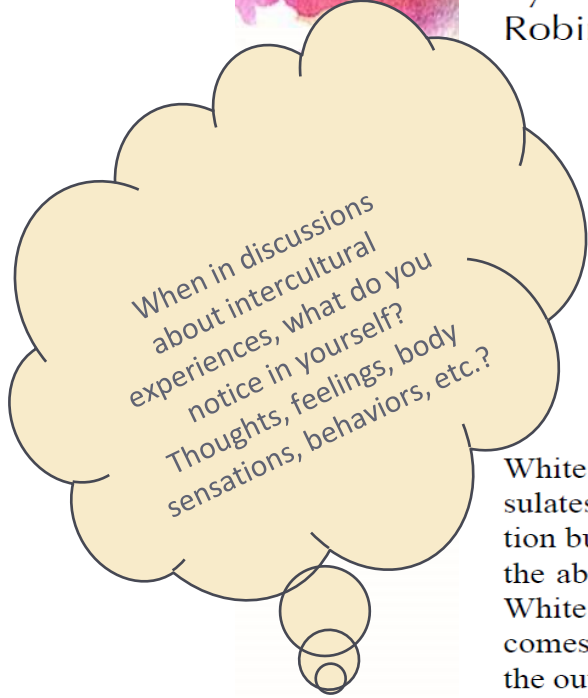


INFERENCE

Ladder of Inference

White Fragility

by
Robin DiAngelo



When in discussions
about intercultural
experiences, what do you
notice in yourself?
Thoughts, feelings, body
sensations, behaviors, etc.?

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. White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium. This paper explicates the dynamics of White Fragility.

I am a white woman. I am standing beside a black woman. We are facing a group of white people who are seated in front of us. We are in their workplace, and have been hired by their employer to lead them in a dialogue about race. The room is filled with tension and charged with hostility. I have just presented a definition of racism that includes the acknowledgment that whites hold social and institutional power over people of color. A white man is pounding his fist on the table. His face is red and he is furious. As he pounds he yells, "White people have been discriminated against for 25 years! A white person can't get a job anymore!" I look around the room and see 40 employed people, all white. There are no people






PAUSE.

“Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.”

— Viktor E. Frankl



*There is a voice that
doesn't use words. Listen.*

- RUMI



Reflective Practices

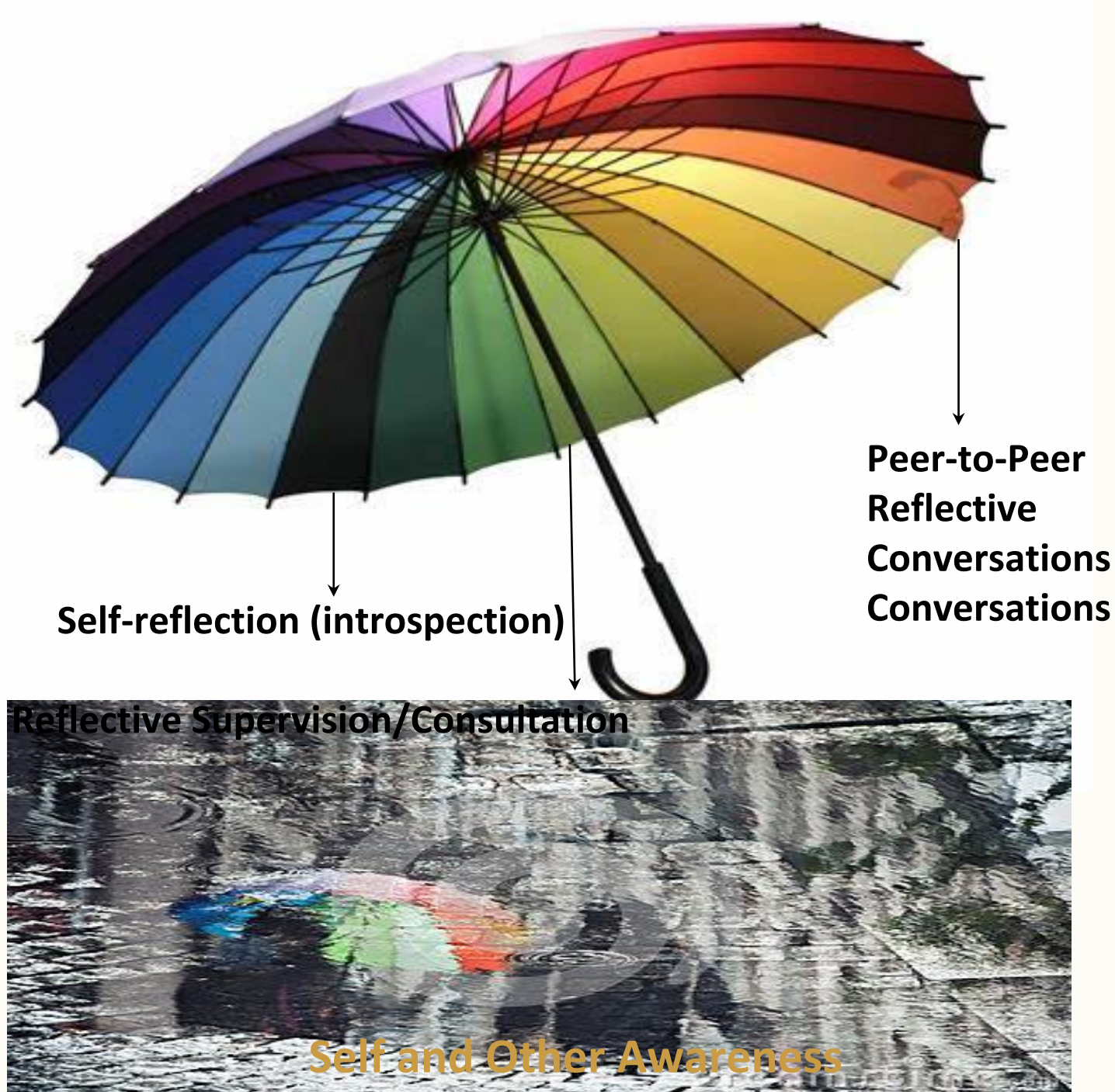
Reflection means stepping back from the

*immediate,
intense
experience*

of hands-on work
and taking the time to

wonder

what the experience
really means





Essential Elements of Reflective Supervision/Consultation

- Understanding the Family Story
(history, culture and values of the family)
- Holding the Baby (Child) in Mind
- Professional Use of Self
- Parallel Process
- Reflective Alliance

Reflective Supervision = Relationship

- Safe, predictable, regular Shared responsibility, power & decision-making
- Open, bi-directional, free-flowing communication
- Partners assume the best about each other even when....(nonjudgmental, empathic response)
- All feelings about people and process are invited

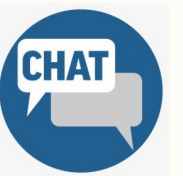
We explore the range of emotions related to observations and interactions with people/systems we work with and seek regulation sufficient to access the wisdom needed to take perspective, understand, and if appropriate, identify next steps.



"Because I'm Latino, I can't have money?" Kids on Race

Imagine the minds of these children.

- ☐ What are they being taught to believe about themselves?
- ☐ How de we support a healthier narrative?



Through the Eyes of a Child

Although some children may not be experiencing firsthand the things they're seeing online or on television, "they're identifying with the person who is experiencing it, who looks like them, so the trauma is vicarious."

~ James Huguley, interim director of the University of Pittsburgh's Center on Race and Social Problems

Through the Eyes of a Child | Harvard Medicine magazine



What is dominant culture?

- ❖ Dominant culture is a continuum of characteristics that enable privilege and power—political, financial, social, and/or professional benefits are had.
- ❖ Dominant culture is broader than “race” or “gender”.
- ❖ Reflective practice facilitators/consultants strive to remain mindful of the power differential and the unspoken cultural disparities while actively working to equalize the power imbalance and maintain a collaborative relationship.



Where do I have privilege?

Dominant vs. Non-Dominant Cultures

White

Male/Cisgender

Higher SES

Able-bodied

Heterosexual

Christian

Physically/mentally well

BIPOC

Female/Gender Neutral

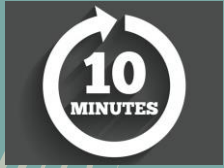
Lower SES

Differently-abled

LGBTQ+

Non-Christian/Atheist

Health/wellness condition



Reflecting on Ourselves....

Pause to think about your response to the following questions:

- ☐ What aspects of dominant and non-dominant cultures do I relate to?
- ☐ In what areas do I have privilege? How do I benefit from this?
- ☐ In what areas do I have less privilege? How does this impact me?

Share when ready, if comfortable, what you wish.....

Small Group Break-Out Rooms

With Privilege Comes Power

1. Your Wages Aren't Lower Because Of Your Race
2. People Don't Make Assumptions About Your Intelligence Because Of Your Race
3. You Don't Feel Pressure To Represent Your Race
4. Most Products Are Geared Toward You
5. Most Media Is Geared Toward You
6. Beauty Standards Aren't Rigged Against You Because Of Your Race
7. Jobs Won't Discriminate Against You Due To Your Race
8. People Will Trust That You Deserve To Be Where You Are
9. The Police Are Looking Out For You

What Is White Privilege? Here Are 9 Everyday Examples (bustle.com)



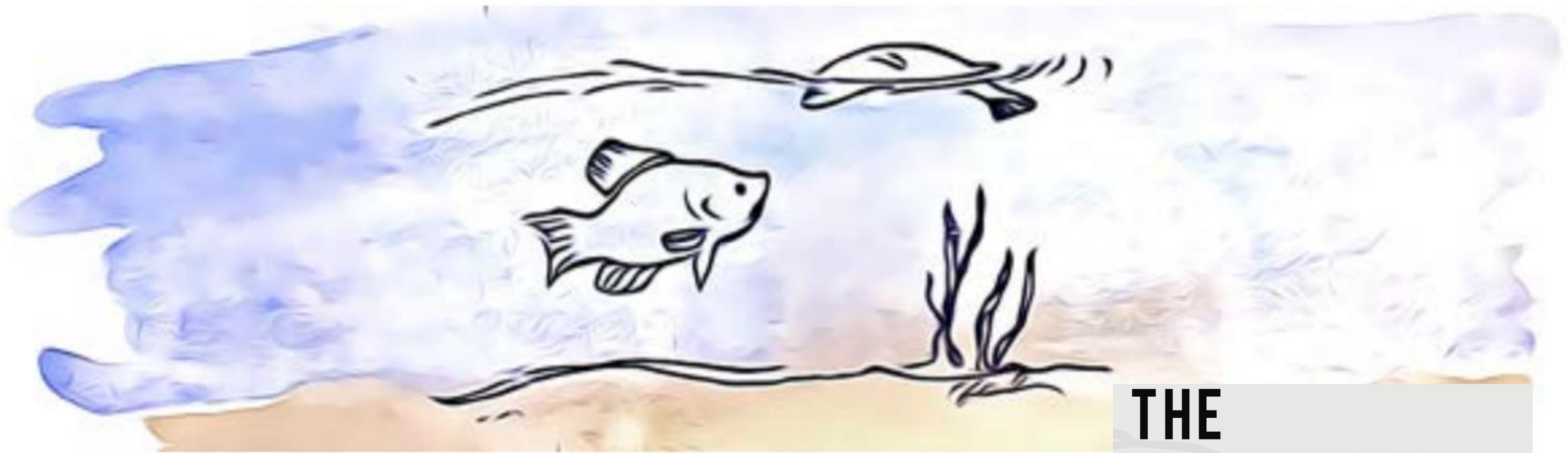
Unpacking the Invisable Knapsack



**“Racism is the parent and race
is the child.”**

**~ Ta-nehisi Coates,
Between the World and Me**





Artwork by Jojo Karlin (jojokarlin.com)

The Fish, the Lake and the Groundwater

THE GROUNDWATER APPROACH:

building a practical understanding
of structural racism

Where do you see institutionalized or systemic discrimination or racism in the field of early childhood mental health and education?

Systemic racism is reinforced through lack of awareness, acceptance of the status quo, and compliance.





Reflecting on Ourselves

What is your current definition of race?

Are you discussing racism and current events with:
parents/caregivers you're partnering with
colleagues
children you care for and educate, and
in supervision?

How do you build your emotional stamina to participate in
discussions about racism and social injustice?

10 Minutes: Small Group Break-Out Rooms



How will you help dismantle systems of oppression?



Non-dominant cultures need IF-ECMH providers to focus on resiliency and strength AND for us all to work collectively to dismantle systems of discrimination, racism, and oppression

Being actively anti- racist: the path before

—us

Anti-racism is the action that follows being intellectually and emotionally aware of racism



In a racist society it is
not enough to be non-
racist, we must be
anti-racist.

Wonderings?

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&

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