

Wisconsin Public Psychiatry Network Teleconference (WPPNT)

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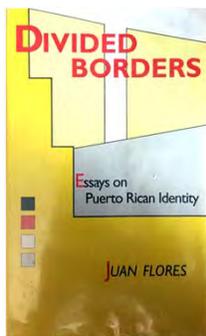
Introduction to Multicultural Practice

Exploring Culture, Context, & Power in Mental health

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“Here”

by Sandra María Esteves

“...But that reality now a dream
 teaches me to see, and will
 bring me back to me.”

Source: Esteves, S. M. (1980). *Yerba Buena*. New York: Greenfield Review. as cited in Flores, J. (1993). *Divided Borders*. Houston, Texas: Arte Publico Press. (p. 188)



5 Cultural Identity Profile

The exercise explores your cultural identity. You will be asked to identify yourself along a number of social categories and then do some coding in three areas related to each category. You will not need to show your paper to anyone, but you will be invited to share your insights and any information that you choose.

- How do you identify yourself in relation to each of the following categories? Write a few words or names that you most commonly use to identify who you are in relation to each category listed.
- Do you gain social power, privilege, and advantages from your identity? If you are socially empowered because of your identity group, write "A" (for agent). If you are limited, discriminated, or disadvantaged because of your identity group, write "T" (for target). If you feel your identity is "in the margin" or mixed in terms of privilege, write "M" (for marginal).
- Is your identity simple and clear-cut in relation to each of the categories? If yes, write "S" (for simple). If your identity is more complex, not so easy to categorize, in the middle, or changeable, write "C" (for complex).
- Rank (R) each of these categories in order of meaningfulness, importance, or relevance for you personally. Think about how each matters in your daily life, activities, and relationships. For each category, write a number ranging from "1" for most meaningful at all to "7" for very meaningful.

Category	1: Names or identity	2: ATM (A, T, M)	3: C	4: R
Race, Ethnicity, Skin Color				
Economic Status/Class				
Gender				
Sexual Orientation				
Religion/Spirituality				
Age				
Language				
Ability Status				

Social Justice Education Program
University of Toronto at Scarborough
Accessibility and Inclusion

20 COGNITIVE BIASES THAT SCREW UP YOUR DECISIONS

4. Blind-spot bias.

Failing to recognize your own cognitive biases is a bias in itself. People notice cognitive and motivational biases much more in others than in themselves.

7. Confirmation bias.

We tend to listen only to information that confirms our preconceptions — one of the many reasons it's so hard to have an intelligent conversation about climate change.

18. Stereotyping.

Expecting a group or person to have certain qualities without having real information about the person. It allows us to quickly identify strangers as friends or enemies, but people tend to overuse and abuse it.

SOURCES: Brain Biases; Ethics Unwrapped; Explorable; Harvard Magazine; HowStuffWorks; LearnVest; Outcome Bias in decision evaluation; Journal of Personality and Social Psychology; Psychology Today; The Bias Blind Spot: Perceptions of Bias in Self Versus Others; Personality and Social Psychology Bulletin; The Cognitive Effects of Mass Communication: Theory and Research in Mass Communications; The less-is-more effect: Predictions and tests; Judgment and Decision Making; The New York Times; The Wall Street Journal; Wikipedia; You Are Not So Smart; ZnamenskyWiki

BUSINESS ENGLISH

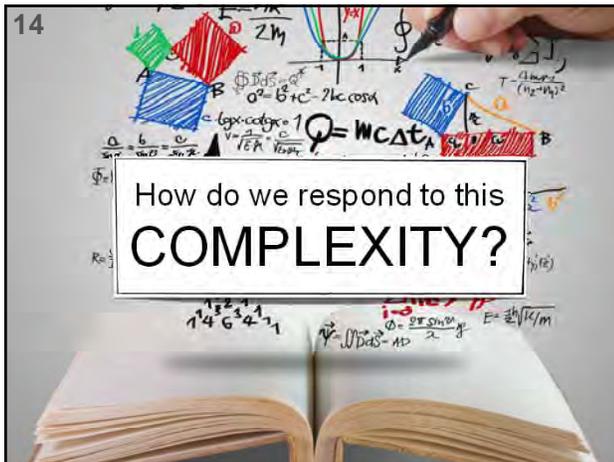
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COMPLEXITY

“Let’s face it, the universe is messy. It is nonlinear, turbulent, and dynamic. It spends its time in transient behavior on its way to somewhere else, not in mathematically neat equilibria. It self-organizes and evolves. It creates diversity and uniformity. That’s what makes the world interesting, that’s what makes it beautiful, and that’s what makes it work.”

Meadows, D. H. (2008). Thinking in systems: A primer. (p. 181)

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COMPLEXity

Multiple Parts
 Dynamic
 Unknown
 Overwhelming

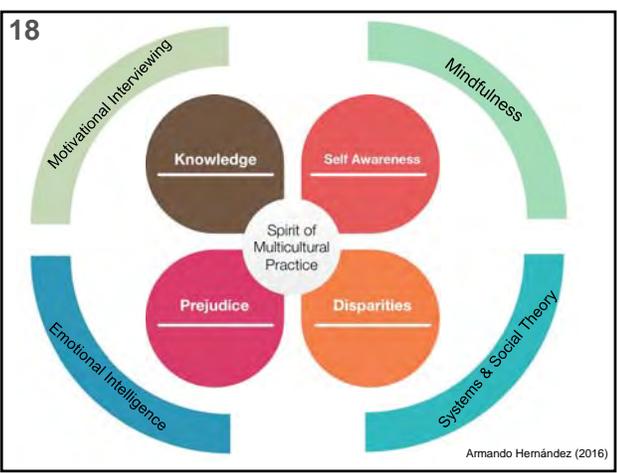
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skillful Response to
COMPLEXITY

Multiple Parts

Dynamic	→	Curiosity
Unknown	→	Acceptance
Overwhelming	→	Humility
	→	Courage

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spirit of
multicultural
PRACTICE

Curiosity
Acceptance
Humility
Courage





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Multicultural Practice

The ability* to welcome, affirm, and be responsive to

- the many dimensions of cultural diversity
- how our cultural self impacts our relationships
- the different ways that the intersection of context, culture, and power influences our work

This work will result in reducing disparities and promoting equity, especially among those communities that experience systemic marginalization and oppression.

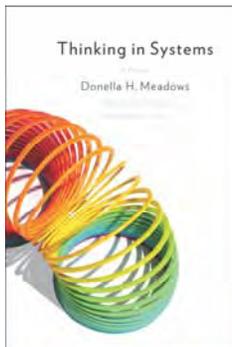
* with a skillful attitude of curiosity, acceptance, humility, and courage

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"Today the continuing resistance to racial equality despite undeniable progress, can be largely explained by a **fundamental ambivalence** on the part of the majority of white Americans: their desire to denounce blatant racial injustices, and yet preserve a situation of white social dominance and privilege. To say it plainly, most Americans are committed to both **interpersonal decency and systemic inequality.**"

Massingale, Bryan A. (2010). Racial Justice and the Catholic Church (p. 41). New York: Orbis.

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Think not in terms of a static world, but a dynamic one. Stop looking for who's to blame; instead ask, "What's the system?"

Adapted from Donella H. Meadows (2008). Thinking in systems: A primer. (p.34)

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“Paradigms are the sources of systems. From them, from shared social agreements about the nature of reality, come system goals, information flows, feedbacks, ... and everything else about systems.”

Adapted from Meadows, D. H. (2008).
Thinking in systems: A primer. (p.163)

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normative paradigm
culture, diversity, & inclusivity

- Culture Blind
- Individual
- Intentions
- Equality

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paradigm SHIFT

- Culture Blind
 - Individual
 - Intentions
 - Equality
- 
- Awareness
 - System
 - Impact
 - Equity

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NEW PARADIGM

Cultural Awareness

Individual <>
System

Equity / Responsive

Impact

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- Point at the anomalies and **failures** in the old paradigm.
- Speak and act, loudly and with assurance, from the **new one**.
- Insert **people** with the new paradigm in places of public visibility and power.
- Don't waste time with reactionaries; rather, you work with **active change agents** and with the vast middle ground of people who are **open-minded**.

Adapted from Meadows, D. H. (2008).
Thinking in systems: A primer. (p. 164)

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Opening the Door

"I would like to ask you about something that I usually bring up with every person I work with.

I have found that a person's culture (like their ethnicity, gender, sexual orientation, or any other aspect of their identity or background) can be an important part of their life or experience.

Are any of these meaningful to you or important for me to keep in mind?"



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Opening the Door

“My intention was not to offend you when I brought up the topic of race and ethnicity. As we’ve discussed before, I want therapy to be a place where you can talk about anything that might be relevant to your life.

In this case, I wondered whether anything related to our racial/ ethnic differences might be affecting our therapy process. If this is not relevant, or if it’s not something you wish to talk about here, I certainly respect that decision.”

(Cardemil & Battle, p. 283)

Guess who’s coming to therapy? Getting comfortable with conversations about race and ethnicity in psychotherapy. Professional



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Cultural Formulation Interview¹

1. People often understand their problems in their own way, which may be similar to or different from how doctors or counselors describe the problem. How would you describe your problem?

7. Sometimes, aspects of people’s background or identity can make their [PROBLEM] better or worse. By background or identity, I mean, for example, the communities you belong to, the languages you speak, where you or your family are from, your race or ethnic background, your gender or sexual orientation, or your faith or religion.

For you, what are the most important aspects of your background or identity?[or] Which part of your background do you feel closest to?

Are there any aspects of your background or identity that make a difference to your [PROBLEM]?

Have you experienced discrimination or been treated badly as a result of your background or identity?

9. Often, people look for help from many different sources, including different kinds of doctors, helpers, or healers. In the past, what kinds of treatment, help, advice, or healing have you sought for your [PROBLEM]? Useful? Not useful?

¹ Source: Adapted from American Psychiatric Association’s Cultural Formulation Interview in DSM 5 and as found in <http://www.psychiatry.org/practice/dsm/dsm5/online-assessment-measures#Cultural>

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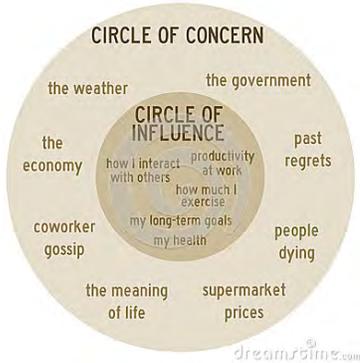
“Magical leverage points are **not easily accessible**, even if we know where they are and which direction to push on them.

There are no cheap tickets to mastery. You have to **work hard** at it, whether that means rigorously analyzing a system or rigorously casting off your own paradigms and throwing yourself into the humility of not-knowing.

In the end, it seems that mastery has less to do with pushing leverage points than it does with strategically, profoundly, madly, letting go and **dancing with the system.**”

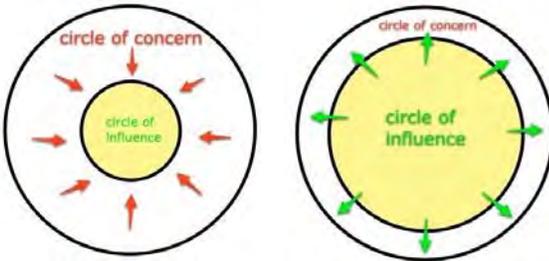
Source: Meadows, D. H. (2008). Thinking in systems: A primer. (p. 165)

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Source: Covey, S. R. (1989). *Seven habits of highly effective people*. New York: Simon & Schuster.

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