

SOCIAL JUSTICE IN SUPERVISION DAY OF LEARNING AND SHARING 2022

Pat Wilcox & Aminah Ali



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INSTITUTE



KLINGBERG
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ABOUT US

The Traumatic Stress Institute fosters the transformation of organizations and service systems to trauma-informed care (TIC) through the delivery of whole-system consultation, professional training, coaching, and research. Our model is currently used at 86 agencies in the US, Canada and Jamaica. The Traumatic Stress Institute is a division of Klingberg Family Centers.

LEARNING OBJECTIVES

PARTICIPANTS WILL BE ABLE TO:

1. Define their behavioral health values and create a plan to promote social justice in their roles as leaders within the organization.
2. Identify the positionalities of the supervisor and supervisee to understand unique experiences in supervision.
3. Understand how to partner with supervisees to improve the culture of the organization.
4. Appraise and discuss the implicit bias has on the supervisory relationship and client care.
5. Discuss the relevance of racism and inter-generational trauma with supervisees.
6. Construct a plan to integrate the use of positionalities in reflective supervision.

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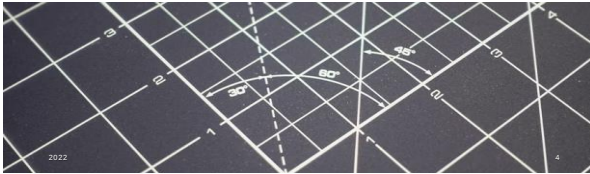


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OUR
APPROACH

We urge participants to consider questions from all possible configurations. Bias can enter our work whether we are a person of color or white and whether our supervisee is the same race or a different race. This icon will appear to identify questions for ongoing reflection.



SUGGESTED ACTIVITY



Handouts include a PDF journal containing the questions raised in this presentation. We encourage you to note initial thoughts during the presentation and schedule a regular time to revisit and add to your reflections to help you grow.



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THE PERSON
OF THE
SUPERVISOR



REFLECTING ON THE SUPERVISOR

Why is it so important to understand ourselves?

How does that help us become better supervisors?

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SMALL GROUPS LOCATING OURSELVES

- Where did you grow up and how diverse was it?
- In what ways did you have privilege?
- In what ways did you feel disadvantaged?
- What messages did you receive from your family, friends and community about groups who were different than yours?

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SMALL GROUPS LOCATING OURSELVES

When did you first become aware of yourself as a racial being? How did that happen?

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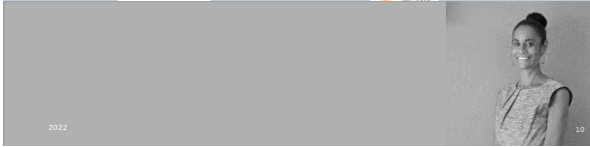


WHAT IS TRAUMA?

TRAUMA REFERS TO BOTH THE EVENT AND THE PARTICULAR RESPONSE TO THE EVENT. THE EXPERIENCING OF, UNDERSTANDING OF, AND HEALING FROM TRAUMA VARIES AMONG INDIVIDUALS, BECAUSE WE ALL ARE UNIQUE AND BRING OUR PERSPECTIVES AND STRENGTHS TO OUR EXPERIENCES (PROFFITT, 2010)

TRAUMA IS OFTEN THE RESULT OF AN OVERWHELMING AMOUNT OF STRESS THAT EXCEEDS ONE'S ABILITY TO COPE, OR INTEGRATE THE EMOTIONS INVOLVED WITH THAT EXPERIENCE. TRAUMA IS A REACTION TO A KIND OF WOUND. IT IS A REACTION TO PROFOUNDLY INJURIOUS EVENTS AND SITUATIONS IN THE REAL WORLD AND, INDEED, TO A WORLD IN WHICH PEOPLE ARE ROUTINELY WOUNDED. COMPLEX TRAUMA OCCURS REPEATEDLY AND IS CUMULATIVE.

DR. LAURA QUIROS



WHAT IS TRAUMA-INFORMED CARE?

SAMSHA Principles:

- Safety
- Trustworthiness and transparency
- Peer support
- Collaboration and mutuality
- Empowerment, voice and choice
- Cultural, historical and gender issues

How do these apply to supervision?



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AWARENESS OF OUR OWN BIAS (COUNTERTRANSFERENCE)

Examining implicit bias towards supervisees

1. Who do you find easy to supervise?
2. Who scares you?
3. Who are you extra helpful with?
4. Who do you have difficulty confronting?
5. Who do you tend to doubt or question the most?
6. Who do you protect?
7. What factor trigger my bias:
 1. Age,
 2. Race,
 3. Similarities
 4. What else?



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AWARENESS OF BIAS

Where have you seen bias play out in supervision, either as a supervisor or supervisee?



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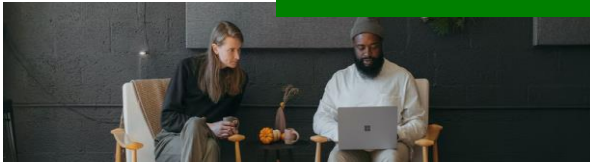
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RACIAL BIAS

How does racial identity of the supervisor and supervisee influence the giving and receiving of feedback?



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SMALL GROUPS OUR BIAS AS SUPERVISORS

1. Who do you find easy to supervise?
2. Who scares you?
3. Who are you extra helpful with?
4. Who do you have difficulty confronting?
5. Who do you tend to doubt or question the most?
6. Who do you protect?



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TRAUMA INFORMED ADDRESSES RACISM

BASED ON THE WORK OF CANDICE ROSE VALENZUELA

Trauma Informed means:

- You are actively working for racial justice.
- You consider historical and racial trauma as part of the traumatic load.
- You do not operate from colorblind/race evasive approach that ignores the "beauty, knowledge and resilience of black, indigenous and other people of color (Asian, latinx)".
- You have to be committed to examining race, racism, and white supremacy.

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Dr. Laura Quizon
KINDENBERG FAMILY CENTERS



THE SUPERVISOR SUPERVISEE RELATIONSHIP

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SUPERVISOR TRAINING

Do we get training?

Do we get training in social justice issues in supervision?

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SUPERVISOR SUPERVISEE RELATIONSHIP

Naming the power differentials and identity differences.

- When would you do this?
- How would you initiate the conversation?
- Are you prepared to make this an ongoing conversation?
- What do you need to do to prepare for this conversation?

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SMALL GROUPS NAMING THE POWER DIFFERENTIALS

- Have you ever done this? Or has it ever happened to you?
- When would you do this?
- How would you initiate the conversation?
- Are you prepared to make this an ongoing conversation?
- What do you need to do to prepare for this conversation?



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FEAR AND ASSUMPTIONS

- What agreements can we establish that will help?
- Consider:
 - White supervisors
 - Supervisors of color
 - White supervisees
 - Supervisees of color.

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SUPPORTING THE SUPERVISEE

- Build trust
- Discuss confidentiality
- Validate
- Empathize
- Listen

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WHAT TO AVOID IN SUPERVISION

Avoid assumptions that:

- One person represents their whole group
- Supervisees of color will come up with all the ideas
- Only people of color should object to racist incidents or remarks.
- You know the solution without listening extensively to all concerns

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SMALL GROUPS AVOIDING ASSUMPTIONS

Have you ever experienced or done any of these things:

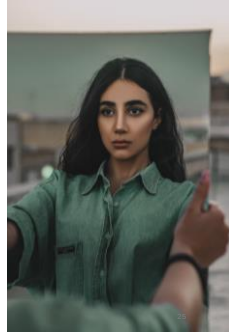
- Being expected to represent a group
- Being expected to bear the weight of objecting to all racist events?
- Being asked to lead DEI initiatives without any change in your main job?
- Having a supervisor assume they know what you need?

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HOW TO BUILD SELF AWARENESS

- Recognizing and discussing bias is a strength
- Model by acknowledging your bias



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- What have you done to bring awareness of social justice issues?
- Have you discussed current social justice events with your supervisees or team? How did it go?
- Have there been racial tension in a team you supervise? How did you handle it?



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FACILITATING SOCIAL JUSTICE IN YOUR TEAM

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SMALL GROUPS SOCIAL JUSTICE AND TEAM

- What have you done to bring awareness of social justice issues?
- Have you discussed current social justice events with your supervisees or team? How did it go?
- Have there been racial tension in a team you supervise? How did you handle it?



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TEAM DYNAMICS

- How do you make room for diverse culture and experience?
- How do you handle offensive remarks?
- How intentional are you about inclusion?
- How do you help the team hold tension and tolerate the discomfort together?



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SMALL GROUPS SOCIAL JUSTICE AND TEAM

- How have racial dynamics shown up in your team?
- How did the team and management handle this?
- Anything you would like to do differently?





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RACIAL AWARENESS IN THE TEAM

Team Building Practices

- Share responsibility to come up with discussion topics or activities
- Discuss personal histories of racism and racial injustice
- Discuss reactions to current events
- Develop a resource library
- Get educated together



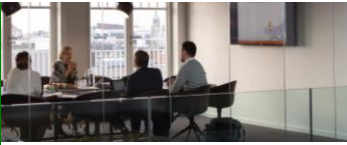


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**INJUSTICE WITHIN
THE AGENCY**

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What would you do if a supervisee brought up a concern about social justice within your organization or your team?





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SOCIAL JUSTICE IN THE AGENCY

- Individual advocacy
 - Start with little things
- Team Building
 - Awareness
 - Multiple perspectives
- Advocating within the agency
- Agency activism

How have you taken action to improve social injustice in your agency?



SMALL GROUPS SOCIAL JUSTICE AND AGENCY

- Has a supervisee ever brought to your attention an injustice in the agency? Or have you ever brought one to your supervisor?
- How did you/your supervisor respond?
- How could it have gone better?
- Do you feel that your agency has a good protocol for responding to complaints of injustice?



CURRENT EVENTS

How much should we discuss
upsetting current events?

- Validate that people are affected
- Address the elephant in the room
- Establish a time for discussion

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SMALL GROUPS TEAMS AND CURRENT EVENTS

- Do you discuss current events in your team meetings?
- Have there been any difficulties or challenges to doing so?
- What advice would you have for someone who wants to start doing this?



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RECOGNIZING & RESPONDING TO RACIAL ISSUES IN PRACTICE

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PSYCHOSOCIAL
ASSESSMENT

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Should asking about the effect of racism on a client be a standard psycho-social question?

- Which clients should we ask?
- Should it be on our intake forms?



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HOW TO TALK EFFECTIVELY ABOUT RACE



- How might this inform your relationship with your supervisees?
- How might this improve their practice with clients?

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RECOGNIZE AND RESPOND TO RACIAL ISSUES IN PRACTICE

- Avoid:
- Disavowing implicit bias
 - Error of attribution
 - Minimizing affects of racism

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RACE AND CLINICAL PRACTICE

Starting a conversation about racism

- Join and establish rapport
- Introduce the idea of weathering
- Inquire about the affects of weathering on client's mental health
- Validate client's experience
- Advocate for systemic justice

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SMALL GROUPS CLIENT EXPERIENCES OF RACISM

- Have you, or your supervisees, ever experienced racism from a client?
- Have you or a supervisee ever helped a client deal with racism that was directed at a the client? How did that work out?
- Do you think we are open to learning about clients; experiences with racism? Do we ever inquire, do we validate, how do we make space for this?



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TRAUMA INFORMED PRACTICE

Help supervisees

- Develop awareness of multi-generational trauma
- Recognize the effects of multi-generational trauma
- Integrate knowledge of multi-generational trauma into clinical practice

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EPIGENETICS

Racism has long lasting generational consequences.



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SYSTEMIC RACISM

Systemic racism and its longstanding effects

We believe that the causes of poverty and dysfunction are largely systemic, but we act as though they are personal and individual.

- Housing
- Education
- Health care
- Experiences with authorities
- Sports world



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SMALL GROUPS MULTIGENERATIONAL AND SYSTEMIC RACISM

- How do you bring an awareness of multigenerational effects into your supervision?
- How do we add an awareness of systemic issues into our practice?



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TAKE AWAYS

Practice:

- Self awareness and personal activism
- Social justice in the supervisory relationship
- Social justice awareness in team development

Helping supervisees:

- See, understand and discuss the affects of racism on their clients
- Understand epigenetics and multi-generational trauma
- Building racial self-awareness

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Thoughts? Questions?





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PRESENTER
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