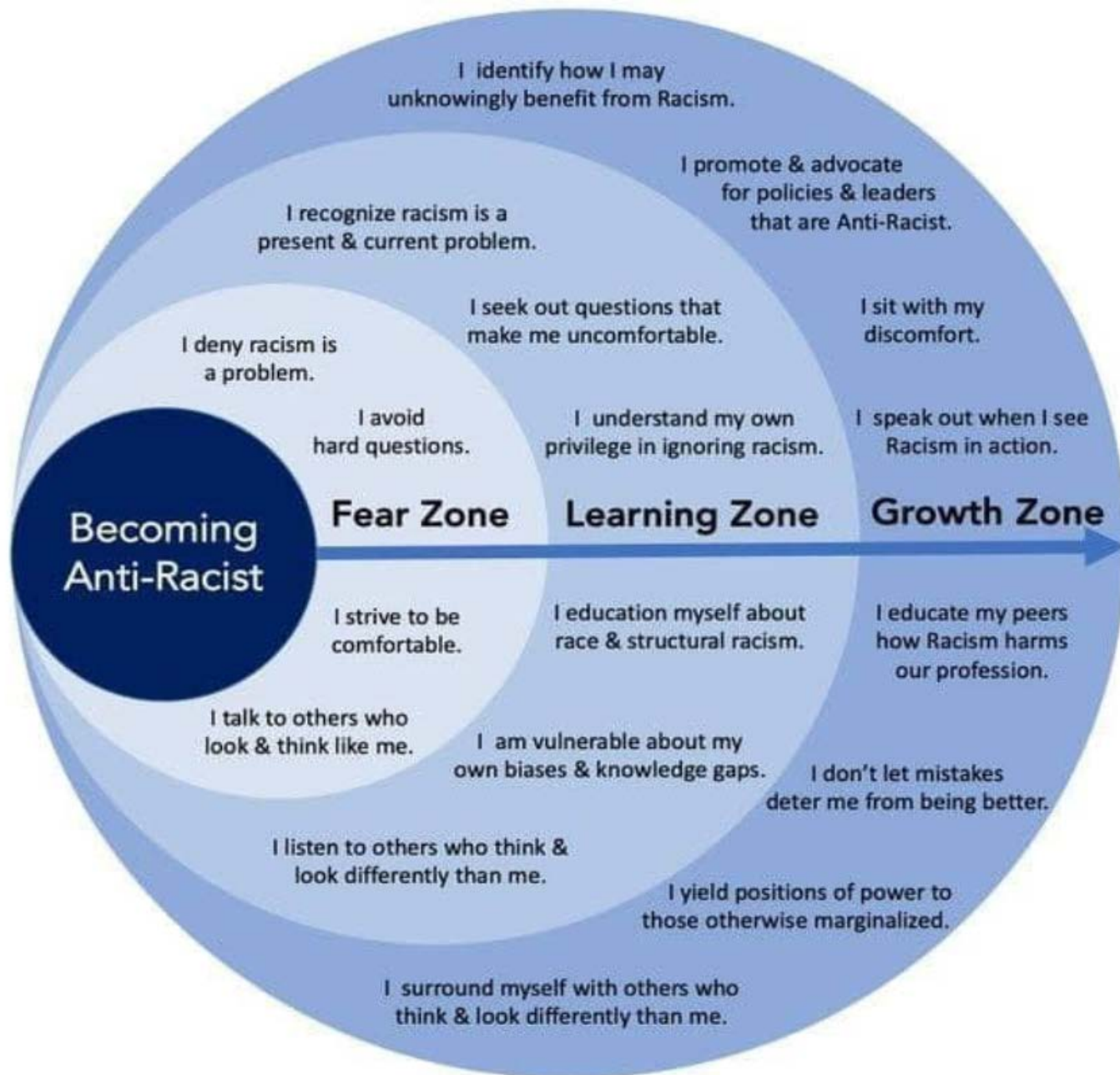


DEI Resource Tool for Supervision



FEAR ZONE

Goals	Objectives	Suggested Interventions and Dialogue	Timeline
<ul style="list-style-type: none"> <input type="checkbox"/> Understand own privilege and bias 	<ul style="list-style-type: none"> <input type="checkbox"/> Self-Reflection: Increase awareness of self and identity 	<ul style="list-style-type: none"> <input type="checkbox"/> Take Harvard Implicit Association Test (IAT) and discuss results with a trusted support person. <input type="checkbox"/> What was it like to grow up in your family and how has this affected your view of people different from you? <input type="checkbox"/> How does your culture view mental health and trauma? <input type="checkbox"/> Think about the people in your support system and those who you interact with on a regular basis. How do your identities compare to theirs? <input type="checkbox"/> If you're faced with a cultural behavior that's very different from your own, think about how and why you behave the way you do. <input type="checkbox"/> In your personal life, have you ever been impacted by racism or another form of social injustice? <input type="checkbox"/> How might your safety and confidence change when discussing social justice and culture with people of similar or different identities of your own? <input type="checkbox"/> Tell me about a time you observed culturally insensitive behavior on the job. How did you respond? <input type="checkbox"/> Other (specify): 	

Goals	Objectives	Suggested Interventions and Dialogue	Timeline
<input type="checkbox"/> Understand own privilege and bias	<input type="checkbox"/> Team-Reflection: Increase awareness of team identities and wider cultures.	<input type="checkbox"/> What aspects of your team dynamic encourage intercultural celebration? <input type="checkbox"/> How might the safety and confidence of your team change when discussing social justice and culture with people of similar or different identities? <input type="checkbox"/> Follow a social media account of someone with different identities from you, and/or an organization dedicated to social justice work. <input type="checkbox"/> Other (specify):	
<input type="checkbox"/> Other (specify):	<input type="checkbox"/> Other (specify):	<input type="checkbox"/> Other (specify):	

LEARNING ZONE

Goals	Objectives	Suggested Interventions and Dialogue	Timeline
<p><input type="checkbox"/> Create opportunities for open dialogue around race, ethnicity, culture, etc.</p>	<p><input type="checkbox"/> Increase dialogue surrounding history of marginalized identities and cultures</p>	<p><input type="checkbox"/> What are some ways colonization still impact systems of power and violence today?</p> <p><input type="checkbox"/> How has there been progress, or lack of progress with respect to marginalization of peoples?</p> <p><input type="checkbox"/> Visit Courageous Conversation website to explore latest articles.</p> <p><input type="checkbox"/> Read article "Reckoning with histories of medical racism and violence in the USA"</p> <p><input type="checkbox"/> Watch TED Talk "Can art amend history?" given by Titus Kaphar</p> <p><input type="checkbox"/> Watch TED Talk "America's native prisoners of war" given by Aaron Huey</p> <p><input type="checkbox"/> Watch "A Living History of the LGBT Movement Since The 1800s"</p> <p><input type="checkbox"/> Watch TED Talk "Our fight for disability rights – and why we're not done yet" given by Judy Heumann</p> <p><input type="checkbox"/> Read about models of disability. "Is an 'identity model' replacing the charitable, medical, and social models of disability?" by Sheri Byrne-Haber, CPACC</p> <p><input type="checkbox"/> Other (specify):</p>	

Goals	Objectives	Suggested Interventions and Dialogue	Timeline
<input type="checkbox"/> Create opportunities for open dialogue around race, ethnicity, culture, etc.	<input type="checkbox"/> Increase understanding of intercultural dynamics and bias	<input type="checkbox"/> How does our team encourage intercultural celebration? What more could we be doing? <input type="checkbox"/> How do you establish safety and confidence when discussing social justice and culture with people of similar or different identities? With clients? With coworkers? <input type="checkbox"/> Tell me about a time you observed culturally insensitive behavior on the job. How did you respond? <input type="checkbox"/> Can you recall a time when the cultural background of a community, family, or client affected your approach to a situation? <input type="checkbox"/> Other (specify):	
<input type="checkbox"/> Understand different cultures	<input type="checkbox"/> Increase cultural awareness through utilization of agency resources	<input type="checkbox"/> Read CFS ICC Page and review monthly for updated cultural recognitions and resources. Discuss something learned from the ICC Page with your team. ICC Page <input type="checkbox"/> Review resources available from Sesame Street in Communities <input type="checkbox"/> Attend a CFS Lunch and Learn <input type="checkbox"/> Review CFS Training and Information pages for available opportunities <input type="checkbox"/> Attend 8 hours of training on issues of cultural awareness, diversity, social justice, etc. (Orientation, staff summit & Relias) <input type="checkbox"/> CFS ASL Support in Zoom Guide <input type="checkbox"/> Other (specify):	

Goals	Objectives	Suggested Interventions and Dialogue	Timeline
<input type="checkbox"/> Understand different cultures	<input type="checkbox"/> Increase knowledge of specific cultural needs	<input type="checkbox"/> Can you recall a time when the cultural background of a community, family, or client affected your approach to a situation? <input type="checkbox"/> When is a time you disagreed with a community, family, or client's beliefs? How did you work to maintain unbiased service? <input type="checkbox"/> Utilize CFS Relias training modules <input type="checkbox"/> Other (specify):	
<input type="checkbox"/> Understand different cultures	<input type="checkbox"/> Identify current systemic problems	<input type="checkbox"/> Identify barriers faced by specific marginalized communities. <input type="checkbox"/> What are your thoughts and feelings about things going on in the world and current events? <input type="checkbox"/> How can our work in the community perpetuate systemic problems, discrimination or bias? <input type="checkbox"/> How does our interpersonal bias impact our assessment of the client and their interaction with the system (power differential)? <input type="checkbox"/> Read fact sheet distributed by APA " Mental Health Disparities: African Americans " <input type="checkbox"/> Other (specify):	
<input type="checkbox"/> Other (specify):	<input type="checkbox"/> Other (specify):	<input type="checkbox"/> Other (specify):	

GROWTH ZONE

Goals	Objectives	Suggested Interventions and Dialogue	Timeline
<p><input type="checkbox"/> Build trust and accountability</p>	<p><input type="checkbox"/> Acknowledge mistakes and the resulting hurt / offense, so that growth can occur</p>	<p><input type="checkbox"/> Watch Sonya Renee Taylor, "Let's Replace Cancel Culture with Accountability" video.</p> <p><input type="checkbox"/> Think about a time when you may have caused harm to another? How could you have acknowledged your mistake and worked towards amends? How would you handle the situation differently today?</p> <p><input type="checkbox"/> Am I behaving in ways that contribute to the conflict?</p> <p><input type="checkbox"/> How might I own my mistakes and make amends?</p> <p><input type="checkbox"/> Learn about principles of cultural humility. Read: "4 Elements of Cultural Humility," "3 Things to Know: Cultural Humility," and "Cultural Humility"</p> <p><input type="checkbox"/> How have you shifted from cultural anxiety to cultural humility? Where is there room for further growth?</p> <p><input type="checkbox"/> Other (specify):</p>	

Goals	Objectives	Suggested Interventions and Dialogue	Timeline
<input type="checkbox"/> Build trust and accountability	<input type="checkbox"/> Practice empathy	<input type="checkbox"/> Watch the Brené Brown empathy video . <input type="checkbox"/> Complete Emotional Intelligence Self-Assessment . <input type="checkbox"/> Define active vs. passive listening. <input type="checkbox"/> In conversations at home, practice listening without judgement or thinking about what your response will be. Then practice in the workplace. <input type="checkbox"/> What is one way you work to build trust with a community, family or client? <input type="checkbox"/> How does empathy relate to someone's sense of belongingness? <input type="checkbox"/> Other (specify):	
<input type="checkbox"/> Advocate for others in marginalized communities	<input type="checkbox"/> Practice peer education	<input type="checkbox"/> Learn and utilize bystander intervention skills (direct, distract, delegate, delay, document). Attend Hollaback Bystander Intervention training. <input type="checkbox"/> Visit Sesame Street in Communities webpage and identify resources for Racial Justice. Utilize resources in professional and personal life. <input type="checkbox"/> Practice consent and respect boundaries when advocating for marginalized individuals and communities. Read " 4 Ways White People Can Process Their Emotions Without Hijacking the Conversation on Racial Justice " by Jennifer Loubriel and apply these skills when discussing other systems of privilege/oppression. <input type="checkbox"/> Other (specify):	

Goals	Objectives	Suggested Interventions and Dialogue	Timeline
<input type="checkbox"/> Advocate for others in marginalized communities	<input type="checkbox"/> Practice cultural inclusion in professional life	<input type="checkbox"/> Give voice and power to marginalized individuals and communities. <input type="checkbox"/> When is a time you encouraged a community, family or client to share more about traditions in their culture? <input type="checkbox"/> What are aspects of culture that affect a community's sense of unity? <input type="checkbox"/> How have you supported a community, family, or client in overcoming a barrier to accessing services? <input type="checkbox"/> Read " From Cultural to Structural Competency " from American Medical Association <input type="checkbox"/> Become more familiar with resources for captioning, such as NJ Relay and CapTel <input type="checkbox"/> Kirwan Institute module series " Implicit Racial Bias 101: Exploring Implicit Bias in Child Protection " <input type="checkbox"/> Forbes article " Plain Language Writing — An Essential Part Of Accessibility " by Andrew Pulrang <input type="checkbox"/> Other (specify):	
<input type="checkbox"/> Other (specify):	<input type="checkbox"/> Other (specify):	<input type="checkbox"/> Other (specify):	

Resource Links

1. Harvard Implicit Association Test (IAT). <https://implicit.harvard.edu/implicit/takeatest.html>
2. <https://courageousconversation.com/>
3. "Reckoning with histories of medical racism and violence in the USA" <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7529391/pdf/main.pdf>
4. TED Talk "Can art amend history?" given by Titus Kaphar. https://www.ted.com/talks/titus_kaphar_can_art_amend_history
5. TED Talk "America's native prisoners of war" given by Aaron Huey
https://www.ted.com/talks/aaron_huey_america_s_native_prisoners_of_war
6. "A Living History of the LGBT Movement Since The 1800s" <https://www.youtube.com/watch?v=Q1D65SxzojI>
7. TED Talk "Our fight for disability rights – and why we're not done yet" given by Judy Heumann
https://www.ted.com/talks/judith_heumann_our_fight_for_disability_rights_and_why_we_re_not_done_yet?language=en
8. "Is an "identity model" replacing the charitable, medical, and social models of disability?" by Sheri Byrne-Haber, CPACC
<https://medium.com/the-shadow/is-an-identity-model-replacing-the-charitable-medical-and-social-models-of-disability-ce3b42bbb43d>
9. CFS ASL Support in Zoom Guide. <https://www.centerffs.org/sites/default/files/ASL%20Support%20in%20Zoom.pdf>
10. Read fact sheet distributed by APA "Mental Health Disparities: African Americans" <https://www.centerffs.org/sites/default/files/Mental-Health-Facts-for-African-Americans-APA.pdf>
11. Sonya Renee Taylor, "Let's Replace Cancel Culture with Accountability" video.
<https://www.youtube.com/watch?v=3vCKwoee27c&feature=youtu.be>
12. "4 Elements of Cultural Humility" <https://bccie.bc.ca/wp-content/uploads/2020/09/cultural-humility.pdf>
13. "3 Things to Know: Cultural Humility" <https://hogg.utexas.edu/3-things-to-know-cultural-humility>
14. "Cultural Humility" handout <https://homeforallsmc.org/wp-content/uploads/2019/11/PCRC-Cultural-Humility-Handout.pdf>
15. Brené Brown empathy video. <https://www.youtube.com/watch?v=1Evwqu369Jw&vl=zh>
16. Emotional Intelligence Self-Assessment. <http://www.nodc.org/images/stories/2018/Handouts/EI-ASSESSMENT.pdf>
17. Hollaback Bystander Intervention training. <https://www.ihollaback.org/>
18. Sesame Street in Communities. <https://sesamestreetincommunities.org/>
19. "4 Ways White People Can Process Their Emotions Without Hijacking the Conversation on Racial Justice" by Jennifer Loubriel
<https://thebodyisnotanapology.com/magazine/4-ways-white-people-can-process-their-emotions-without-bringing-the-white-tears/>
20. Read "From Cultural to Structural Competency" from American Medical Association
<https://www.centerffs.org/sites/default/files/FromCulturaltoStructuralCompetency.pdf>
21. NJ Relay and CapTel. <https://njrelay.com/>
22. Kirwan Institute module series "Implicit Racial Bias 101: Exploring Implicit Bias in Child Protection" <https://kirwaninstitute.osu.edu/implicit-bias-101>
23. Forbes article "Plain Language Writing — An Essential Part Of Accessibility" by Andrew Pulrang.
<https://www.forbes.com/sites/andrewpulrang/2020/10/22/plain-language-writing---an-essential-part-of-accessibility/?sh=299199f77935>