

Re-Engaging Cultural Competence by Addressing Racist Biases in Clinical Practice

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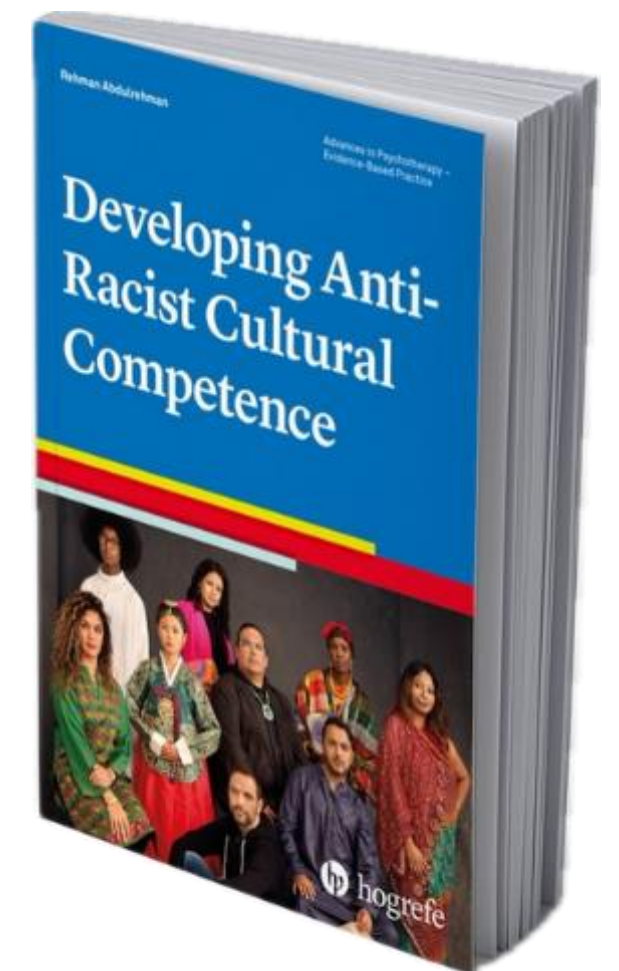
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Rehman Abdulrehman, PhD, is a clinical & consulting psychologist and author, specializing in leadership & diversity equity & inclusion. He's a TEDx speaker on "Resolving Unconscious Bias," the founder and creator of Testbias.com. He is the author of *Developing Anti-Racist Cultural Competence*, and the in-press book, *Movies, Miniseries, and Multiculturalism* due out in August 2025. He hosts a podcast on the difficult conversations of racism, called Different People, and his work has been recognized by the Society of Consulting Psychology for Excellence in Diversity and Inclusion (D&I) Consulting. Dr. Abdulrehman is an assistant professor with the department of clinical health psychology at the University of Manitoba and has held three visiting professor positions at Zanzibar University, the State University of Zanzibar, and the Muhimbili University of Health and Allied Sciences for development work in Tanzania.

Disclosures/Conflicts of Interest

- I am the author of the book, *Developing Anti-Racist Cultural Competence*, upon which the key elements of this webinar are based upon. Dr. Abdulrehman obtains royalties from the sale of this book.



Learning Objectives

1. Discuss how traditional models of cultural competence perpetuate stereotypes and biases that promote racism.
2. Describe an alternative model to cultural competence.
3. Identify how biases we carry can harm clients of color.
4. Analyze our personal biases to improve trust and the therapeutic relationship with clients of color.

Culture

1a : the customary beliefs, social forms, and material traits of a racial, religious or social group,”

“1b : the set of shared attitudes, values, goals, and practices that characterizes an institution or organization”



Culture

“1c : the set of values, conventions, or social practices associated with a particular field, activity, or societal characteristic,”

“1d : the integrated pattern of human knowledge, belief, and behavior that depends upon the capacity for learning and transmitting knowledge to succeeding generations.”



Cultural Competence



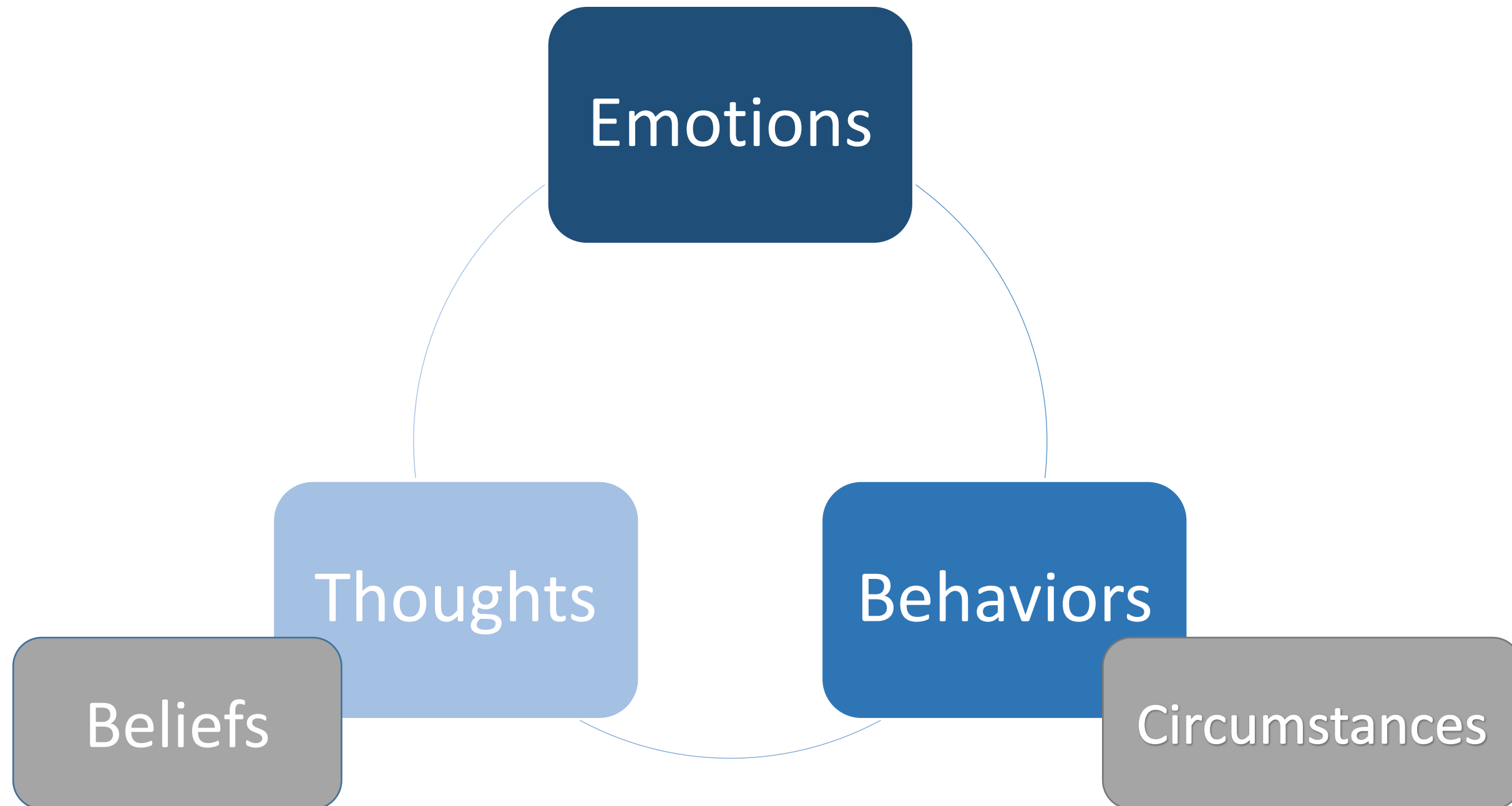
Bias

- an inclination of temperament or outline, a personal and sometimes unreasoned judgement, and a prejudice.

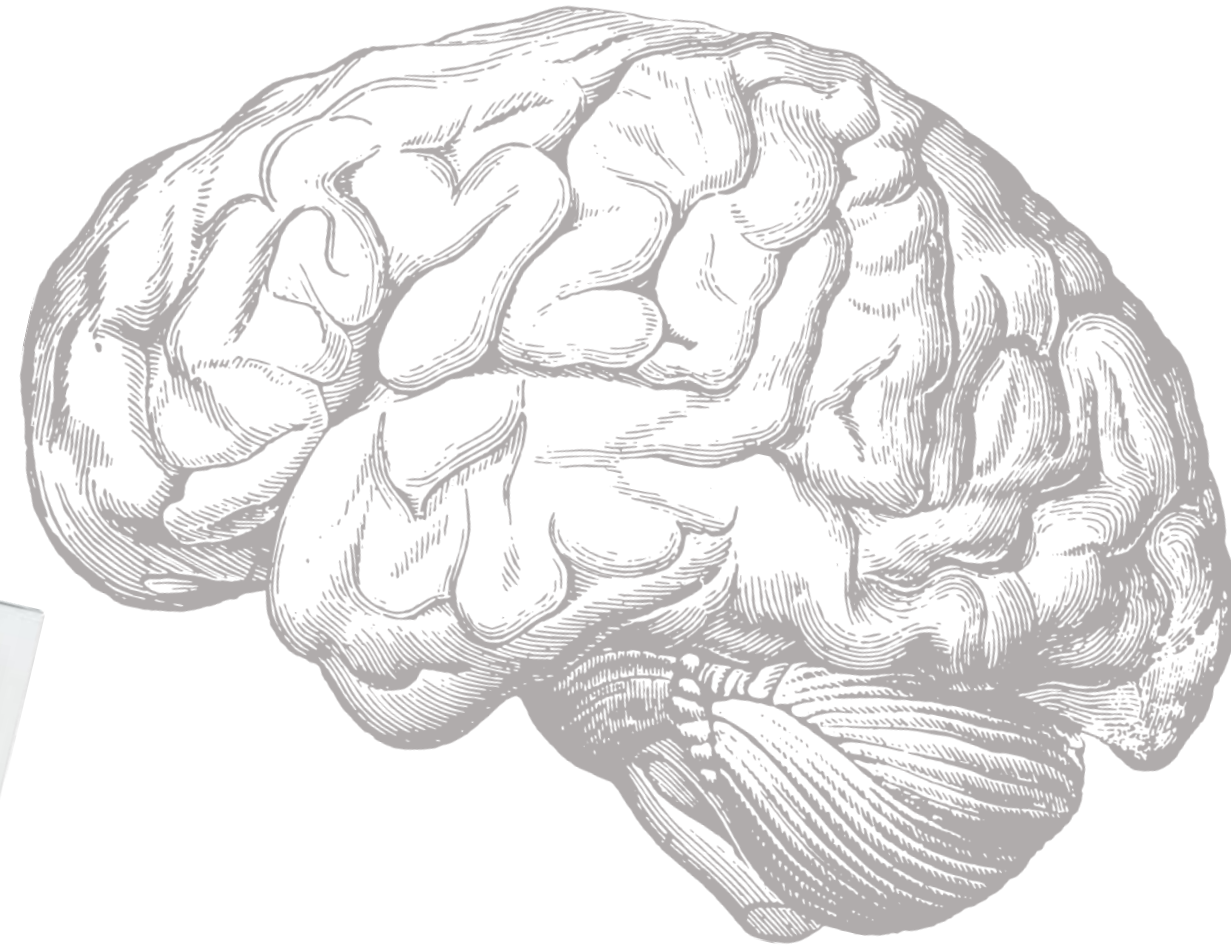
(belief or thought)

- What happens if we choose to be unaware of the thoughts that determine our behavior?

Model for Human Experience & Change

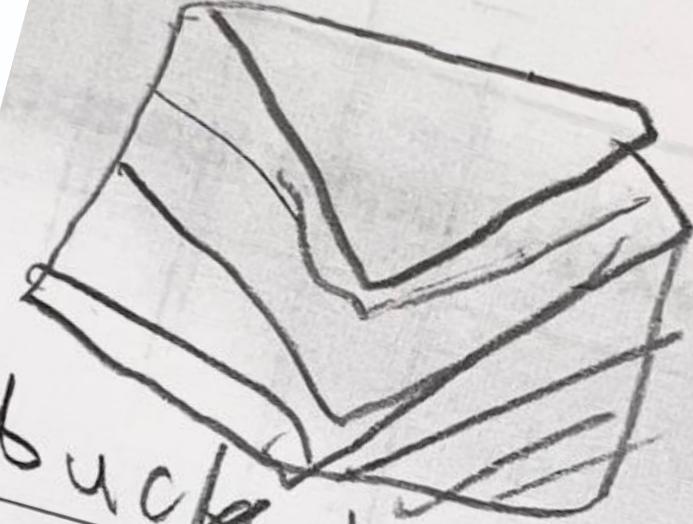


Foundation Vs. Window Dressing

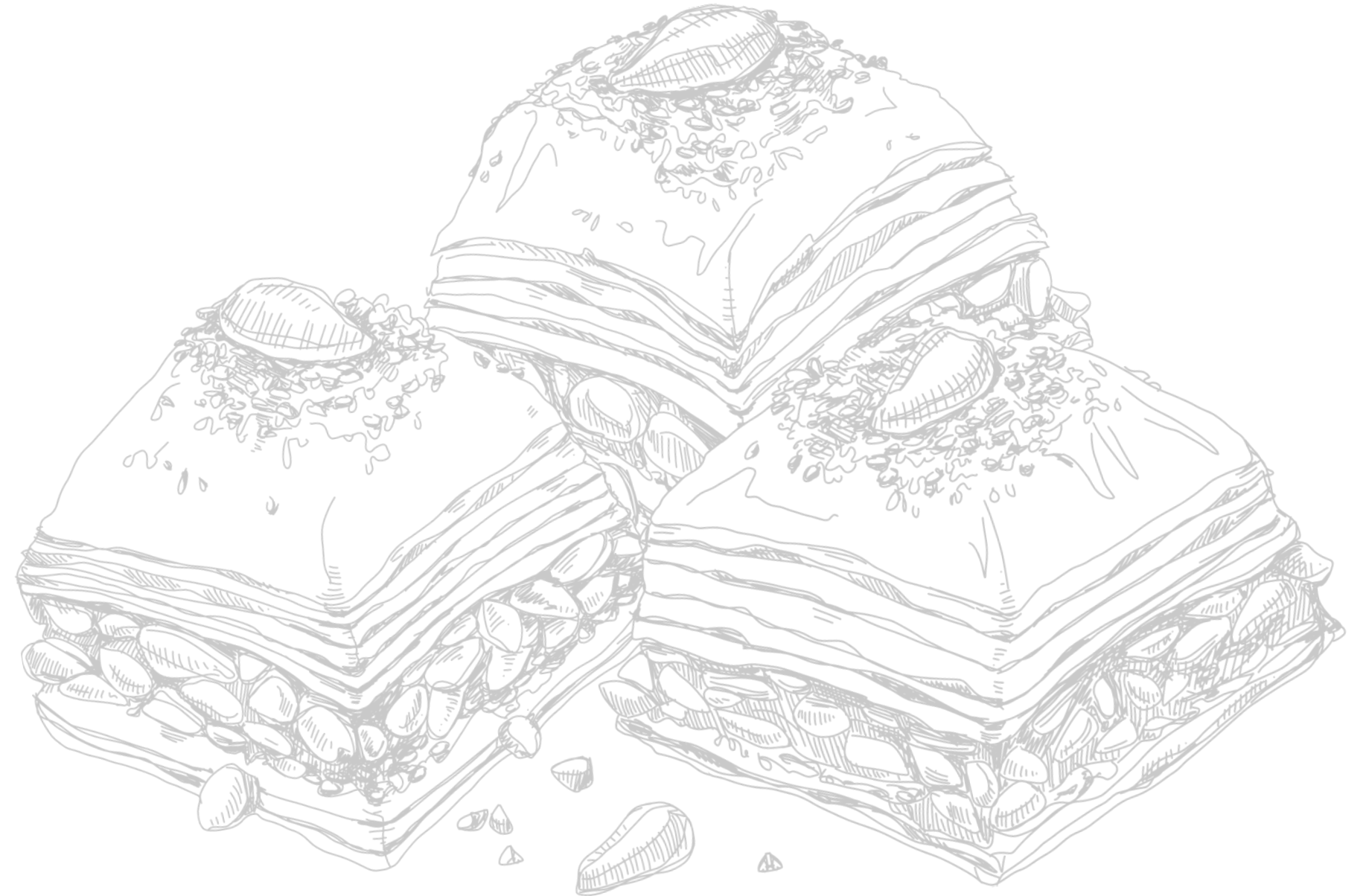


Culture is Fluid

A special food from my culture is



burrito lava



Models of Cultural Competence



Geert Hofstede



Culture by 6 Dimensions

Power/distance
uncertainty/avoidance
individualism/collectivism
masculinity/femininity
long/short term orientation
indulgence/restraint

Which person is most likely to challenge Western values?



Culture as a Threat

The belief cultural identity and values threaten Western values and by proxy Western civilization and Whiteness.

Erin Meyer



Culture by Country

Globalization leaves some people unprepared to find ways to communicate with clients and coworkers outside their own countries

Whose first language is NOT English?



Culture as Foreign

The belief that if we possess a cultural practices and beliefs that we are more likely to be foreign to Western culture.

Mathangi "Maya" Arulpragasam M.i.A.

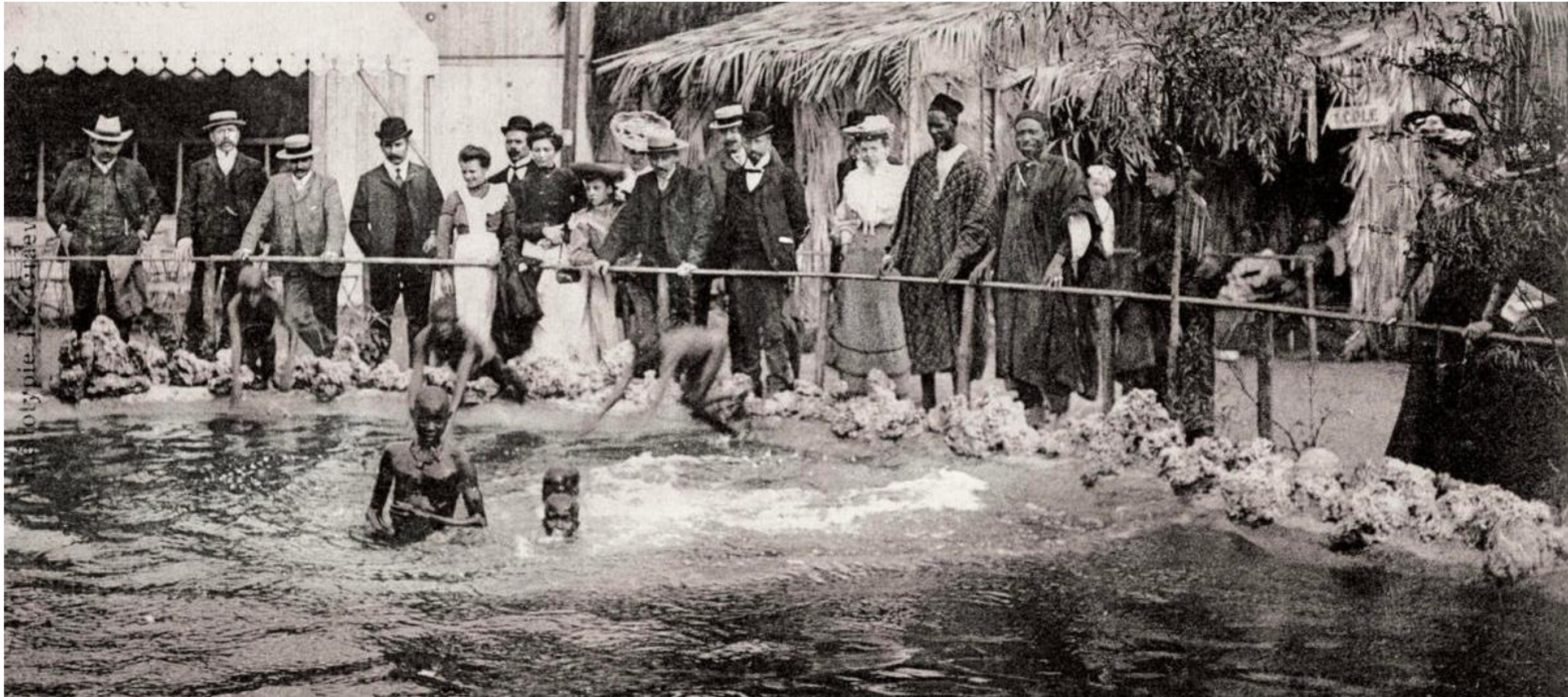


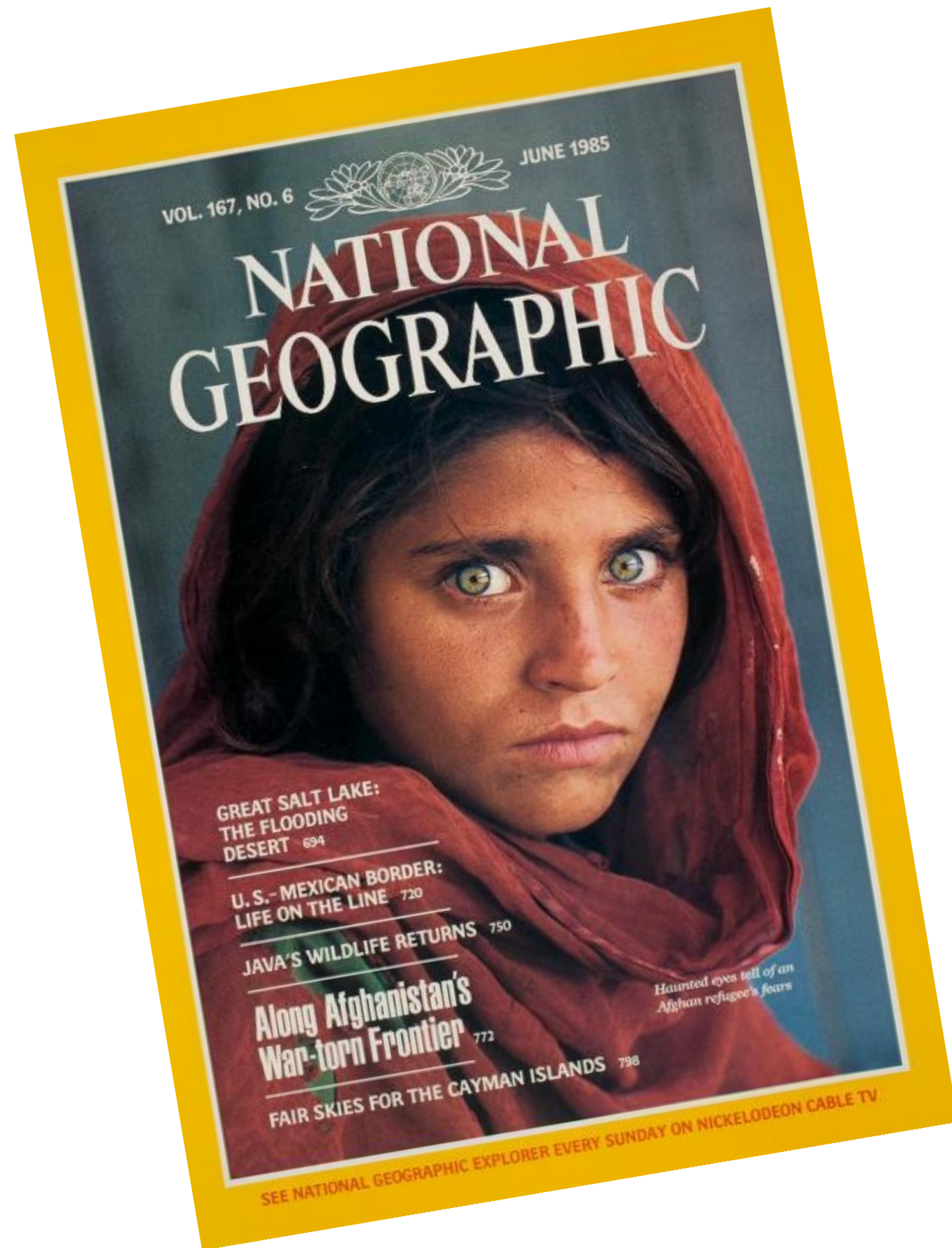


People in Boxes

Remove intersectionality, cultural fluidity, politics, time, and impact of racism.

Universal Exposition of Liège(Human zoo),Belgium 1905





Cultural Zoo

The concept of the cultural zoo lives on in a cognitive legacy, or inheritance, if not a physical one. But it is our thoughts that determine our emotions and our behavior, so these cognitive infrastructures are equally if not more powerful with greater longevity than physical infrastructures.



"Know thyself"

Socrates



*"Know thyself? If I knew myself I'd
run away!"*

Johanne Wolfgang Van Goethe



*THE WAY YOU SEE PEOPLE IS THE WAY
YOU TREAT THEM. AND THE WAY YOU
TREAT THEM IS WHAT THEY BECOME.*

JOHANN WOLFGANGE VAN GOETHE

Arthur & Collins

Yourself

your culture, your world view, your biases

The Client

culture, worldview, racism, power dynamics

The Relationship

the impact of white supremacy on the working relationship and positionality of both you and the client

Social Justice

if this is excluded you have lost trust or perpetuate power disparity



Politicized Identities

Where matters such culture, ethnicity, religion, and the rights of people of color / global majority become political because they are not perceived to impact the lives of White people. Thereby making the identity and the value of their lives political and triggers for stress and discomfort in people with privilege.

***This one understanding of identity impacts all 4 elements of Arthur & Collins model of Cultural Competence.



In this country, American
means white. Everybody else
has to hyphenate.

Toni Morrison



Orientalism can be discussed and analyzed as the corporate institution for dealing with the Orient—dealing with it by making statements about it, authorizing views of it, describing it, by teaching it, settling it, ruling over it: in short, Orientalism as a Western style for dominating, restructuring, and having authority over the Orient.

Edward Said



Oh I come from a land,
from a faraway place
Where the caravan camels roam
Where they cut off your ear
If they don't like your face
It's barbaric but hey it's home



The Big Bad Wolf

How Racism & Bias Can Impact POC

- Self-doubt and low self-esteem
- Stress
- Physical ailments
- Mental health problems
- Cultural disconnection
- Shame





Proximity

Helps us understand our
intersectionality
& our sense of community

The Inside Joke





Redefining Community



Beyond the Therapy Room

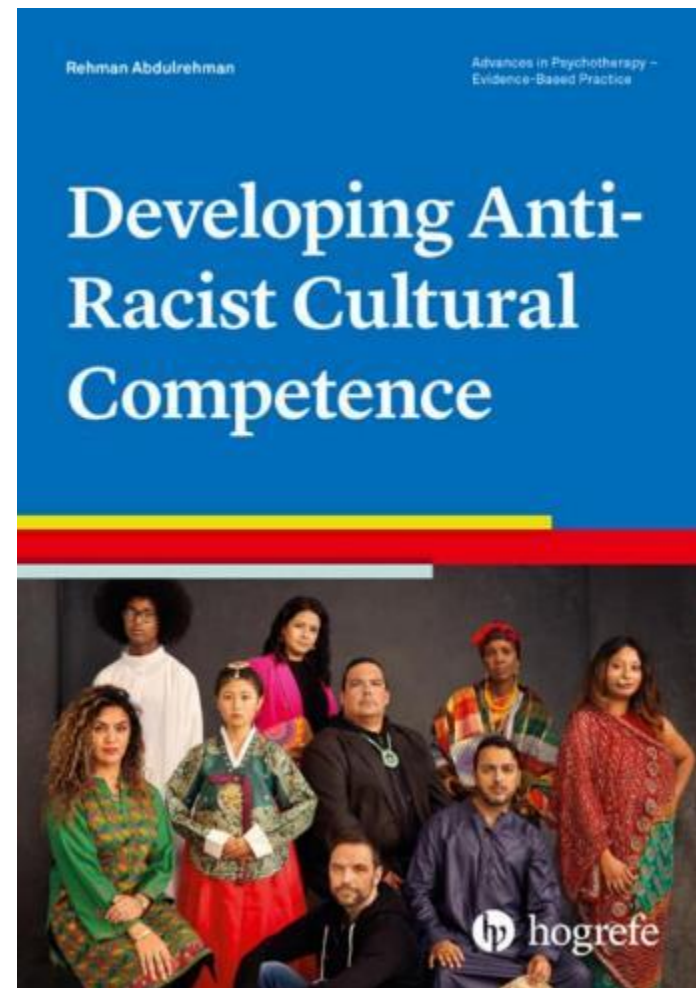
- Friendships & inner circles
- Allyship/co-conspiratorship
- Professional roles and the privilege of boundaries
- The white savior
- Getting your hands dirty



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Q&A

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