

Building foundations, shaping futures.

Treat me as ME:

The Ins and Outs of working with Diverse Populations

Today's Presenters

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Pronouns: She/Her/Hers



Staff Development Supervisor, Valley Youth House

20 years experience in Adolescent & Family mental health therapy

Hobbies: Cycling, Hiking & Photography

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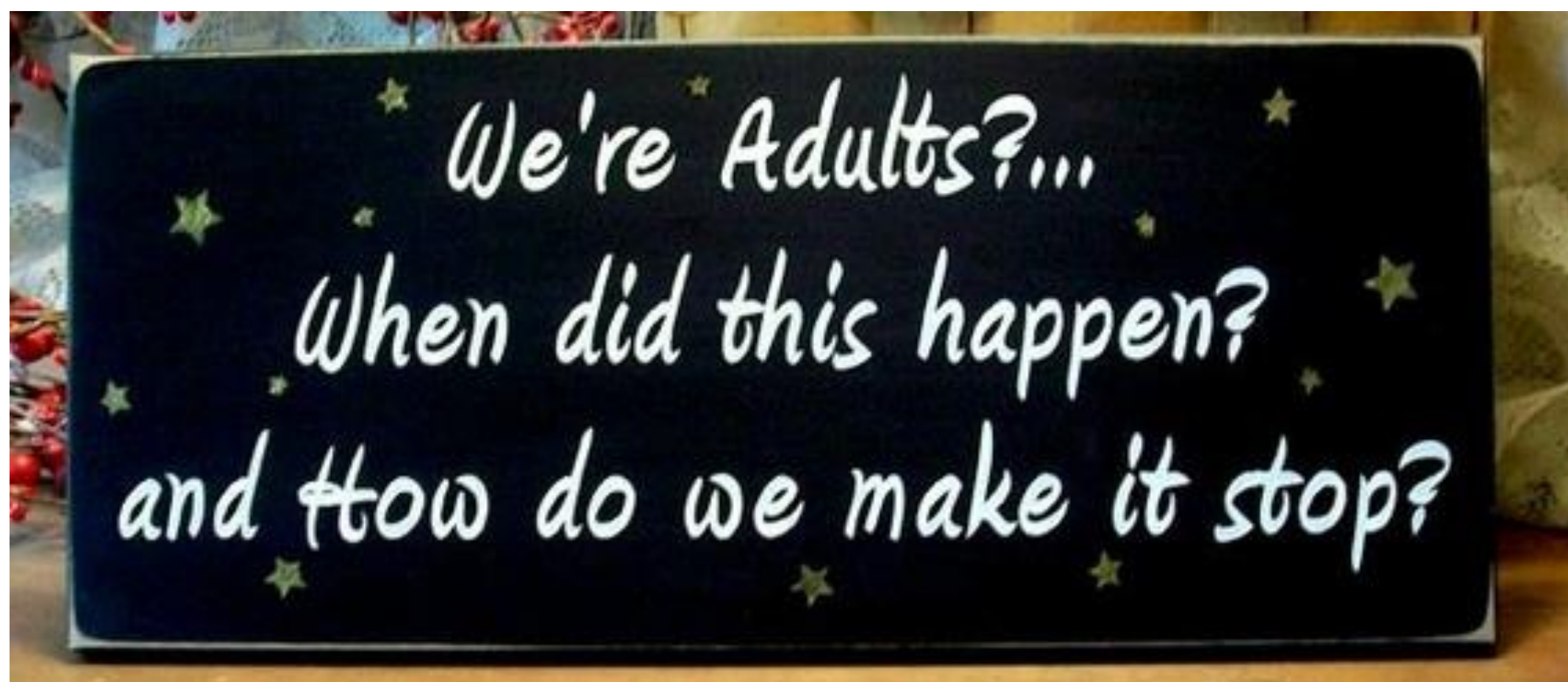
Honored as a Top 30 LGBTQ Change maker 2018

Hobbies: Traveling, Hiking & Photography

Why learn about diversity?

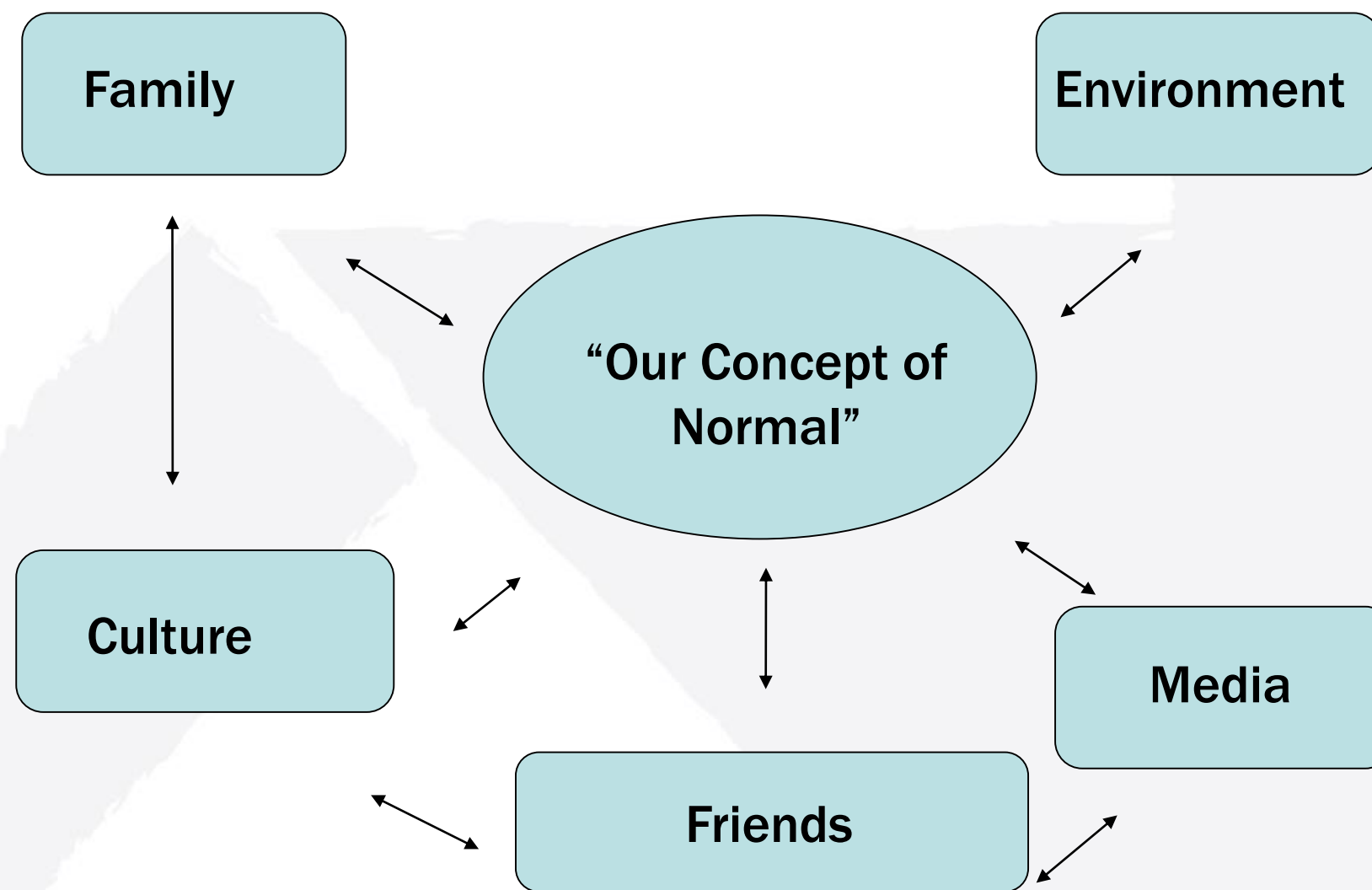
Often it is very difficult to understand the meaning of behavior without knowing something of the values/history of the family/individual. The same behavior may have different meanings to individuals of different backgrounds.

Grown People talk

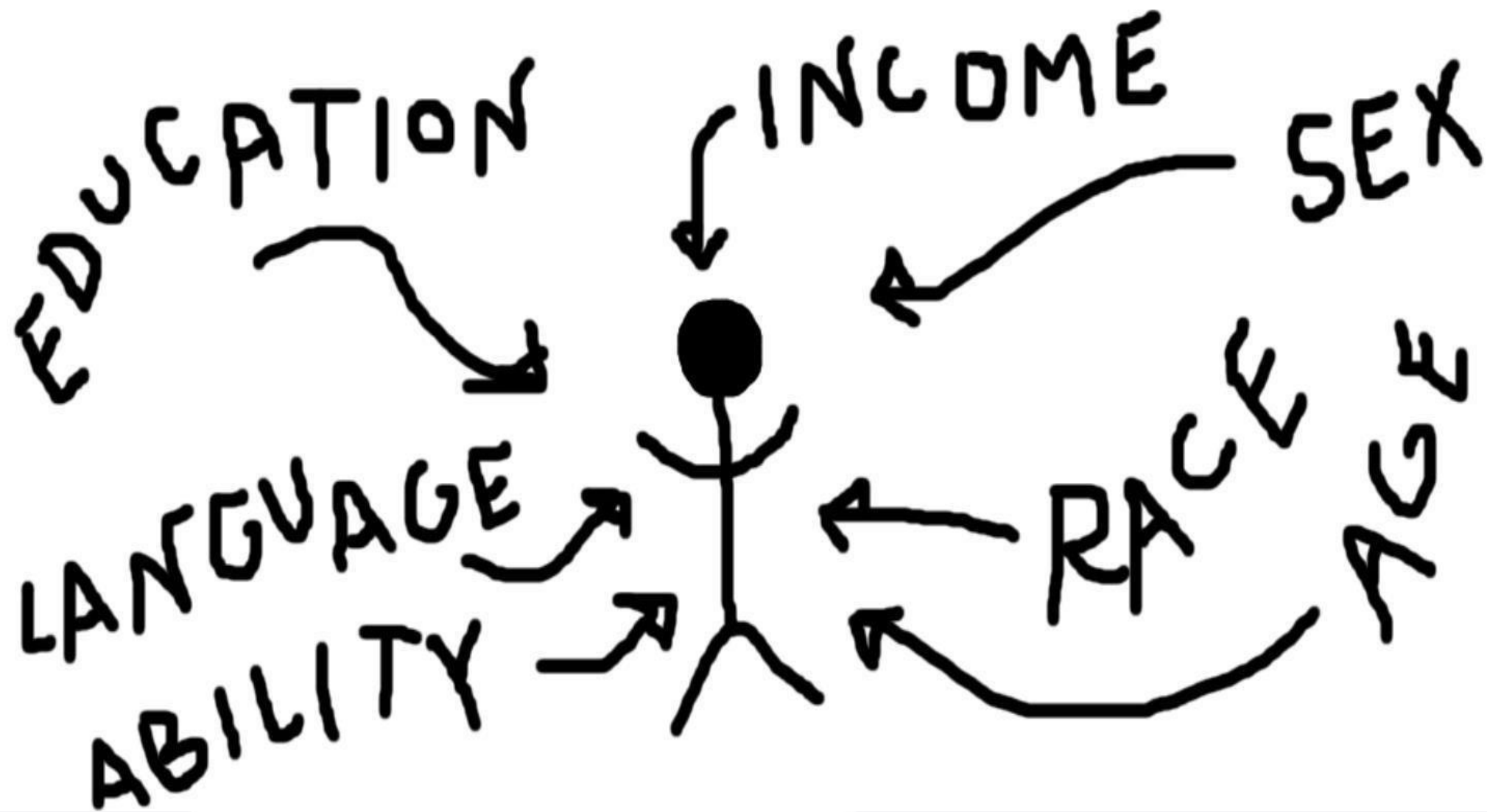


Norms, Stereotypes & Perceptions

Our perception of “Norms” are socially constructed.



Our Perception & Our Privilege



Intersectionality

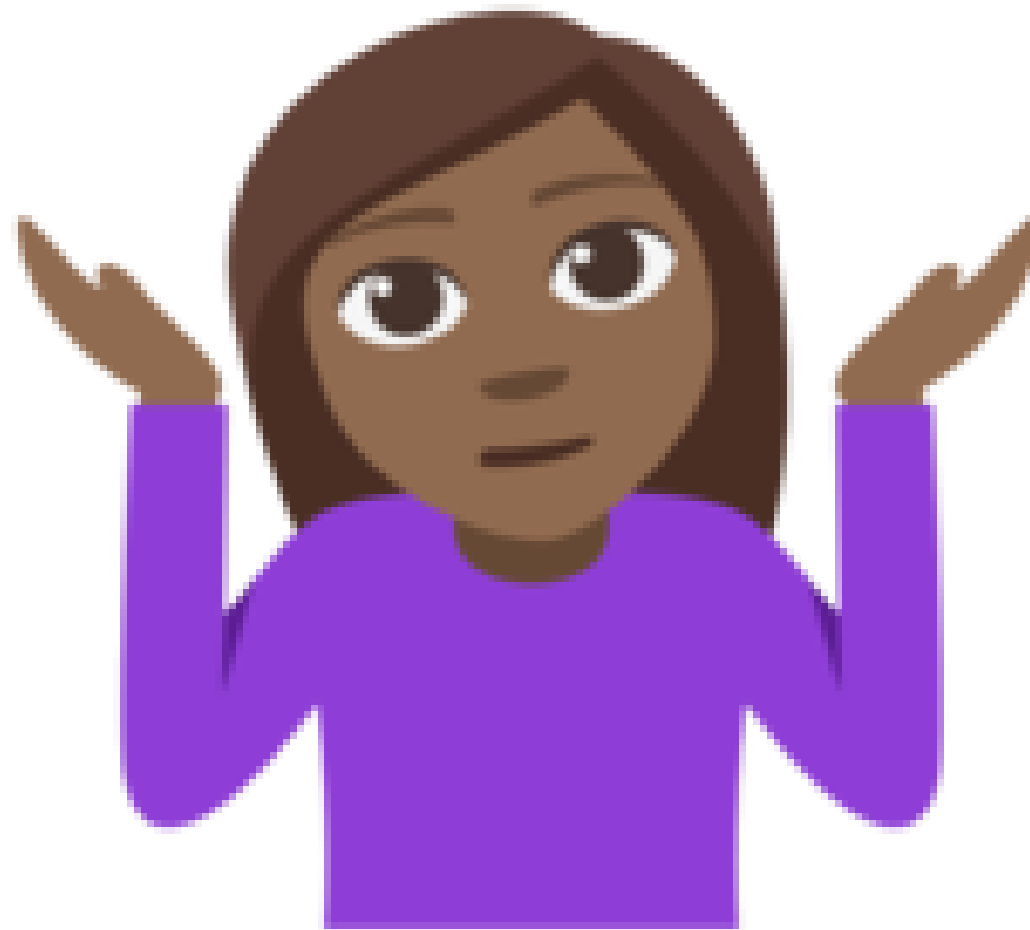
Things you were born into that afford you opportunities others may not have:

- ☐ Citizenship
- ☐ Class
- ☐ Sexual Orientation
- ☐ Sex
- ☐ Ability
- ☐ Gender



Stereotype vs Generalization

What's the difference?



What is a Stereotype?

- **ster·e·o·type**

'sterēə ,tīp/

noun

A widely held but fixed and oversimplified image or idea of a particular type of person or thing.

What is a Generalization?

- gen·er·al·i·za·tion

/ˌjen(ə)rələˈzāSH(ə)n/ Submit

noun

a general statement or concept obtained by inference from specific cases.

Stereotype vs. Generalization

- **Generalizations are helpful.**
- **Stereotypes are hurtful.**

Stereotype vs. Generalization

- **Stereotyping Statement:**

“Latinos are closed to outsiders; they only do business among themselves.”

- **Generalization Statement:**

“Trust is important in the Latino community; to do business, you first need to build relationships.”

Generalizations are helpful because they

- are used consciously and analytically
- are descriptive and flexible
- seek to be accurate
- are an attempt to capture similarities and principles
- are constantly modified by new input

stereotypes are harmful because they

- are used unconsciously and reactively
- are judgmental and rigid
- seek to be simple
- are an attempt to limit and pigeonhole
- are fixed and not open to revisiting

Common Stereotypes



Stereotypes in Media

African American Women:

89% of Black female movie characters are shown using vulgar language, while only 17% of White woman are. Black women are shown as being violent in movies 56% of the time compared to the 11% of white women

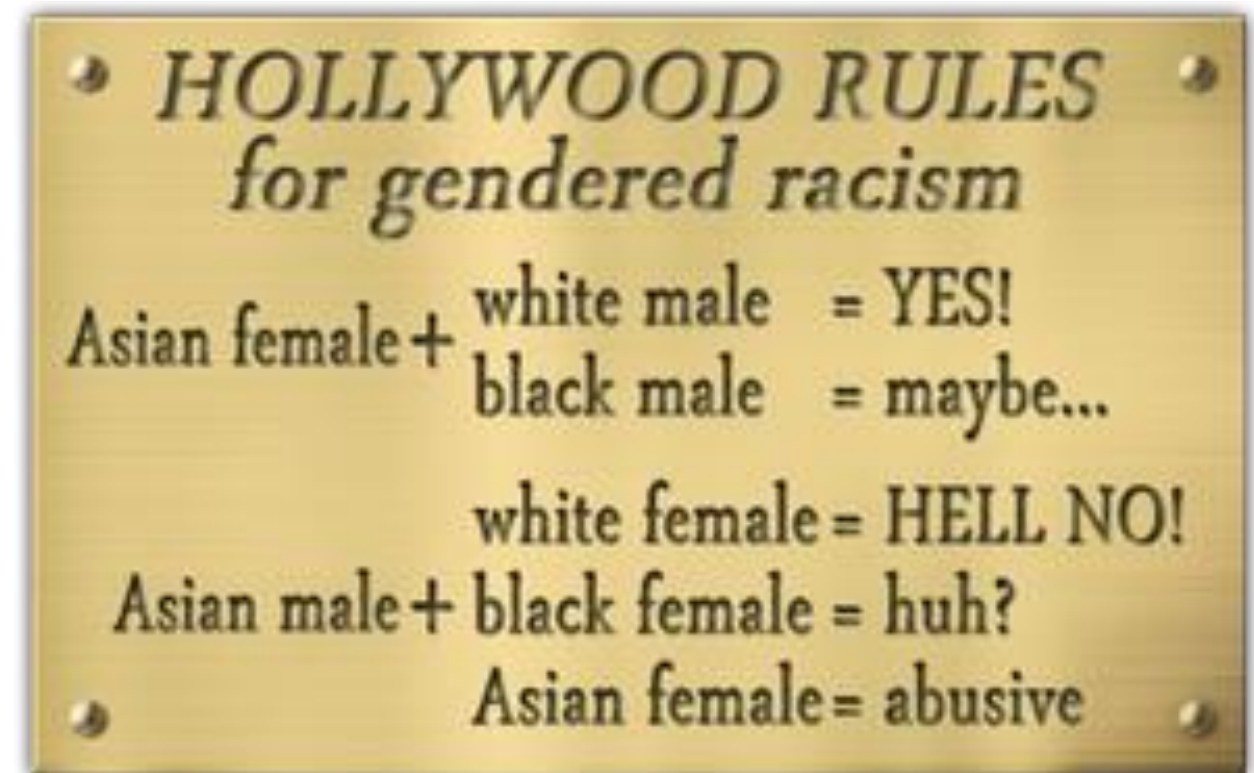
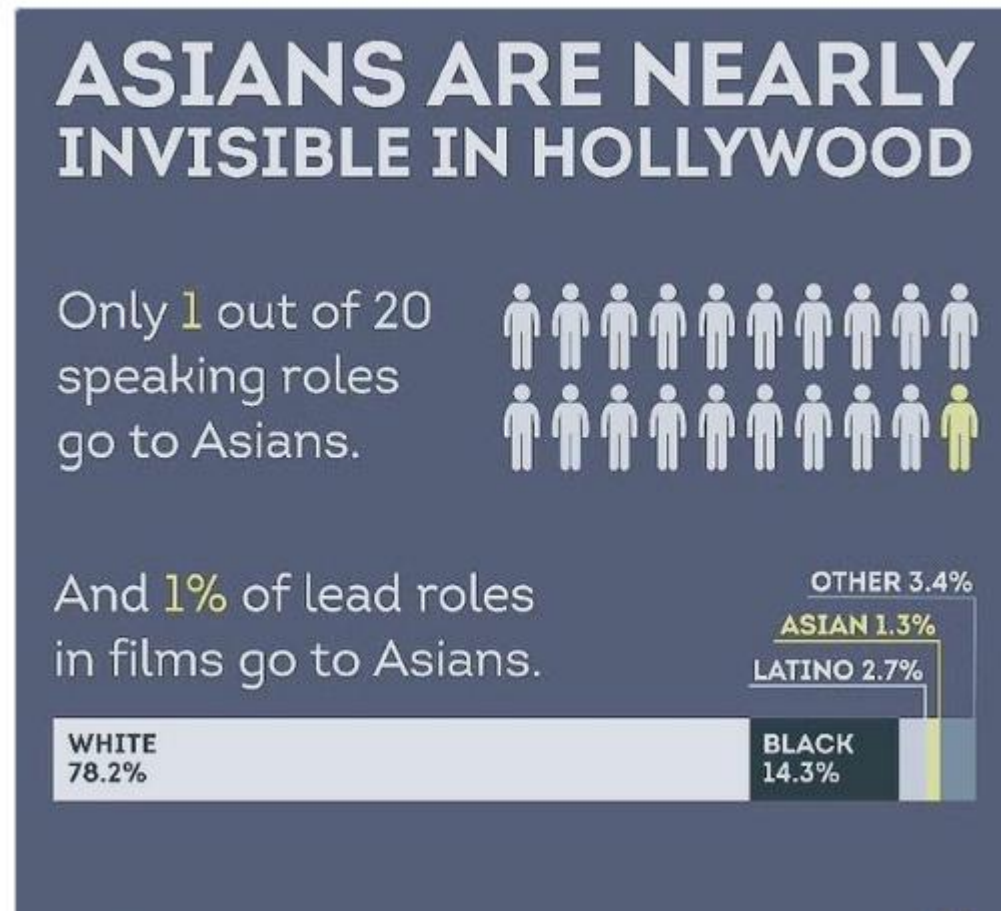
Stereotypes in Media

No Asian actress has won an Oscar in 58 years, and it's been 54 years since a Latina took home an Academy Award.

- *LA Times* (2016)



Stereotypes in Media





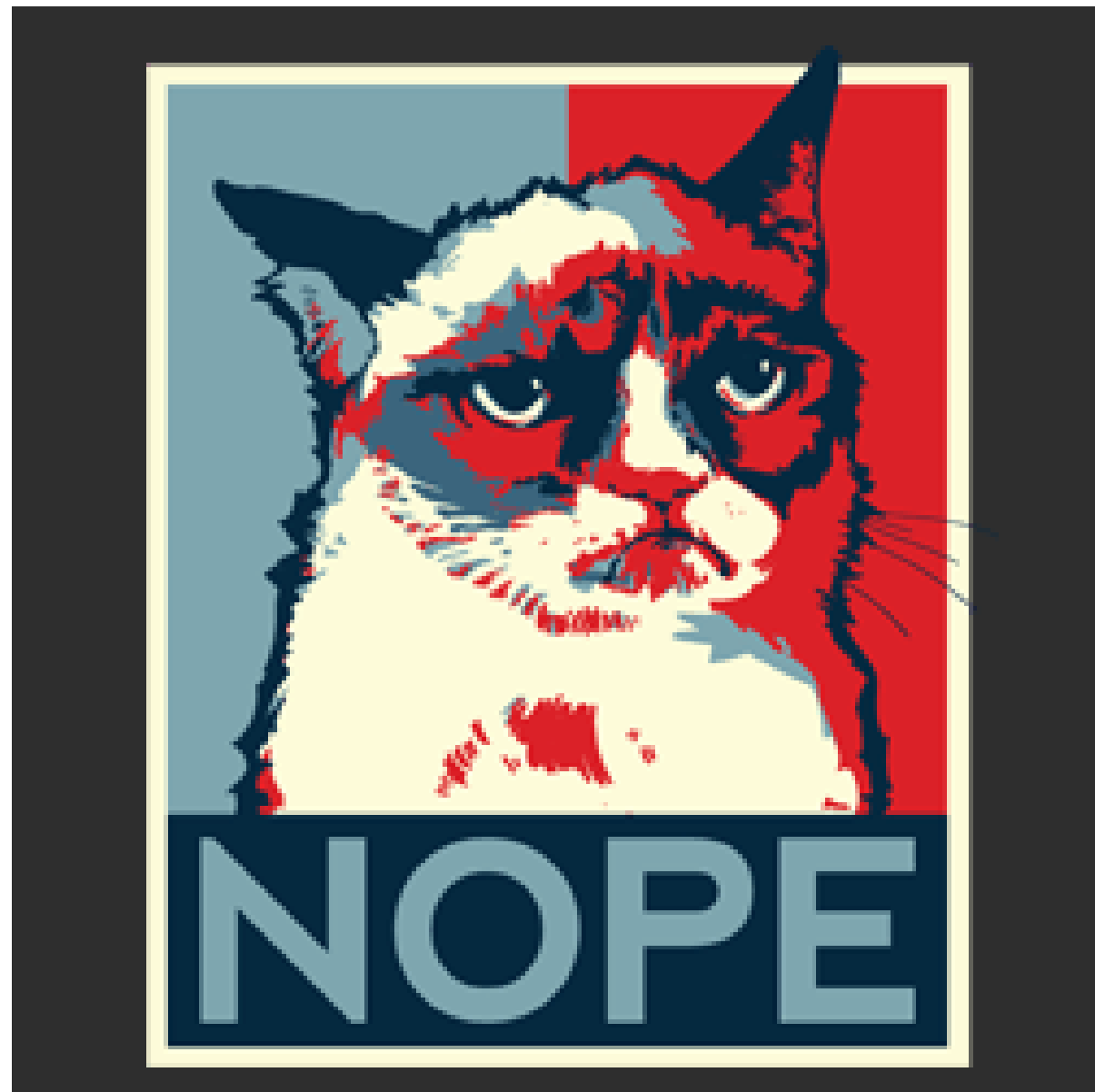
What are Microaggressions?

- *Brief and common daily verbal, behavioral, and environmental communications, whether intentional or unintentional, that transmit hostile, derogatory, or negative messages to a target person because they belong to a stigmatized group.*

What does that even mean?

They are everyday slights, indignities, put-downs and insults that people of color, women, LBGT populations and other marginalized people experience in their day-to-day interactions

Isn't this just another new way
for people to be offended ?



So where did it come from?



So what does it look like?



So what does it look like?



Another example



Okay got it. But what's the big deal?



So am I not allowed to say
anything anymore?



So How do we move forward?



We are so glad you asked!!!

Psychological Correlates of the Economically Disadvantaged:

Continued exposure to deprivation can result in an individual whose basic view of him/herself and the world consists of:

- Strong feeling of marginality, inferiority, helplessness & dependency
- High incidence of maternal deprivation
- A narrow view of the world/self
- Strong sense of resignation and fatalism
- Strong present-time orientation and struggle to defer gratification
- A view of the world as negative and general mistrust of others.

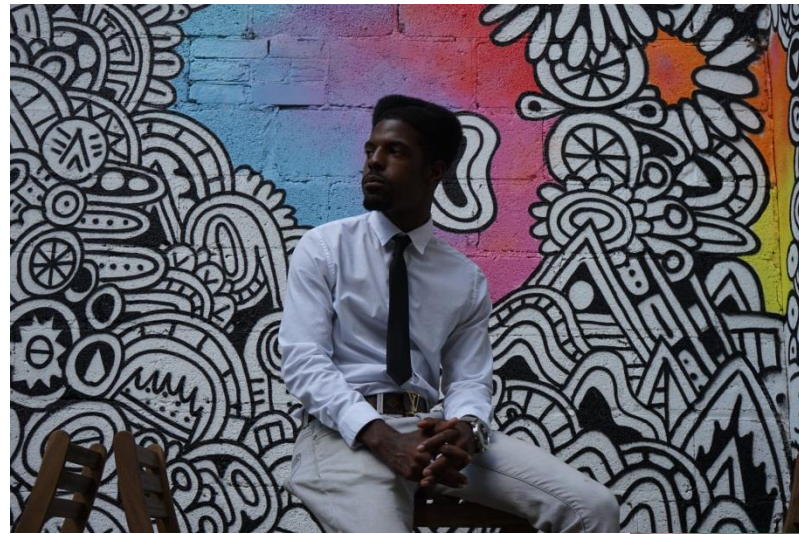
How do I live and work with People not like me?



Choose your guides...



Choose your guides...



Stay Humble

**YOU CAN
BE DOPE
AND HUMBLE
AT THE
SAME TIME**

When Providing Services

- Empowerment, self-esteem, self-control, self-direction.
- Treat with dignity.
- Cannot address therapeutic concerns without addressing concrete.
- Work towards meeting concrete needs: food, shelter, safety
- Create new “experience” of providers. Focus on development of trust.
- Treatment intervention that emphasizes personal exploration gives a more powerful/lasting and effective tool to deal with challenges.

Effectiveness in Providing Services

(and dealing with co-workers)

- As service providers to families we DO NOT have to fully understand or have the same beliefs/values as someone else to be effective.
- But WE DO need to be open to understanding values that differ from our own.
- Avoid the urge to convince others of our personal values but do not feel the need to give into theirs.
- How do you accomplish this in your work? Thoughts?

Avoiding Traps

What not to say... *(not a complete list by any means)*

- I didn't know you were that old! (*context*)
- How old are you? (*context*)
- The real world doesn't work like that
- "You" people , "Your" people or "those people"
- I suspected you were gay
- The "R" wordin any context

How do you address stereotypes in your work?



How do you address stereotypes in your work?

1. What is the **impact** of this statement if left unaddressed?
2. Will you speak up...

...**now** or **later**?

...in **public** or in **private**?

...**on your own** or with the help of an **Ally**?- 3. Which **technique(s)** can you use to speak up without blaming or shaming the other person?

How do you address stereotypes in your work?

With our Youth and Families.....



Q & A session

Additional Questions

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Additional Questions

Thank you for joining us for today's training!
Feel free to send any additional questions you may have related to this webinar to your CoC's email address.

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