

Pennsylvania Care Coalition 2020 Webinar Series
Intersectionality Matters! Mitigating Unconscious Bias & Unintended Racism in Behavioral Health
Sharon GE Washington, Ed.D., MPH

1. How do you FEEL about the word bias? _____

2. At any given time, the brain filters information through the following before information is absorbed:

a. _____

b. _____

c. _____

d. _____

3. What are the four types of racism/bias?

a. _____

b. _____

c. _____

d. _____

4. What are 3 identity categories for which you have little exposure, minimal knowledge, blind spots, or stereotypes:

a. _____

b. _____

c. _____

5. What are your thoughts about internalized/individual level identity and bias?

6. What aspects of your allyship need more development, training, or empowerment?

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7. What barriers do you have to receiving the feedback that you have committed a microaggression?

- a. Listening _____
- b. Receiving _____
- c. Validate _____
- d. Apologize _____
- e. Change _____

8.

	Name Triggers <i>List words, scenarios, or actions that have made you feel triggered, sensitive, or reactive.</i>
(White) Fragility <i>Racial stress/exposure feels intolerable or attacking</i>	
Shame & Guilt <i>Feel bad for being white or of dominant identity</i>	
Denial & Defensiveness <i>Deny validity of evidence of (racial) inequity, or withdraw from it</i>	
(White) Savior <i>Jump to action, save POCs or others, solve the problem so you don't have to feel bad anymore</i>	
Imposter Syndrome <i>Feel like a fake within the discourse or on your team</i>	
Stereotype Threat <i>Fear that you are fulfilling a stereotype, impedes presence in your work and team</i>	

9. What are three types of institutional change you can influence from your position?

- a. _____
- b. _____
- c. _____