



Conference Agenda

8:30 am to 9:00 am

Continental Breakfast and Sign-In

9:00 am to 9:15 am

Welcome and Introductions

Clarissa Wheat, Cultural Competence Training Center

9:15 am to 12:30pm

Keynote Presentation

“Understanding Micro aggressions: It’s the little things that hurt”

Dr. Chloe Bland Ph.D. and Dr. Valerie Scott Ed.D

Brief Overview

This session is designed to help behavioral health workers become aware of microaggressions, how they negatively impact client's mental health care workers serve, how to support clients who have experienced them and how to avoid committing microaggressions themselves. The presentation is based on the findings of the most recent research on microaggressions as well as the presenters' own expertise and experience

Learning Objectives

- Define what constitutes microaggressions, microassaults, microinsults, microinvalidations and environmental microaggressions.
- recognize the four psychological dilemmas created by microaggressions
- describe the negative impact of microaggressions on individual's emotions, cognitions and behavior.
- recognize the ways in which microaggression may be also be present in clinical practice.
- identify what specific microaggressions may be impacting the clients they serve.
- identify ways in which they can lessen the impact of microaggressions on their clients

Target Level

Beginners, Intermediate

“NJ SW CE Credits: 3 Social & Cultural Competence”

Course Agenda:

9:15 -10:15 p.m.	Introductions and Workshop overview Understanding Microaggressions
.	Why Health Care Professionals Should Care Types of Microaggressions Four psychological dilemmas caused by microaggressions Lecture, video, large group discussion, questions and answers
10:15– 10:45 a.m.	Small Group Activity: Recognizing Microaggressions
10:45 – 11:45 a.m.	Small group reporting out Strategies for supporting clients Acknowledging, empathizing, validating and empowering Recognizing and avoiding microaggressions in clinical practice Responding in a healing not hurtful manner
11:45 – 12:15 p.m.	Small group activity: Identifying and responding to our own clients' experiences of microaggressions
12:15 p.m.-12:30 p.m.	Final discussion

12:30 pm – 1:30 pm

1:30 pm – 2:30 pm

Lunch break

Plenary Workshop:

Exploring Cultural Constructs within Ethical Decision Making

Anthony Zazzarino, PhD, LPC, ACS, CPRP

Brief Overview

In this presentation, participants will be able to discuss the many facets of culture and its implications to ethical decision making. In doing so, participants will examine the cultural constructs that form their identity and what assumptions they may have about others. Additionally, participants will be able to highlight different ethical decision making models and use these models to guide their decision making, keeping in mind the influence of culture.

Learning Objectives

- Describe the importance of understanding one's cultural foundation
- Discover one's cultural constructs and illuminate the potential assumptions we make
- Recognize various ethical decision making models to help guide our choices when delivering services
- Analyze cultural constructs that influences ethical decision making in various scenarios

Target Level

Beginners, Intermediate

NJ SW CE Credits: 2 Social & Cultural Competence"

Afternoon Break

"Exploring Cultural Constructs within Ethical Decision Making" Continued

2:30pm-2:45pm

2:45 pm – 3:45pm

3:45pm-4:00pm

Afternoon Evaluation and Sign-Out

Friday June 28, 2019

8:30 am - 9:00 am

Continental Breakfast and Sign-In

9:00am - 9:15 am

Welcome and Introductions

Clarissa Wheat, Cultural Competence Training Center

9:15 am - 10:15 am

Plenary Workshop: Avoiding Workplace Burnout: Strategies for the Helping Professional

Stacy Triumph, LCSW

Brief Overview

In this workshop Participants will learn techniques and skills to avoid burnout. Participants will gain insight in how compassion fatigue and vicarious trauma can impact job performance. Keys to maintaining a consistent self-care regime will be highlighted.

Learning Objectives

- Identify 2-3 causes of employee burnout
- Develop a self-care plan
- Articulate how vicarious trauma and compassion fatigue impacts job performance

Target Level

Beginners, Intermediate

"NJ SW CE Credits: 1 General Social Work"

10:15 am - 10:30 am

AM Break

Workshop 1- Cultural Humility

JOEL M. LEVINE, MSW, LCSW, LPC, LCADC, LMFT

Brief Overview

This workshop will focus on Cultural humility. Cultural Humility is different from other culturally-based training ideals because it focuses on self-humility rather than achieving a state of knowledge or awareness.

Learning Objectives

At the end of this session participants will be able to:

- Define Cultural Humility
- Explain intersectionality
- Distinguish two aspects of respectful collaboration
- List four aspects of cultural humility
- Identify three steps of self-evaluation

Target Level

Beginners, Intermediate

"NJ SW CE Credits: 2 Social & Cultural Competence

10:30 am – 12:30 pm

Workshop 2 – “Self-Assessment: Managing Implicit Biases”

Donna Wess LPC, LCADC, CCS, ACS & Nicole Lynch LCSW

Brief Overview

This workshop will focus on why the behavioral health worker should assess themselves for implicit biases, and explore skills to increase cultural competency.

Learning Objectives

At the end of this session participants will be able to:

- To define and identify issues related to definitions of cultural competence
- To explain why assessing culture is important in the social services field
- To understand a cultural competence practice model
- Recognize how cultural belief systems may play a role in a person's willingness to accept social service assistance.
- To define and understand implicit biases.
- To explain the importance of bias self-assessment.
- To be able to identify 2 bias self-assessment tools.
- To use 2 strategies to manage biases.
- To list 3 additional resources for continued education regarding management of implicit biases.

Target Level

Beginners, Intermediate

“NJ SW CE Credits: **2** Social & Cultural Competence”

10:30 am – 12:30 pm

Workshop 3 “Raising Awareness in a Multi-Cultural Workplace”

Keva White LCADC, LSW

Brief Overview

This workshop is designed to increase both self-awareness and cross-cultural awareness of employees working within a diverse organization.

Learning Objectives

At the end of this session participants will be able to:

- Define and be able to distinguish between diversity and cultural competence.
- Describe six stages of cultural sensitivity.
- Discuss how perceptions and stereotypes impedes upon organizational success.

Target Level

Beginners, Intermediate

“NJ SW CE Credits: **2** Social & Cultural Competence”

12:30 pm – 1:30 pm

Lunch

1:30pm - 3:30 pm

Workshop 1- "Cultural Humility"

JOEL M. LEVINE, MSW, LCSW, LPC, LCADC, LMFT

Workshop 2 "Self-Assessment: Managing Implicit Biases"

Donna Wess LPC, LCADC, CCS, ACS & Nicole Lynch LCSW

Workshop 3 "Raising Awareness in a Multi-Cultural Workplace"

Keva White LCADC, LSW

3:30pm - 3:45pm

Afternoon Evaluation and Sign-Out.