

Thursday, June 27, 2019



# 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**

**Lunch break**

**1:30 pm – 2:30 pm**

## **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

**2:30pm-2:45pm**

**2:45 pm – 3:45pm**

**"Exploring Cultural Constructs within Ethical Decision Making" Continued**

**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**

10:30 am – 12:30 pm

### **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.**