

*Welcome to*

**Moving Beyond DEI 101**

THE TRAINING WILL BEGIN SHORTLY! WHILE YOU'RE WAITING...

**? Icebreaker Question**  
(answer in the chat)  
Something you love about your profession?

**Survey & Certificate of Completion**  
Available following the training.

**Connect With us!**

VISIT **CALTRIN.ORG** & SCAN TO LEARN MORE

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**Hi, We're CalTrin!**

*Who we are*

- The California Training Institute
- Funded by the State of California, Dept. of Social Services, Office of Child Abuse Prevention (OCAP) to support child abuse prevention through professional development and extended learning opportunities.
- Designed for staff of family strengthening and child abuse prevention organizations in California, including Family Resource Centers, Child Abuse Prevention Councils, community-based organizations, and other child and family serving systems.

*What we offer*

- Live webinars & small group training
- Virtual, self-paced courses
- Job aids & other resources

This training was made possible with funding from the California Department of Social Services, Office of Child Abuse Prevention. Any opinions, findings, conclusions, and/or recommendations expressed are those of the CEBC/CalTrin and do not necessarily reflect the views of the California Department of Social Services.

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# UPCOMING TRAININGS

*mark your calendars!*



Visit [caltrin.org](http://caltrin.org) to view and register for upcoming webinars or workshops



**February 13th:** Debriefing and Mutual Support



**February 21st:** Learning to Talk about Anti-Asian Racism



**February 20th:** Protective Factor of the Month - Parental Resilience



**March 18th:** Strengths-Based Leadership

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## Before We Begin...

### DURING



Access a copy of the slides now!  
The link can be found in the chat.



Review interactive features for today's session. Locate the controls on the toolbar at the bottom of your screen.



This presentation is being recorded.



External AI assistants are not allowed in CalTrin trainings due to California privacy laws.

### AFTER



Complete the survey at the end of this webinar to receive your Certificate of Attendance.



A follow-up email will be sent to all participants within two days.

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*California Training Institute*

# Moving Beyond DEI 101

Presented by Dr. Dana E. Crawford



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**CALTRIN**  
*California Training Institute*

## Speaker SPOTLIGHT



- Dr. Dana E. Crawford is a clinical psychologist who developed the Crawford Bias Reduction Theory & Training (CBRT), a systematic approach to reducing bias, prejudice, and racism.
- Dr. Crawford is owner of thriving private practice in Manhattan, NY and serves as cultural consultant across the US.
- Degrees in:
  - African-American studies, Education, Psychology, and certification in nursing.

**Dr. Dana E. Crawford**

Scholar-in-Residence  
Columbia University's Zuckerman Institute

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# Moving beyond DEI 101



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## Community orientation



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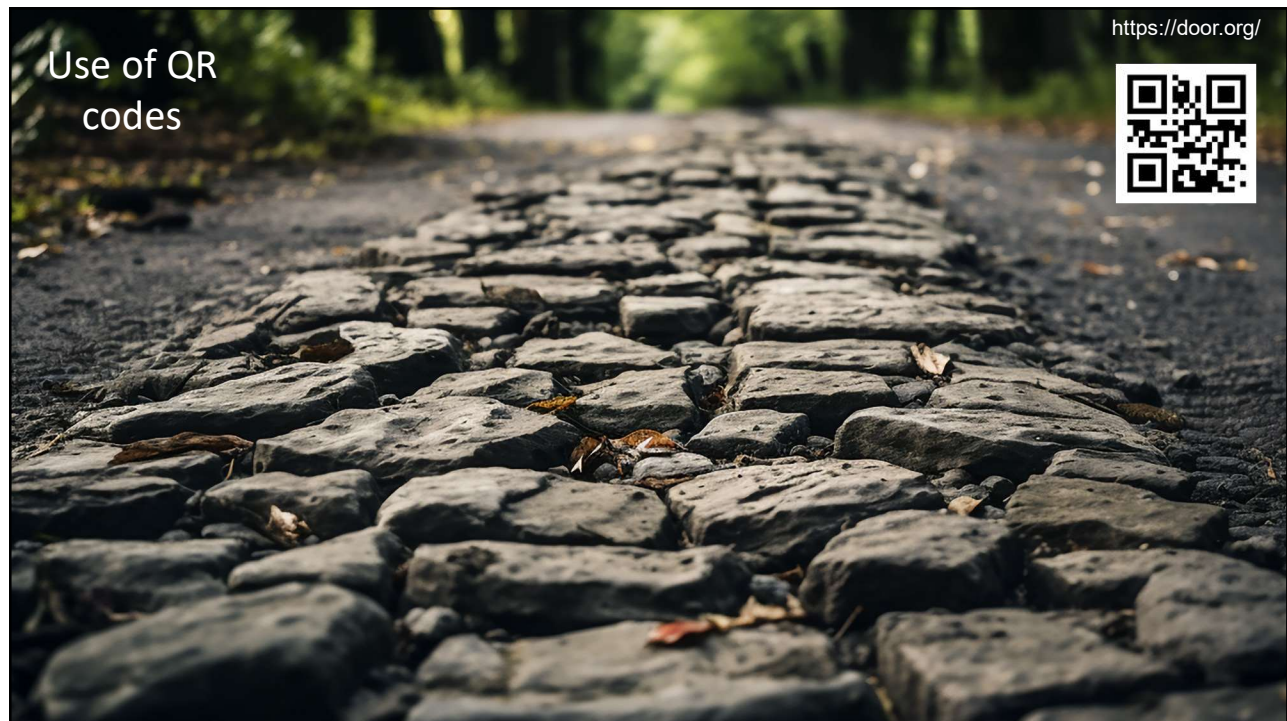
## Invitations and offerings

- I invite you to ask questions when I pause a various times throughout our time together and at the end
- I invite you to take notes, take risks, and be fully present
- I will share a pdf of the slides

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The best way to make sure change never happens is to  
Be too busy



**TO FEEL**



**TO THINK**



**TO ENGAGE**

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**Focus**



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## Mindfulness Reflection

- Too long?
- Too short?
- How did the guide match your internal world and how did that impact your experience?

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## Feedback

- Too much time discussing mindfulness and the comment “too much politics”
- I forgot that there were over 60 people present, it feels so intimate
- I wanted it to be even longer!
  - Perhaps a longer segment, to allow for deeper connection, while still getting through most the content.
  - We could always use more time!
  - I wish the training was 3 hours long each time.
  - Of course more time
  - I wanted it to be even longer

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## Feedback topics

- Perhaps more time! and examples on what to say if one is being disrespectful, to not escalate the situation.
- A skill building session for the LET-UP model for leadership
- I am not a therapist - some language that is used I do not automatically know the meaning - it would be helpful for some definitions
- The session was helpful, I'm just not sure how to move forward within the constraints of the current administration.

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## Action work

### Individual

- Practice at least 1 minute of mindfulness everyday

### Interpersonal

- Bring in an experience of a cultural rupture

### Institutional

- Engage in 1 inclusive action

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# Large Group Share



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# Cultural Consciousness Wave

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## Moral injury: A crack in our foundation

- Psychological
- Behavioral
- Social
- Spiritual
- Interpersonal



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## Finding the barriers

To connection  
To community  
To safety  
To love

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**CBRT** CRAWFORD BIAS REDUCTION THEORY & TRAINING

**A clinical approach to reducing bias, prejudice, and racism**

**Awareness**

**Investigation**

**Reduction**

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# Awareness

## Where did bias come from and what activates it?

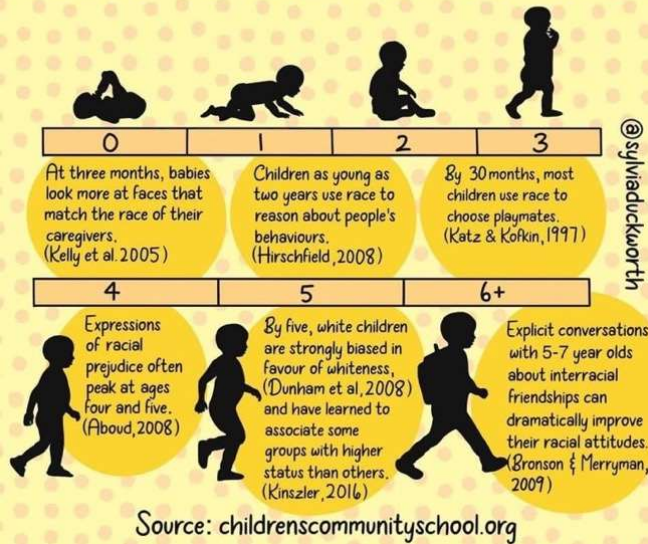
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### CHILDREN ARE NEVER TOO YOUNG TO TALK ABOUT RACE



Source: childrenschool.org

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## The Brain Does What It Was Trained To Do



Brain Treadmill Workout

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## CRAWFORD BIAS REDUCTION TRAINING

STOP REACTING

SLOW DOWN


ASSESS ACTIVATION  
AND SKILLS

RECALL OR LEARN  
SKILLS

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**CBRT** **“LET-UP” on bias, prejudice, and racism** 

Activated and coping	Engaged	Internal dialogue	Anti-bias skills
Something does not feel good. It is harmful. Possibly traumatic	<u>L</u> isten:	What is the activation?	Awareness of your fears and resources
Avoid, Control, Critique	<u>E</u> ngage:	How is activation impacting me?	Engage rather than cope
Ineffective communication	<u>T</u> alk:	What are my priorities?	Use effective value-driven communication skills
Gaslighting, Centering and Caretaking	<u>U</u> nconditional <u>N</u> eutral regard:	How can I view this situation with humanity?	Knowledge of the role of multicultural identities (theirs and mine)
Performative anti-bias work Burnout, Compassion fatigue	<u>P</u> lan:	Where is the power and accountability?	Strategic sustainable action

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**CBRT**

## Listen: How am I activated?

- Affectively** • Anger, anxiety, sadness, fear
- Behaviorally** • Zoning out, checking email/phone
- Cognitively** • Judgment, diagnosis, flashbacks
- Physically** • Heart palpitations, dry mouth, tense muscles

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## COPING VS. ENGAGING

A “coping strategy” is a tool or method used to make ourselves feel or respond better when we experience emotional challenges or a difficult situation.



"Engaged Living" is a conscious, critical choice to explore, develop, and commit to a lifestyle pattern or cause that adhered to specific ethical orientations and/or value sets.



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## The Avoider (moving away)

- Disconnect
- Silence
- Humor
- Shifting focus



**What am I trying to avoid?**

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## Superhero (moving toward)

- Exaggerated sense of responsibility
- Savior complex
- Driven by guilt and fragility
- Help without listening



**Why do I think I can fix it, and they can't?**

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## Critic (moving against)

- Anger and irritability
- Heated arguments
- Sarcastic remarks
- Diagnosis



**What am I trying to defend or protect?**

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## Daydreamer (stop moving)

- Checking out
- Dissociate
- Memory issues
- Distortion



**Why can't I tolerate my experience?**

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The goal is to engage  
with the activation

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# Investigation

How is it showing up?

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## Breakout

- Enthusiastic consent
- Practice
- You are capable, even when you are uncomfortable

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## Fear and Resources (FAR)

- Individually
  - What are you afraid of?
  - What resources might be adjusted?
  - How do these fears and resources intersect with your values?
- Interpersonally (one-on-one or work team)
  - Worse case scenario
  - Best case scenario
- Institutionally (directly to leadership)
  - Worse case scenario
  - Best case scenario

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## Listen

Affectively

Behaviorally

Cognitively

Physically



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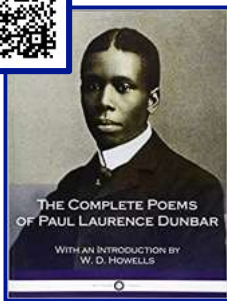
# Activation Warning



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## Breakout


### Fear and Resources (FAR)

- Individually
  - What are you afraid of?
  - What resources might be adjusted?
  - How do these fears and resources intersect with your values?
- Interpersonally (one-on-one or work team)
  - Worse case scenario
  - Best case scenario
- Institutionally (directly to leadership)
  - Worse case scenario
  - Best case scenario


Affectively


Avoider


Behaviorally


Superhero

Cognitively


Critic


Physically


Daydreamer

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## Empathize: ARISE

<b>Authenticity</b>	<ul style="list-style-type: none"> <li>Embrace and fully accept your ABCP reactions</li> </ul>
<b>Resources</b>	<ul style="list-style-type: none"> <li>Evaluate what resources feel threatened and identify what's truly at risk.</li> </ul>
<b>Intersectionality</b>	<ul style="list-style-type: none"> <li>Make space for the complexities of marginalization, privilege, and power dynamics that intersect in these moments.</li> </ul>
<b>Steadfastness</b>	<ul style="list-style-type: none"> <li>Even when discomfort arises, trust in your capacity to stay true to value-driven actions.</li> </ul>
<b>Engage</b>	<ul style="list-style-type: none"> <li>Stay mindful, present, and engage with the underlying issues, rather than merely reacting to the surface.</li> </ul>

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## Talk: Setting priorities in tender conversations

<b>I want to give information</b>	Objective/Point out	Evidence, low emotion, not personal
<b>I want to preserve my relationship</b>	Grace/Call in	Validation, easing into it, long-term plan most important
<b>I want to speak up for what I believe in</b>	Integrity/Call out	Focused on what I need to say for my values and respect, not the outcome

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# Unconditional Neutral Regard

## Nuance and values



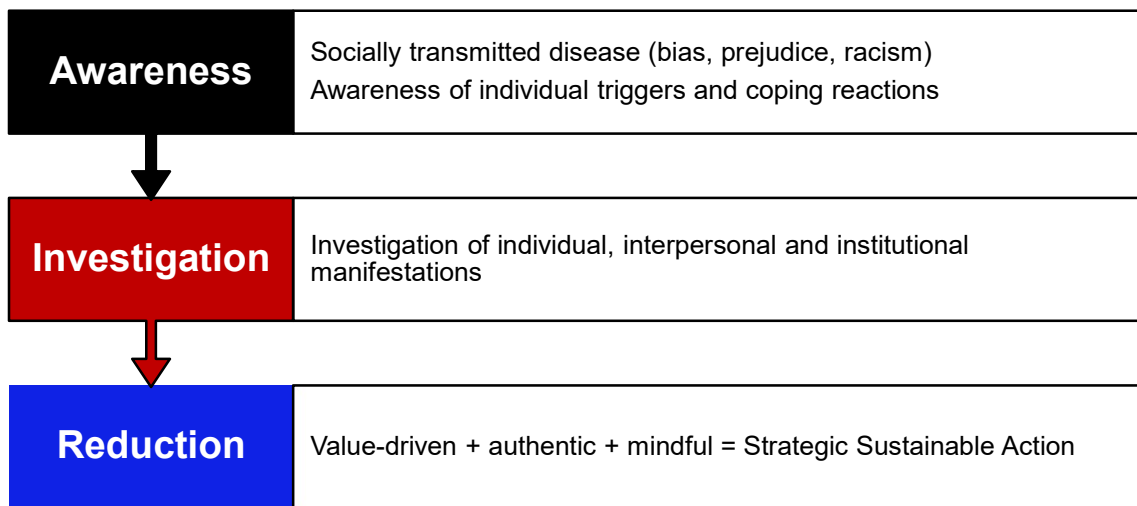
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# PLAN: CBRT



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# Case Example

How to navigate these conversations when someone "doesn't agree with DEI" that would be most helpful.

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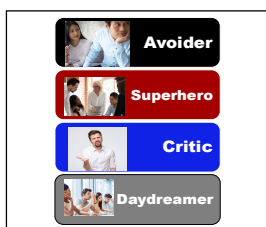
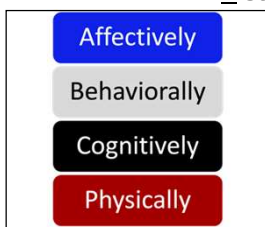
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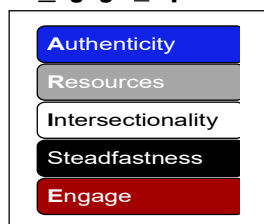


# LET-UP

## Listen



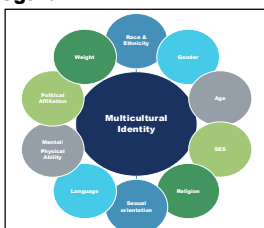
## Engage/Empathize



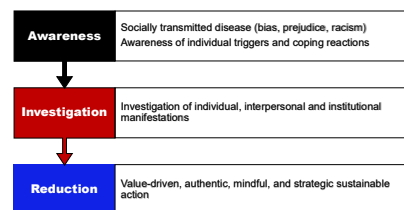
## Talk



## Unconditional neutral regard



## Plan



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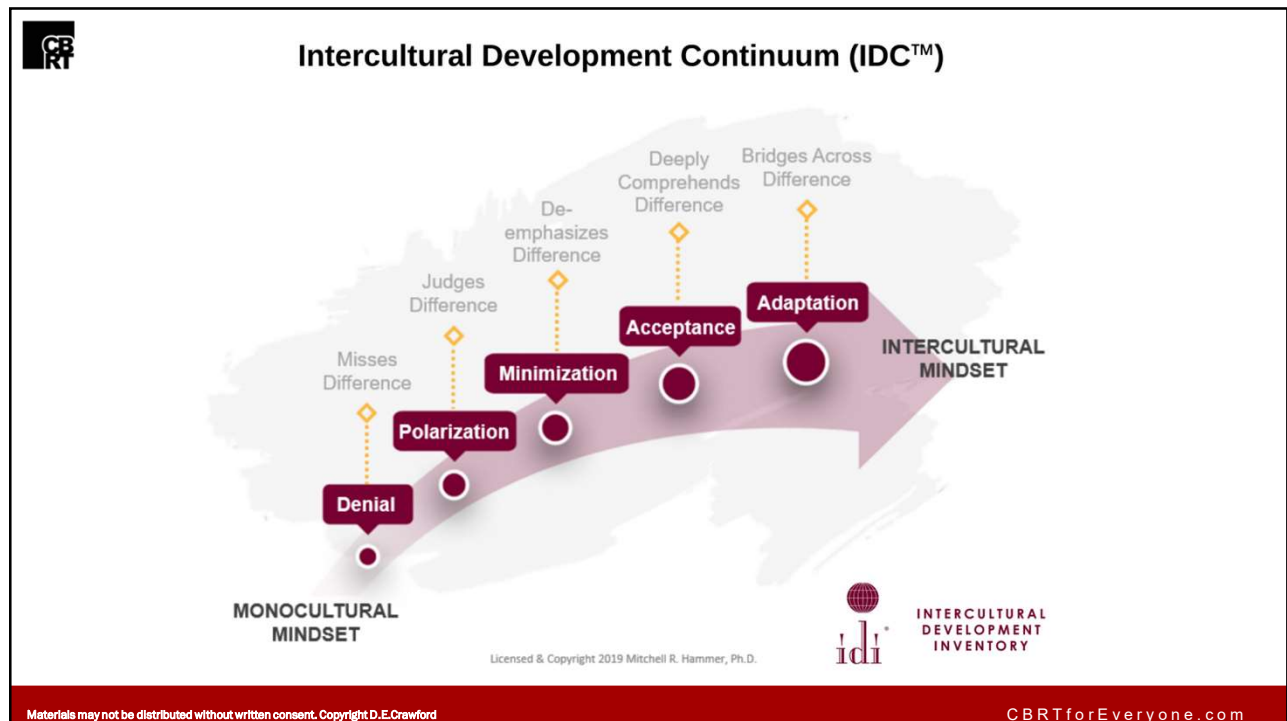
## Generous Volunteer ?



## Demonstration

- Notice your affective, behavioral, cognitive, and physical reactions
- What fears and resources are activated?
- Notice the skills are used – Do you have these skills, or do you need to learn them?

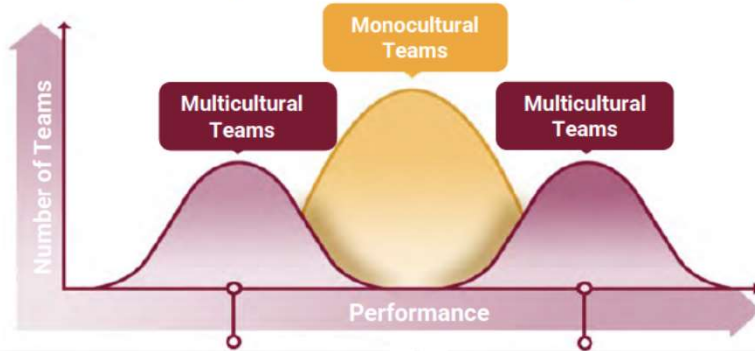
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## Intercultural Competence is CRITICAL to Team Performance

Distefano's research compared the performance of homogenous and diverse teams



Distefano, J.J., Maznevski, M. (2000). Creating Value with Diverse Teams in Global Management. *Organizational Dynamics*, 29(1), 45-63.

- ◆ Leaders ignore and suppress cultural differences
- ◆ Cultural differences become an obstacle to performance

- ◆ Leaders acknowledge and support cultural differences
- ◆ Cultural differences become an asset to performance

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## Two Ways of Thinking about Cultural Differences

Objective vs. Subjective Culture



**Zone of miscommunication, conflict, and ruptures**

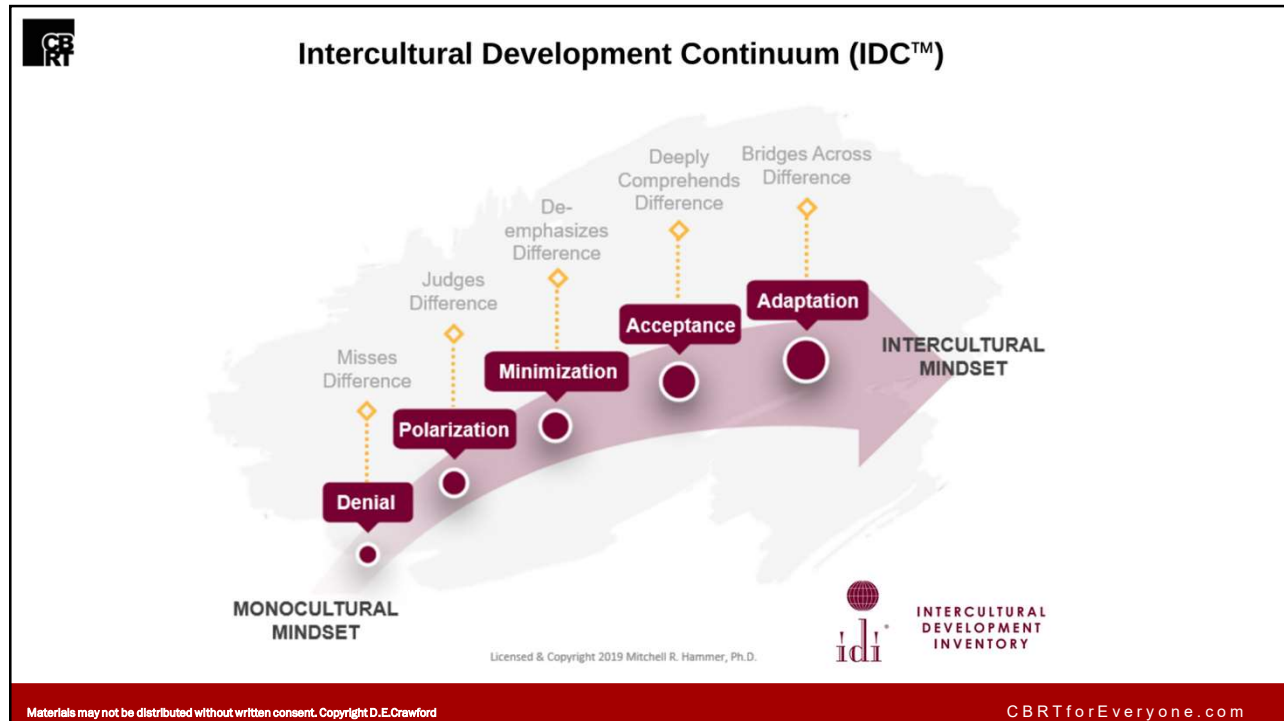


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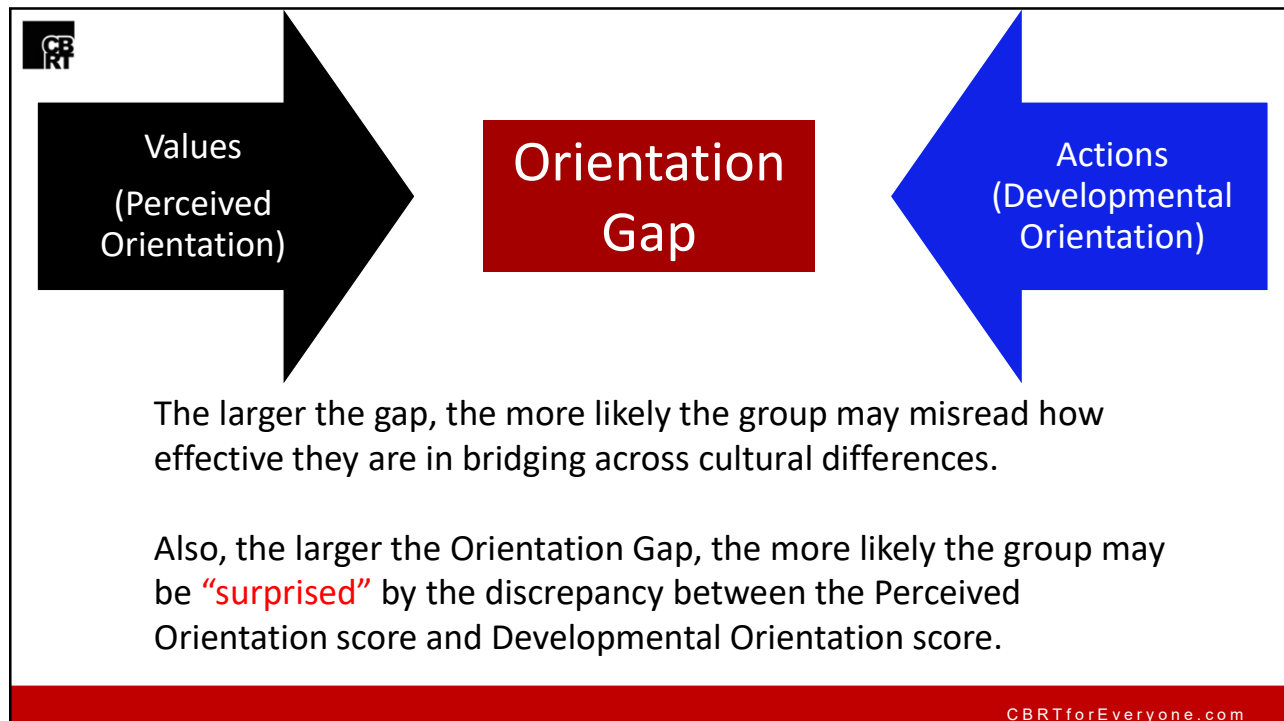
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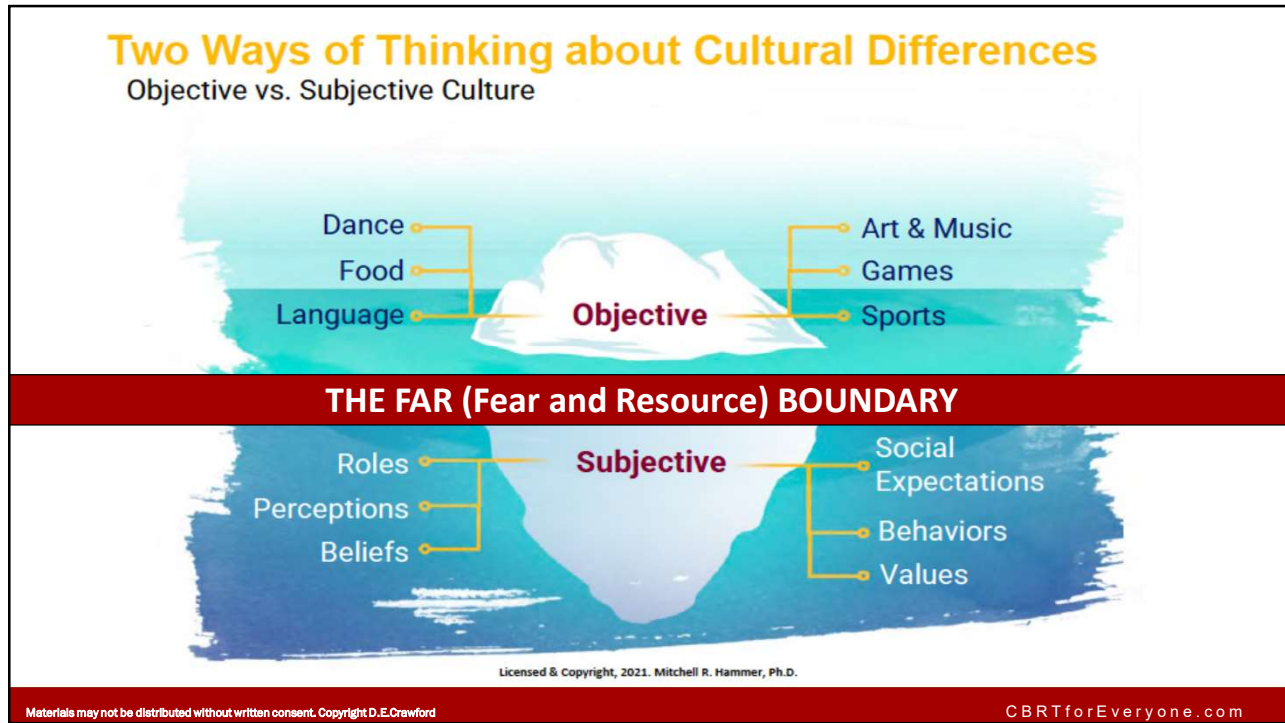
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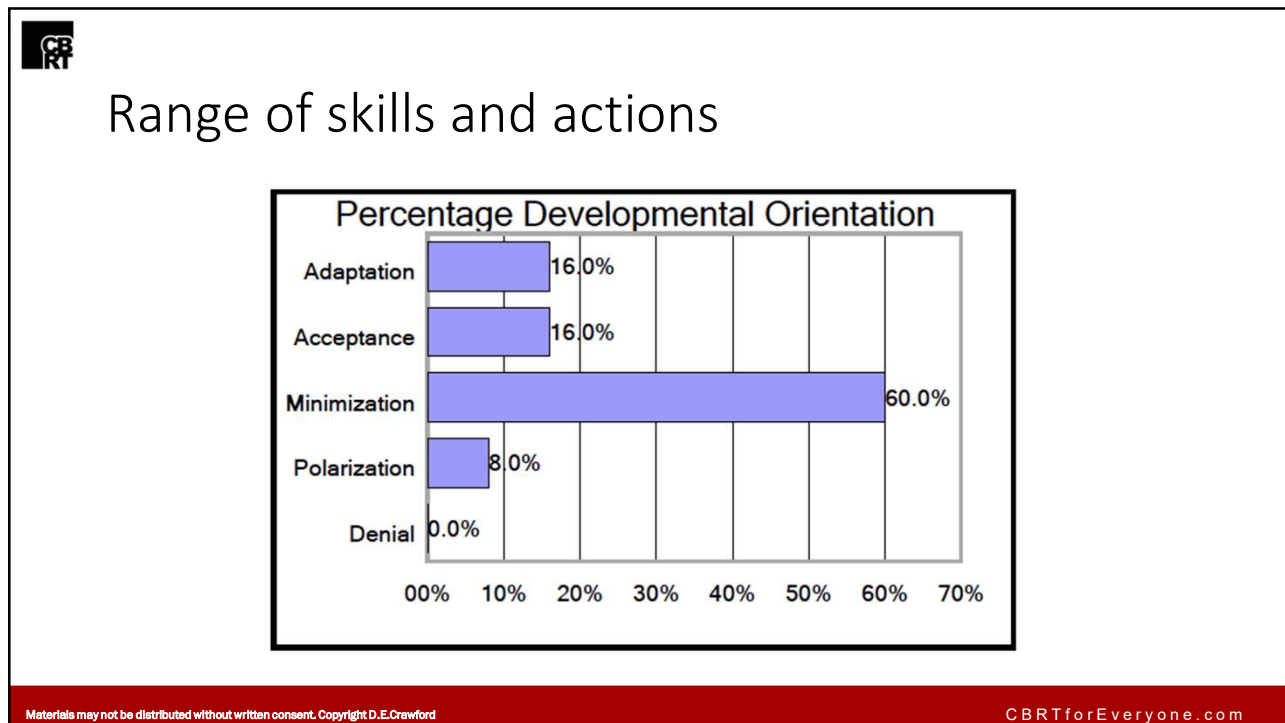
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# Unconditional Neutral Regard

Orientation Descriptions	Their Mindset	Opportunity
Denial	I don't notice culture	Focus on nonthreatening and observable differences.
Polarization	Defense – They should be more like us. Reversal - We should be more like them.	Focus on being part of the human race
Minimization	At the end of the day, we are all part of the human race	Ask questions, be curious, and stress moral injury
Acceptance	I value diversity, but what can I do?	Take risk and learn how to apologize
Adaptation	I know what to do and I burnout or get angry because trying to do it all by myself	Build community, rest, and practice compassion

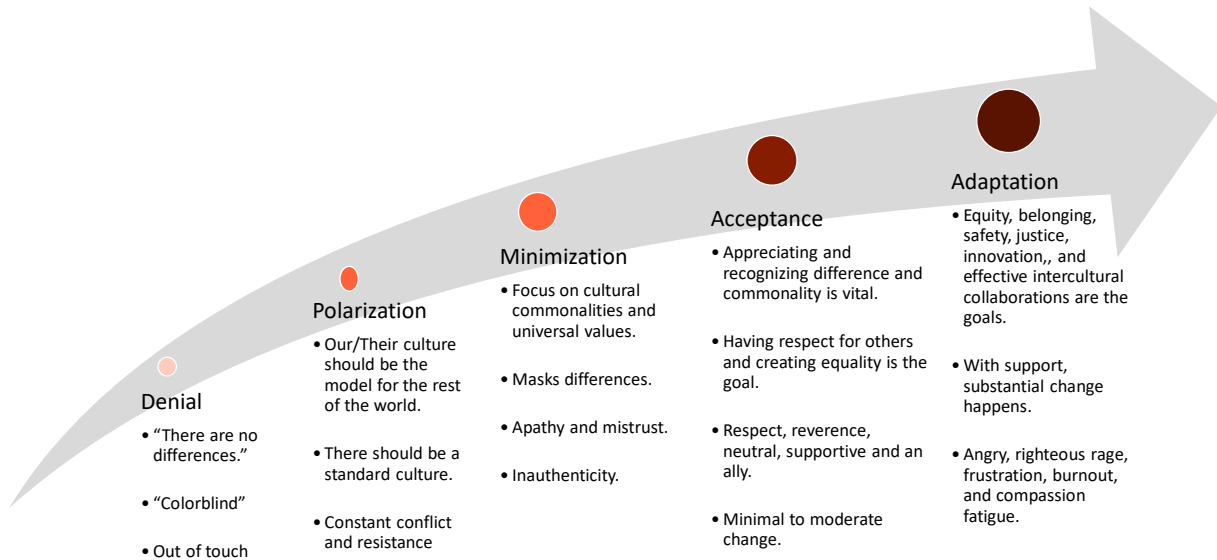
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## How it manifests in the workplace



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### Mindful Minute (no sound, breath)



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# Thanks for joining us!

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- Follow-up email with resources within two days
- Watch your inbox for the next issue of *CalTrin Connect*



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