

# Antiracist Clinical Practice: From Values to Action in an Era of Polarization

In racialized societies, race divides people, prioritizes some groups over others, and directly impacts opportunities and outcomes in life. Racism is a pervasive problem in Western society, leading to mental and physical unwellness in people from racialized groups. Psychology began as a racist discipline, as many prominent early leaders in the field actively promoted eugenics and the use of intelligence testing to prove the inferiority of people of color, which creates a problematic foundation for a science that is now tasked with embracing diversity. As such, most clinical training and curricula do not provide an anti-racist framework, which is long overdue for a profession that began with many openly racist ideals. This workshop will discuss how therapists can embrace an anti-racism approach in their practice and their lives in general as an essential prerequisite for authenticity in the work of supporting clients of color. This webinar will address harmful fallacies about race and genetics, explain the development of aversive racism, detail the difference between being a White ally versus a White savior, and share new research of what it means to be a genuine racial justice ally.

Racial problems are evident at every level of society, and are prominent in political messaging. The problem of racism cannot be corrected merely by good wishes of individuals – purposeful actions and interventions are required. To create equitable systems, civil courage is vital. Therapists can play an important role in tearing down barriers and facilitating change. People who are racial justice allies demonstrate civil courage despite awareness of the consequences and social costs but choose to persist based on a moral imperative. After defining allyship and providing contemporary and historical examples of civil courage, this presentation will explain the difficulties and impediments inherent in implementing racial justice. The presenters will describe exercises based on cognitive-behavioral approaches to help individuals increase their awareness and ability to demonstrate racial justice allyship in alignment with valued behaviors. She explains how these approaches can be utilized, how they can help individuals grow, why they can be difficult, and how clinicians can make use of them for their clients and society.

| Target Audience             |                                 |                      |
|-----------------------------|---------------------------------|----------------------|
| Psychologists<br>Therapists | Social Workers<br>Psychiatrists | Counselors<br>Nurses |
| Course level: Intermediate  |                                 |                      |

- ### Learning Objectives
- At the end of this seminar, participants will be able to:
1. Describe different forms of contemporary racism
  2. Explain the difference between race and ethnicity
  3. List false beliefs about people of color that have emerged from racist frameworks
  4. Identify differences between a racial justice ally versus a White savior
  5. Describe CBT-based exercises that can increase civil courage

- ### Outline
- Overview of race, racism, and racial justice
  - The definition of aversive racism
  - Misconceptions about race
  - The psychology of race
  - Harmful public messaging about race
  - Racism and mental health disparities
  - How aversive racism develops in children
  - Medical racism
  - Race and empathy
  - Implicit bias in health care
  - Understanding allyship
  - White savior versus racial justice ally
  - The problem of in-group solidarity
  - The importance of civil courage
  - Taking risks in the service of social justice values
  - A behavioral prescription for change
  - Resources

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### The Presenter

Dr. Monnica T. Williams is a board-certified licensed clinical psychologist and Professor at the University of Ottawa, in the School of Psychology, where she is the Canada Research Chair in Mental Health Innovation and Equity. She is also the Clinical Director of the Behavioral Wellness Clinics in Connecticut and Ottawa, where she provides supervision and training to clinicians for empirically-supported treatments. Prior to her move to Canada, Dr. Williams was on the faculty of the University of Pennsylvania Medical School (2007-2011), the University of Louisville in Psychological and Brain Sciences (2011-2016), where she served as the Director of the Center for Mental Health Disparities, and the University of Connecticut (2016-2019) where she had appointments in both Psychological Science and Psychiatry. Dr. Williams' research focuses on BIPOC mental health, culture, and psychopathology, and she has published over 250 scientific articles on these topics and 5 books. Current projects include the treatment of racial trauma, improving cultural competence in the delivery of mental health care services, and addressing structural racism. She is a member of the Canadian Psychological Association, and serves on their accreditation panel. Her work has been featured in all major US and Canadian media outlets, including NPR, CBS, CTV, CBC, Huffington Post, and the New York Times. ([www.monnicawilliams.com](http://www.monnicawilliams.com))

Sonya Faber, MA, PhD, MBA, is an accomplished scientist, scholar, and pharmaceutical professional whose work bridges mental health, neuroscience, and social justice. She obtained her MA in Neuroscience from Brown University and doctorate in Developmental Genetics from NYU. Trained in translational clinical development, she has designed and implemented Phase II and III clinical trials for investigational mental health drugs. Dr. Faber has authored more than 60 scholarly publications spanning psychology, genetics, and health disparities, with a growing focus on the mental health impacts of systemic racism and inequity. In addition to her scientific expertise, Dr. Faber is a dedicated advocate for racial equity and social justice in health care. Her work examines biological racism, disparities in access to care, and the ethical implications of emerging treatments, including psychedelic-assisted therapies. She is an adjunct professor at the University of Ottawa and has held leadership roles in both academia and industry. Through her scholarship, teaching, and public engagement, Dr. Faber brings a critical and interdisciplinary lens to advancing equitable and evidence-based mental health care. She is a member of the American Psychological Association. ([www.sonyafaber.com](http://www.sonyafaber.com))

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This seminar has been reviewed and approved by Keith Hannan, Ph.D., Laura Davie, LICSW, Tina Jenkins, Psy.D., and Loreen Yearick, MSN, RN. This approval expires on March 1, 2028.

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