

Recognize, Respond, Repair: A Scientific Approach to Racial Microaggressions in Clinical Practice

This workshop offers a comprehensive and evidence-based examination of racial microaggressions, situating them within broader systems of contemporary racism. Drawing on seminal new research and clinical insights, participants will explore how racism has evolved from overt acts to subtle, often unconscious expressions that permeate everyday interactions. The session will define microaggressions and unpack their links to pathological stereotypes, environmental exclusion, and systemic inequities. Through real-world examples, attendees will learn to identify common forms of microaggressions across contexts, including interpersonal relationships, institutional settings, and global environments. Grounded in empirical findings, the workshop will also review the science behind microaggressions and their cumulative psychological toll, including their role in stress, depression, and racial trauma.

Building on this foundation, the workshop will focus on practical applications for clinicians and helping professionals. Participants will examine how microaggressions manifest in clinical care, romantic relationships, and even therapeutic dynamics with clients, while critically addressing pervasive myths that invalidate and gaslight people of color. Emphasis will be placed on developing culturally responsive skills to support clients in navigating and coping with everyday racism, as well as strategies for recognizing and disarming microaggressions in real time. The session will conclude with tools, resources, and actionable approaches to foster more equitable, affirming, and culturally-informed spaces across professional and personal domains.

Target Audience		
Psychologists	Social Workers	Counselors
Therapists	Psychiatrists	Nurses
Course level: Intermediate		

- Learning Objectives
- At the end of this seminar, participants will be able to:
1. Define racial microaggressions

2. List 5 different types of microaggressions

3. Explain the relationship between microaggressions and stereotypes

4. Recognize microaggressions when they appear in mental health care

5. Identify methods for addressing microaggressions in realtime

Outline

Overview of Common Types of Racism

Definition of Racial Microaggressions

Microaggressions and Pathological Stereotypes

Examples of Everyday Racism and Racial Microaggressions

Types of Microaggressions

Environmental Microaggressions

Science Behind Microaggressions

Mental Health Harms of Microaggressions

Microaggressions as an International Problem

Myths about Microaggressions that Gaslight Clients of Color

Microaggressions in Clinical Care

Microaggressions by Romantic Partners

Microaggressions by Clients

Disarming Microaggressions

Helping Clients Navigate Microaggressions in their Daily Lives

Resources

Our seminars are available in two formats. The first is a live, interactive webinar. If the webinar time is not convenient for you, you can purchase the Home Study version. It is a recorded version of the webinar. You will have to pass a test to earn CE's for both the live webinar and the Home Study version.

Continuing Education Credit

To earn CE's, you must attend the entire webinar. No partial credit is available. For both the webinar and the home study version, you will have to pass a post-test with 80% correct and complete a seminar evaluation to earn the certificate. You can take the test up to three times.. Participants will earn 3 CE's for attending once they have completed these requirements.

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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)

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)

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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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