



UNC SCHOOL OF SOCIAL WORK CLINICAL LECTURE SERIES

**Improving Clinical Care of Latinx Clients
Begins With Me:**

Exploring the role of unexamined
clinician bias and empathic failure

April 16, 2018

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You Are Here

- Acknowledge that you made it here safely
- Recognize this as an opportunity for exploring what may be new information
- Recognize this as an opportunity to reexamine what we know/think we know
- Consider how available you are to the proposed content

The Invitation

- ☐ Open your heart and mind
- ☐ Embody a *Beginner's Mind*
- ☐ Thoughtfully engage the content shared
- ☐ Engage the content with persons you do not know, seated in close proximity, in this room

Objectives

1. Explore key aspects of current Anti-Immigrant Climate, as a product of systemic oppression
2. Review data regarding a range of Latinx experiences in USA
3. Examine the impact of cumulative risk factors on the Latinx experience and our capacity for unconditional positive regard
4. Explore the empathic failure as a potential consequence of conditional positive regard and other ethical blind spots
5. Identify solution-focused strategies for deconstructing and replacing old patterns of thought and behavior

Term Latinx



Hispanic v. Latino

- Research over time informs that most Latin-American-born persons feel strongly about differentiating themselves from the term Hispanic, and its connection to the bureaucracy of their European colonizers.

Pew Research Center, 2013



- Latinx, pronounced La-teen-ex in English, is believed to have surfaced in the early 2000s
- The term began to be more widely used in mid to late 2014
- The original intention was that of creating a descriptive alternative for persons identifying as gender non-conforming, gender fluid, gender queer, or simply any identity or expression outside of the rigid gender binary.

Morales, E. (2017). *Latinx: The new force in American politics and culture*. Verso Books.

Respectful Inquiry: It's worth the effort

- Ask clients and family members about how they identify, and what experiences and factors of heritage influenced their decision to identify as such
- Use this as an **opportunity** to join, build rapport, strengthen the alliance, or heal an alliance that may have gotten off to an unfortunate start

Country of Origin Pride

- ☐ Pew Research Institute reports that nearly all adult persons interviewed over time prefer descriptors associated with their specific country/ies of origin:
 - ☐ Mexicana(o)
 - ☐ Cubana(o)
 - ☐ Puertorriqueña(o)
 - ☐ Salvadoreña(o)
 - ☐ etc.

Latinx Demographics in US

- ☐ By the year 2009, one in five persons residing in the United States was a first- or second-generation immigrant, and nearly a quarter of children under the age of 18 had an immigrant parent (Mather, 2009).

As such, immigrants and the second generation have become a significant part of our national tapestry.

Mather, M. (2009). *Children in immigrant families: Chart new path*. Washington, DC: Population Reference Bureau.

Latinx US Demographics

- ☐ Latinx Americans represent the second largest ethnic group in the United States. Concentrated in the southwestern United States, Latinx Americans are 16.7% of the national population, with a total of 52 million inhabitants, with 47 million as American citizens.
- ☐ Latinx population is much younger than the rest of the country, yet often due to the absence of equal opportunities, have tended to be less educated, less wealthy, with a very large immigrant component, of no less than two dozen national origins, and of every race, with a longer life expectancy than their fellow Americans.

Pew Research Center, 2018

Latinx Demographics

- Following decades of immigration to the US, in 2010, the Latinx population became the largest minority group in 191 out of 366 metropolitan areas in the US. Though recent changes in administration appear to be changing the rate of Latinx population growth, former projections suggested that by July 1, 2050 Latinx population growth would reach 132.8 million, or 30.2% of the nation's total projected population.

APA Presidential Task Force on Immigration, 2012

The Politics of Belonging: Anti-Immigrant Climate in USA

- But 52% say they worry "not at all" (40%) or "not much" (12%) about deportation of someone they know. These shares are relatively unchanged since 2013, when Latinos held similar views on the issue.
- However, these figures *have* changed since 2010, when 52% of Latinos said they worried "a lot" (34%) or "some" (18%) about deportation. (In 2010, immigration enforcement became a point of national debate in part due to an Arizona law - [SB 1070](#) - that gave police increased powers to stop and detain people they *suspected* of being in the country illegally.)

Pew Research Center, 2017

Latinx Population Expansion

Across the nation, immigrants have become the subject of

- negative media coverage (Massey, 2010; Suárez-Orozco, Louie & Suro, 2011),
- hate crimes (Leadership Conference on Civil Rights Education Fund, 2009),
- exclusionary political legislation (Carter, Lawrence & Morse, 2011)
- Given the demographic growth, over time, as a nation, we found ourselves facing an "integration imperative" (Alba, Sloan & Sperling, 2011) — not only for the well-being of this new population but also for that of the nation's social and economic future.

**The Politics of Belonging:
Anti-Immigrant Climate in USA**

- ❑ Negative attitudes toward immigrants, discrimination, and the targeting of specific neighborhoods for ICE team activities, are a few of the social contexts in which immigrant adaptation and assimilation seek to unfold.
- ❑ Role of acculturation and identity formation, in socio-political environments, continue to present a range of race-based challenges and vulnerabilities, on a daily basis.

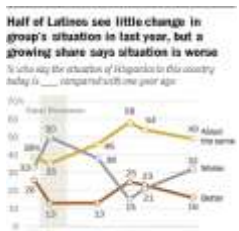
**The Politics of Belonging:
Anti-Immigrant Climate in USA**

- ❑ Hispanics are divided in their assessment of how they as a group are doing in the country today compared with a year ago. An increasing share of Hispanics say their standing in the U.S. has worsened since 2013, even as half say it is unchanged.
- ❑ Hispanics are also split in their concerns about deportation: About half (47%) say they worry "a lot" or "some" that they, a family member or close friend could be deported, a level of worry that is little changed from four years ago.

Pew Research Center, 2017

Fear Doubt & Uncertainty

Half of Latinos see little change in group's situation in last year, but a growing share says situation is worse



Pew Research Center, 2017

LATINOS AND THE NEW TRUMP ADMINISTRATION

PH-GMD_17.02.23_TrumpHispanics_HP

Latinos divided about their place in America after Trump's election

% of Latinos who say they _____ want that George Bush won the election

Opinion	Percentage
Think Latinos' concerns about their place in America are justified	41%
Do not think Latinos' concerns about their place in America are justified	54%

Source: Survey of the Latino Community, Feb. 7, 2017, pp. 10, 2017
PEW RESEARCH CENTER

(http://www.pewhispanic.org/2017/02/23/latinos-and-the-new-trump-administration/ph-02-23-17_latinos-trump-00-00/)

Pew Research Center, 2017

**The Politics of Belonging:
Anti-Immigrant Climate in USA**

Herika Martinez, 2017

**The Politics of Belonging:
Anti-Immigrant Climate in USA**

- "President Donald Trump has signaled he plans to use the country's nearly 800,000 so-called Dreamers as bargaining chips in the effort to build his long-promised "big, beautiful" wall along the U.S.-Mexico border."

Nicole Rodriguez, Newsweek 1.4.2018

Activity: Engaging Lived Experience

- o Introduction of three scenarios, representing a combination of actual lived experiences, on the part of Spanish-speaking persons from various Latinx countries of origin, living here in the Research Triangle.
- o You will be given a few details about each scenario, and invited to quickly identify a little known/unknown colleague seated near you. You and said colleague are to review the scenario and answer a few questions.

Activity: Engaging Lived Experience

Scenario # 1

You are leaving home, on your way to an important meeting, at work. You have planned your drive time in accordance with your GPS, giving yourself time to arrive, get settled, and follow up with a couple of clients, and grab a cup of coffee, before moderating this meeting. You exit the highway, about five miles from your destination, only to find that there is a road block, with State Troopers conducting a license and vehicle registration check. Cars are backed up behind you, and in front of you.

Activity: Engaging Lived Experience

Scenario # 2

The Latinx driver of the the vehicle in front of you, in scenario #1, was guilty of driving with an expired operator’s license. Twenty-three years prior, the North Carolina laws regarding who could obtain a driver’s license were more liberal. Unfortunately, it is now unlawful for this same individual to obtain/renew a driver’s license, in North Carolina. While he was once eligible to be issued a NC Driver’s License, new legislation dictates that driving his vehicle to work is now illegal.

Activity: Engaging Lived Experience

Scenario # 3

A Latinx female from Honduras, has been living in the US, as an undocumented community member for about 18 years. She met a man from Mexico, the two fell in love and exchanged vows, in a local Evangelical church. This union produced a talented little boy, who is now in elementary school, and doing quite well. A mutual friend and his wife were having marital problems, and decided that they needed a few days apart from one another. The couple identified above, was gracious enough to allow their friend temporary domicile, in their humble home.

Activity: Engaging Lived Experience

Scenario #3 (continued)

They later discovered, when members of Immigration Enforcement team members showed up at their home, in the middle of the night, that the wife of their temporary house guest had reported him for domestic violence. Their home was invaded, their house guest was identified as the domestic violence perpetrator in question, and he was removed and later deported. The couple realized that because they too were questioned, and were found to be undocumented, that they were now at risk for the same. They feared being separated from their 8 year old son, who is a US citizen. They fled the next day, with the items that would fit in their vehicle, forfeiting their lease, and paying someone to feed the dog they left behind in the backyard.

Ecological model of Immigration



Challenges or Opportunities?

□ Immigrants who have arrived in the United States over the last 4 decades represent a wide range of cultures, ethnicities, and races (see **Glossary** for definition of terms). This diversity of country of origin, motivations for migration, cultural values, beliefs and practices, provides a challenge (and a unique opportunity) to the practice and science of our clinical work.

Cognitive Schema

□ To effectively and ethically provide mental health services to immigrant children, adults, older adults and families, the lens of culture must be used, and as clinicians we must be awake, alert, and self-aware of our uniquely nurtured ideas, stereotypes, and perceptions that lend themselves to ingrained ways of seeing, taking in another human being.

Cognitive Schema

□ Research suggests that culture in the form of cognitive schemas, value systems and social practices powerfully shapes cognition (D'Andrade, 1981; Rogoff, 2003), emotion (White, 2010), and identities (Shweder & Sullivan, 1993). Human beings make meaning of their lives and are motivated to act according to culturally shared narratives (Greenfield, 2009; Mattingly, Lutkehaus & Throop, 2008). Culture is a life-guiding force (APA, 2003), and it becomes particularly salient when individuals encounter those culturally different from themselves.

Cognitive Schema

- Psychologists (and other clinicians) carry their own sets of cultural attitudes that influence perceptions, as they encounter the culturally (racially) different.

APA Guidelines on multicultural education, training, research, practice, and organizational change for psychologists, 2003.

Cognitive Schema

- Researcher, and author of the eye-opening book, Mahzarin Banaji, *Blind Spot: Hidden Biases of Good People*, informs that social differentiation exists. That is that humans tend to instantly sort people into highly distinctive categories, and immediately infer characteristics that they associate distinctly with these categories. Her research further suggests that stereotyping is inseparable from this remarkably refined human ability to recognize and categorize human diversity.

Banaji, M & G. Greenwald (2013) *Blindspot: Hidden Biases of Good People*. New York, NY: Bantam Books.

Cognitive Schema

- Mahzarin further asserts that the attitudes of human beings have both reflective and automatic forms of expression. In chapter four of her text, *Blindspot*, she explains that reflective, or explicit, attitudes are those that we are aware of having , while automatic, or implicit attitudes consist of associative knowledge (schemata-related) knowledge for which we may lack conscious awareness.

Banaji, M & G. Greenwald (2013) *Blindspot: Hidden Biases of Good People*. New York, NY: Bantam Books.

Systemic Oppression, Personal Politics, & Empathic Failure

- What schemas/schemata have you consciously, or unconsciously developed over time, and in what ways might they impede your capacity for unconditional positive regard, versus the propensity toward empathic failure?
- What are key factors influencing your ability to embody the ethical principles exemplifying social work's core values of service, social justice, dignity and worth of the person, importance of human relationships, integrity, and competence?

Systemic Oppression, Personal Politics, & Empathic Failure

- What are key factors influencing your due diligence relative to social work's ethical standards and ethical responsibilities to clients, such as those regarding self-determination, competence, cultural awareness and social diversity, and conflicts of interest?
- How often do you take the time to reflect on these questions within the context of the work, and our service to clients and families?

Challenges or Opportunities?

The Invitation

A beginner's mind feels open and aware. When we cultivate it, we free ourselves from expectation, but we experience greater anticipation. Because we are alert and constantly taking in new information and experiences, we are renewed moment by moment. An open mind can relieve you from stress, preconception, and prejudice and enrich every aspect of your life. "The wise person," said Mencius, in the fourth century B.C., "is one who doesn't lose the child's heart and mind."

Kenneth Cohen, 2004, Beginner's Mind
