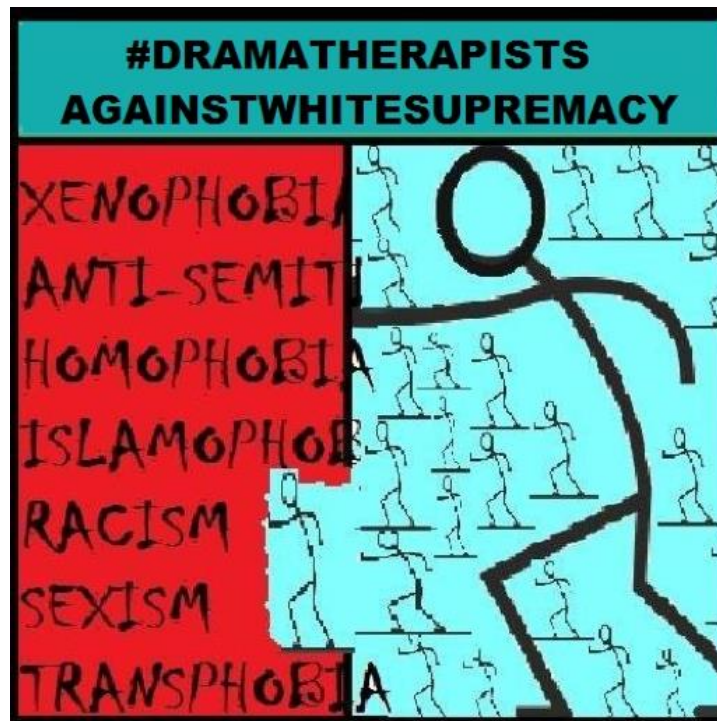


# #DramaTherapistsAgainstWhiteSupremacy

## Resources



Below, you will find an incomplete list of ideas and actions intended to fight the system of white supremacy. Because oppressions are intersectional, some of these actions address cultural oppressions faced by other minority groups including gender diverse and gender non-conforming people, LGBTQIA communities, religious minorities, as well as people who are targeted for their size, age, ability, socio-economic reality and other forms of cultural oppression. This incomplete list requires your ideas, resources and creativity.

*Resources gathered by Jessica Bleuer, Past NADTA Diversity Chair,  
Designed by Rowena Tam, Drama Therapy Student, Concordia University*

Initiated: October 2018

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Last Updated: October 20, 2018

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## 2. Cultural Humility and Clinical Work

A

### [Read Guidelines on Cultural Response/Ability in Training, Research, Supervision, Advocacy & Organizational Change](#)

#### **Further Reading:**

Sajnani, N., Tomczyk, P., Bleuer, J., Dokter, D., Carr, M., Bilodeau, S. (2016). Guidelines on cultural response/ability in training, research, practice, supervision, advocacy and organizational change, *The Drama Therapy Review*, 2(1), 141-148.

B

### [American Psychological Association \(2017\). Multicultural Guidelines: An Ecological Approach to Context, Identity, and Intersectionality.](#)

#### **Reflect upon my own cultural biases, and how these may be similar or different to those of my clients'**

C

- [Addressing Clients' Prejudices in Counseling](#)
- [Colorblind Ideology is a Form of Racism. \*Psychology Today\*.](#)
- [Detour-spotting for White Anti-racists. \*Cultural Bridges to Justice\*.](#)
- [Frame of Reference Exercise](#)
- [Implicit Association Test. Measure your implicit associations towards issues concerning race, religion, weight and other topics](#)
- [TED Talks: How to Overcome Our Biases](#)
- [When Therapists Face Discrimination](#)

#### **Further Reading:**

Coseo, A. (1997), Developing cultural awareness for creative arts therapists, *The Arts in Psychotherapy*, 24(2), pp. 145-57.

Fouad, N.A., & Arredondo, P. (2007). Evaluating cultural identity and biases. In *Becoming Culturally Oriented: Practical Advice for Psychologists and Educators*. American Psychological Association.

Hays, P. A. (2008), *Addressing Cultural Complexities in Practice: Assessment, Diagnosis, and Therapy*, Washington, DC: American Psychological Association.

Muran, C. (2007). (Ed.) *Dialogues on Difference. Studies of Diversity in the Therapeutic Relationship*. Washington, DC: American Psychological Association.

Powell, A. (2016). Embodied multicultural assessment: An interdisciplinary training model. *Drama Therapy Review*, 2(1), 111-122.

Ross, H. J. (2014), *Everyday Bias: Identifying and Navigating Unconscious Judgments in our Daily Lives*, London: Rowman & Littlefield Publishers, Inc.

Williams, B. M. (2016). Minding our own biases: Using drama therapeutic tools to identify and challenge assumptions, biases and stereotypes. *Drama Therapy Review*, 2(1), 9–23.

## **Negative impacts of cultural insensitivity (on mental health, the therapeutic alliance and therapeutic outcome)**

- [Why I Left My White Therapist \(Client Narrative\)](#)

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Meyer, O.L. & Zane, N. (2013). The influence of race and ethnicity in clients' experiences of mental health treatment, *Journal of Community Psychology*, 41(7), 884-901.

Morton, E. (2011). *The incidence of racial microaggressions in the cross-racial counseling dyad*. (Doctoral dissertation). Retrieved from ProQuest LLC.

Owen, J., Imel, Z., Tao, K.W., Wampold, B., Smith, A., & Rodolfa, E. (2011). Cultural ruptures in short-term therapy: Working alliance as mediator between clients' perceptions of microaggressions and therapy outcomes. *Counselling and Psychotherapy Research*, 11(3), 204-212.

Pierce, C. (1995). Stress analogs of racism and sexism: Terrorism, torture and disaster. In C. Willie, P. Rieker, B. Kramer & B. Brown (Eds.), *Mental Health Racism, and Sexism*, 277-293. Pittsburgh, PA: University of Pittsburgh Press.

E

[Read the NADTA Position Statements about diverse social equity issues on the NADTA website](#)

F

### Learn about power and privilege

- [11-Step Guild to Understanding Race, Racism and White Privilege, Citizenship & Social Justice](#)
- [Dear White People, Please Stop Pretending Reverse Racism is Real](#)
- [Implicit Bias: What it Means and How it Affects Behaviour](#)
- [Religious Privilege](#)
- [TED Talks: The Danger of a Single Story](#)
- [Thin Privilege](#)
- [Understanding Male Privilege](#)
- [What Does Addressing Anti-Blackness in The Latinx Community Look Like](#)
- [White Fragility](#)
- [White Privilege and Male Privilege](#)
- [White privilege in Art Therapy: For White Folks](#)

### Further Reading:

Accapadi, M. M. (2007). When white women cry: How white women's tears oppress women of color. *The College Student Affairs Journal*, 26(2), 208-215.

Blitz, L. (2013). Owing Whiteness. *Journal of Emotional Abuse*, 6(2-3), 241-263.

Case, K.A. (2013). *Deconstructing Privilege, Teaching and Learning as Allies in the Classroom*. New York, NY: Routledge.

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Dottolo, A.L. & Kaschak, E. (Eds.) (2016). *Whiteness and White Privilege in Psychotherapy*. New York: Routledge.

Fors, M. (2018). *A Grammar of Power in Psychotherapy*, [Electronic Book], American Psychological Association.

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Hadley, S. (2013). Dominant narratives: Complicity and the need for vigilance in the creative arts therapies. *The Arts in Psychotherapy*, 40(4), 373-381.

Mayor, C. (2018). Political openings in Developmental Transformations: Performing an ambivalent love letter, *The Drama Therapy Review*, 4(2), 233-247.

McDowell, T. & Hernandez-Wolfe, P. (2012). Speaking of privilege: Family therapy educators' journeys toward awareness and compassionate action, *Family Process*, 51, 163-178.

Severs, E., Celis, K., & Erzeel, S. (2016). Power, privilege and disadvantage: Intersectionality theory and political representation, In: *Politics*, 36(4), 346–354.

Trepagnier, B. (2010). *Silent Racism : How Well-Meaning White People Perpetuate the Racist Divide*, New York, NY: Routledge.

## **Acknowledge and learn about Indigenous people where I currently live**

G

- [APA Article Indigenous People's Mental Health](#)
- [Annotated Bibliography, Cultural Intervention Models in Mental Health](#)
- [Cultural Considerations in Play Therapy with Aboriginal Children in Canada](#)
- [Exploring Indigenous and Western Therapeutic Integration: Perspectives And Experiences of Indigenous Elders](#)
- [Guide to Acknowledging First Peoples & Traditional Territory](#)
- [Indigenous Groups History, Treaties, Definitions and Oppression \(Historical and Present\)](#)
- [Psychological Services in First Nations Populations](#)
- [Psychotherapy and Traditional Intervention Strategies: Being an Effective Helper](#)
- [Resources on Indigenous History, Achievements and Current Events](#)
- [What is the significance of acknowledging the Indigenous land we stand on?](#)

### Further Reading:

Smye, V., & Browne, A. J. (2002). 'Cultural safety' and the analysis of health policy affective aboriginal people. *Nurse Researcher*, 9(3), 42-56.

St. Germain, Mariah (2015). *Opening the Conversation: An Investigation into the Interface of Drama Therapy, Intergenerational Trauma, and Aboriginal Youth of Canada*. [Graduate Projects (Non-thesis)] (Unpublished).

Wesley-Esquimaux, C. & Smolweski, M. (2004). *Historic Trauma and Aboriginal Healing*. Ottawa: Aboriginal Healing Foundation.

## H

### The importance of exploring race and ethnicity in the clinical space

- [APA on Race](#)
- [Getting comfortable with conversations about race and ethnicity in psychotherapy](#)
- [Note to White Therapists: Let's Talk About Race](#)
- [Racial Identity Models](#) (Read Shin's, 2015 Critical Analysis of these models below)
- [Robyn Maynard on Anti-Black Racism, Misogyny, and Policing in Canada](#)

### Possible ways to explore race and ethnicity in-session:

- *Often, I ask my clients about their racial and ethnic background because it helps me have a better understanding of who they are. Is that something you'd feel comfortable talking about? (Cardemil & Battle, 2003, p. 279)*
- *"How do you identify your racial or ethnic background?" can be a relatively neutral way to continue the conversation. In our experience, these opening queries can lead to a narrative that includes information about familial origin, language, and religion. (Cardemil & Battle, 2003, p. 280)*
- *Tell me about your experiences of racism...*
- *What's it like to share this experience with a (white person/person of colour/racialized person) therapist?*

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Aymer, S.R. (2010). Clinical practice with African American men: What to consider and what to do. *Smith College Studies in Social Work*, 80(1), 20-34.



Bessiere, A. (2012). La contribution des Noirs au Quebec. Quatre siecles d'une histoire partagée, Retrieved from <https://www.leslibraires.ca/livres/la-contribution-des-noirs-au-quebec-arnaud-bessiere-9782551252015.html>

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Chang, D.F. & Berk, A. (2009). Making cross-racial therapy work: A phenomenological study of clients' experiences of cross-racial therapy, *Journal of Counselling Psychology*, 56(4), 521-536.

Cruz, C. (2006). *Testimonial narratives of queer street youth: Towards an epistemology of a brown body*. [Unpublished dissertation]. Los Angeles: University of California

Doby-Copeland, C. (2006). Things come to me: Reflections from an art therapist of color. *Journal of the American Art Therapy Association*, 23(2), 81-85.

Greene, M. P. and Blitz, L. V. (2011), The elephant is not pink: Talking about White, Black, and Brown to achieve excellence in clinical practice. *Clinical Social Work Journal*, 40(2), 203–212.

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Mills, C. W. (1997). *The Racial Contract*, Cornell University Press.

Pierce, C. (1974). Psychiatric problems of the Black minority. In S. Arieti (Ed.), *American Handbook of Psychiatry* (pp. 512-523). New York: Basic Books.

Rivera, D. P., Forquer, E. E., & Rangel, R. (2010). Microaggressions and the life experience of Latina/o Americans. In D. W. Sue (Ed.), *Microaggressions and marginality: Manifestations, dynamics, and impact* (pp. 59–83), New York, NY: Wiley.

Shin, R.Q. (2015). The Application of Critical Consciousness and Intersectionality as Tools for Decolonizing Racial/Ethnic Identity Development Models in the Fields of Counseling and Psychology, In R.D. Goodman, & P.C. Gorski (Eds.) *Decolonizing "Multicultural" Counseling through Social Justice*. College Park, MD: Springer.

Singleton, G. E. and Linton, C. (2006), *Courageous Conversations about Race: A Field Guide for Achieving Equity in Schools*, Thousand Oaks, CA: Corwin Press.

Sue, D. W., Bucceri, J., Lin, A. I., Nadal, K. L., & Torino, G. C. (2009). Racial microaggressions and the Asian American experience. *Asian American Journal of Psychology*, 5(1), 88-101.

Sue, D. W., Capodilupo, C.M., Holder, A.M.B. (2008). Racial microaggressions in the life experience of Black Americans. *Professional Psychology: Research and Practice*, 39(3), 329-336.

Sue, D.W., Capodilupo, C.M., Torino, G.C., Bucceri, J.M., Holder, A.M.B., Nadal, K.L., & Esquilin, M. (2007). Racial microaggressions in everyday life: Implications for clinical practice. *American Psychologist*, 62(4), 271-286.

Sue, D. W., & Sue, D. (2016). *Counseling the culturally diverse: Theory and practice*. Hoboken, NJ: Wiley.

Tatum, B. D. (1999), *'Why are all the Black Kids Sitting Together in the Cafeteria?': And other Conversations About Race*, New York, NY: BasicBooks.

Warde, B. (2012). The Cultural Genogram: Enhancing the Cultural Competency of Social Work Students. *Social Work Education*, 31(5), 570-586.

Williams, B. (2018). Unapologetically black: Seven questions and poems that explore how race performs in clinical practice. *Drama Therapy Review*, 4(2), 223-232.

## **Learn about clients' religious and spiritual practices and acknowledge important religious holidays**

- [Government of Ontario \(2018\) List of Religious Holy Days](#)
- [Jewish Diversity in Ethnicity and Race](#)
- [Introduction to Sikhism](#)
- [Life as a Sikh in Trump's America](#)
- [Shattering stereotypes around Muslim women through photography](#)
- [TED Talks: Misconceptions of Islam and Muslim Life](#)
- [TED Talks: What does my headscarf mean to you?](#)
- [TED Talks: What's it like to be a Muslim in America?](#)
- [The Rising Cost of Islamophobia](#)
- [Understanding Anti-Semitism](#)

### **Further Reading:**

Athyal, J, (2015). Religion in Southeast Asia: An Encyclopedia of Faiths and Cultures. *An Encyclopedia of Faiths and Cultures*, Santa Barbara, CA: ABC-CLIO.

Dollahite, D. C, Marks, L. D., & Young, K. P. (2017). Relational struggles and experiential immediacy in religious American families. *Journal of Psychology of Religion and Spirituality*.

Dwairy, M. (2006). *Multicultural foundations of psychology and counseling. Counseling and psychotherapy with Arabs and Muslims: A culturally sensitive approach*. New York, NY, US: Teachers College Press.

Frowman, R.J. (2009). Music therapy practice with Jewish people in the United States of America. *Music Therapy Perspectives*, 27(1), 33.

Korn, L.E. (2016). *Multicultural Counseling Workbook. Exercises, Worksheets & Games to Build Rapport with Diverse Clients*, Eau Claire, WI: PESI Publishing & Media.

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Meyer, D. D. (2012), Techniques for spiritual, ethical, and religious counseling: Using drama therapy to explore religion and spirituality in counselor education. *Counseling and Values*, 57(2), 241-51.

Nadal, K.L., Griffin, K.E., Hamit, S., Jayleen, L. Tobio, M., & Rivera D. (2012). Subtle and overt forms of Islamophobia: Microaggressions toward Muslim Americans. *Journal of Muslim Mental Health*, 6(2).

Oxhandler, H. K., & Giardina, T.D. (2017). Social worker's perceived barriers to and sources of support for integrating clients' religion and spirituality in practice. *Social Work*, 62(4), 323-332.

Rosen, D.C. & Nakash, O. (2014). Clinical applications with American Jews. In D.W. Sue, M. E. Gallardo, & H.A. Neville (Eds.) *Case Studies in Multicultural Counseling and Therapy*, Hoboken, NY: Wiley.

**Learn more about migration and its impacts on mental health and resilience. Inquire about your clients' experience with migration during intake and throughout therapy when relevant**

- [APA Immigration Report](#)
- [Improving Mental Health Services for Immigrant, Refugee, Ethnocultural and Racialized People](#)
- [Mental health Interventions for Refugee Children in Resettlement](#)
- [Refugee Children and Their Families: Theoretical and Clinical Perspective](#)
- [Refugees Welcome Here Tool Kit](#)

## Further Reading:

Andari Sawaya, Swelen (2013) *Exploring Story: A Drama Therapy Intervention for Adolescent Immigrants with Depression*. [Graduate Projects (Non-thesis)] (Unpublished)

Birman, D., Ho, J., Pulley, E., Batia, K., Everson, M. L., Ellis, H., Gonzalez, A. (2005). *Mental health interventions for refugee children in resettlement* (White Paper II). Chicago, IL: National Child Traumatic Stress Network, Refugee Trauma Task Force. Retrieved from [http://www.nctsn.org/nctsn\\_assets/pdfs/materials\\_for\\_applicants/MH\\_Interventions\\_for\\_Refugee\\_Children.pdf](http://www.nctsn.org/nctsn_assets/pdfs/materials_for_applicants/MH_Interventions_for_Refugee_Children.pdf)

Bleuer, Chin, & Sakamoto (2018). Why theatre-based research works? Psychological theories from behind the curtain, *Qualitative Research in Psychology*, 15(2-3), 395-411.

Landis, H. (2014). Drama therapy with newly-arrived refugee women. In Sajnani, N. & Johnson, D.R., *Trauma-Informed Drama Therapy* (pp. 287-305). Springfield, IL: Charles Thomas.

Lipadatova, Olga (2014) *A Phenomenological Study of the Sandplay Therapy Expression of Six Immigrants' Psychological Adaptation in Quebec*. [PhD thesis], Concordia University.

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Sajnani, N. (2016). Arts therapies and the refugee crisis. University of Melbourne & Victorian College of the Arts. Retrieved from <http://vca.unimelb.edu.au/research/creative-arts-therapies-research-unit/arts-therapies-and-the-refugee-crisis>

Sakamoto, Izumi. (2007). A Critical Examination of Immigrant Acculturation: Toward an Anti-Oppressive Social Work Model with Immigrant Adults in a Pluralistic Society. *The British Journal of Social Work*, 37(3), 515-535.

Wanning, J. (2016). The use of Image Theatre to examine the acculturation process of Taiwanese international performing arts students in New York City, *Drama Therapy Review*, 2(1), 79-97.

## Learn about gender diversity

- [A Guide to Gender and Identity to Help You Keep Up with the Conversation](#)
- [APA on Gender](#)
- [Before European Christian Forced Gender Roles, Native Americans Acknowledged 5 Genders](#)

- [Confessions of a Non-Binary Therapist](#)
- [Guidelines for Psychological Practice with transgender and gender nonconforming people](#)
- [Learn How You Can Best Support Clients in Transition](#)
- [Learning More About Gender and Gender Presentation](#)
- [Podcast: Gender Reveal](#)
- [Podcast: One from the Vaults](#)
- [Strive to Not Misgender People](#)
- [Supporting Your Gender Diverse Child](#)

### **Further Reading:**

Barbee, M. (n.d.). A visual-narrative approach to understanding transsexual identity. *Journal of the American Art Therapy Association*, 19(2), 53-62.

Blumer, M. L.C. & Barbahano, J.M. (2007) Valuing the Gender-Variant Therapist: Therapeutic Experiences, Tools, and Implications of a Female-to-Male Trans Variant Clinician, *Journal of Feminist Family Therapy*, 20(1), 46-65.

Curtis, S. (2013). On gender and the creative arts therapies. *The Arts in Psychotherapy*, 40(4), 371-372.

Hodermarska, M. (2013). Autism as performance, *Dramatherapy*, 35(1), 64-76.

Lurie, S.B. (2014). Exploring the impacts of disclosure for the transgender and gender non-conforming therapists, Smith College [Dissertation].  
<https://scholarworks.smith.edu/theses/822>

Nadal, Skolnik, & Wong (2013). Interpersonal and Systemic Microaggressions Toward Transgender People: Implications for Counseling. *Journal of LGBT Issues in Counseling*, 6(1), 55-82.

Tosh, J. (2016). Psychology and Gender Dysphoria: Feminist and Transgender Perspectives. Chapter 3 Psychiatric constructions of transgender identities and gender nonconformity.

### **Learn about sexual orientation**

- [Asking the right questions](#)
- [17 LGBTQ Friendly Books for Children](#)
- [Comprehensive List of LGBTQ+ Definitions](#)
- [Fundors for LGBTQ Issues \(2017\)](#)
- [LGBTQ Human Rights Website](#)
- [LGBT Resource Center Educational Activities](#)

**L**

- [Podcast: We Want the Airwaves](#)
- [Practice Guidelines when working with LGBT+ individuals](#)
- [Issues Impacting LGBT Communities of Color](#)

### **Further Reading:**

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Balsam, K.F., Molina, Y., Beadnell, B., Simoni, J. & Walters, K. (2011). Measuring multiple minority stress: The LGBT people of color microaggressions scale. *Cultural Diversity and Ethnic Minority Psychology*, 17 (2), 163-174.

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Cole, G.W. & Drescher, J. (2006). Do Tell: Queer Perspectives on Therapist Self-Disclosure-Introduction, *Journal of Gay & Lesbian Psychotherapy*, 10(1), 1-6.

Diamond, L. M. (2009), *Sexual Fluidity: Understanding Women's Love and Desire*, Cambridge, MA: Harvard University Press, 227-228.

Guthrie, C. (2008). Disclosing the therapist's sexual orientation: the meaning of disclosure in working with gay, lesbian, and bisexual patients. *Journal of Gay & Lesbian Psychotherapy*, 10(1), 63-77.

Harper, G. (2003). Oppression and discrimination among lesbian, gay, bisexual, and transgendered people and communities: A challenge for community psychology. *American Journal of Community Psychology*, 31(3-4), 243-252.

Mardell, A. *The ABC's of LGBT+*. Mango Media Inc.

Moore, J. & Jenkins, P. (2012). 'Coming Out' in therapy? Perceived risks and benefits of self-disclosure of sexual orientation by gay and lesbian therapists to straight clients, *Counselling and Psychotherapy Research*, 12(4), 308-315.

Moscardini, E., Douglass, R.P., Conlin, S.E., Duffy, R.D. (2018). Minority stress and life meaning among bisexual adults: *The role of religiosity. Psychology of Sexual Orientation and Gender Diversity*, 5(2), 194-203.

## Make your therapy space accessible and learn about disabilities

- [9 Ways We Can Make Social Justice Movements Less Elitist and More Accessible](#)
- [APA on Ability](#)
- [Chronic Illness/Disability](#)
- [New York City's Public Transit is a Nightmare for People with Disabilities](#)
- [TED Talks: "I'm not your inspiration thank you very much"](#)
- [Understanding Ableism](#)

### Further Reading:

Artman, L.K. & Daniels, J.A. (2010). Disability and Psychotherapy Practice: Cultural Competence and Practical Tips. *Professional Psychology Research and Practice*, 41(5), 442-448.

Bailey, S. (1997). Drama: A powerful tool for social skill development. *Disability Solutions*, 2(1), 1-5.

Couroucli-Robertson, K. (2011). Breaking down barriers and uniting people through art, *Dramatherapy* 33(2), 114-120.

Feinger-Scaal, R. (2016). A dramatherapy case study with a young man who has dual-diagnosis of intellectual disability and mental health problems, *The Arts in Psychotherapy*, 50, 40-45.

Godfrey, E. & Haythorne, D(2013). Benefits of dramatherapy for Autism Spectrum Disorder: a qualitative analysis of feedback from parents and teachers of clients attending Roundabout dramatherapy sessions in schools, *Dramatherapy* 35(1), 20-28.

Olkin, R. (2014). Clinical applications with persons with disabilities. In D.W. Sue, M. E. Gallardo, & H.A. Neville (Eds.) *Case Studies in Multicultural Counseling and Therapy*, Hoboken, NY: Wiley.

Porter, R. (2014). Making sense: dramatherapy with adults with Asperger's Syndrome, *Dramatherapy*, 36 (2-3), 81-93.

Tomasulo, D. & Szucs, A. (2016). The ACTing cure: evidence-based group treatment for people with intellectual disabilities, *Dramatherapy*, 27(2-3), 100-115.

## Learn more about how cultural oppression operates in North America

Commit to understanding how cultural oppression impacts mental health. Ask my clients *how the outside world is impacting them today*, and create spaces for clients to talk about racism, sexism, homophobia, transphobia, ableism, sizeism, classism, ageism, religious intolerance and other forms of cultural oppression.

- [APA on Poverty](#)
- [APA on Racism](#)
- [Black Lives Matters Syllabus](#)
- [Derald Wing Sue on microaggression, the implicit racism minorities endure](#)
- [Ethnic Disparity in State Prisons](#)
- [First Peoples, Second-Class Treatment](#)
- [Harvard Study: LGBT People of Colour Suffer Double Discrimination](#)
- [Quebec's plan to ban religious symbols amounts to a 'witch hunt'](#)
- ["I have no intention of taking my hijab off and I have no intention of not teaching"](#)
- [Immigration and Displacement](#)
- [Read the Truth and Reconciliation Commission Report \(Canada\)](#)
- [Understanding Anti-Semitism](#)
- [Understanding Ableism](#)
- [U.S. owes black people reparations for a history of 'racial terrorism,' says U.N. panel](#)
- [Working with Older Adults](#)

### Further Reading:

Audet, C., Collins, S., Jay, M., Irvine, K., Hill-Lehr, A. & Schmolke, C. (2014). Poverty, Mental Health, and Counsellors for Social Justice: Reflections on an Interactive Workshop. *Canadian Journal of Counselling and Psychotherapy*, 48(3).

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Nadal, K. L., Issa, M., Griffin, K. E., Hamit, S., & Lyons, O. B. (2010). Religious microaggressions in the United States: Mental health implications for religious minority groups. In D. W. Sue (Ed.), *Microaggressions and marginality: Manifestation, dynamics, and impact* (pp. 287–310). New York: Wiley & Sons.

Pascoe, E. A., & Richman, L.S. (2009). Perceived discrimination and health: A meta-analytic review. *Psychological Bulletin*, 135(4), 531-554.

Sajnani, N. (2009). Theatre of the oppressed: Drama therapy as cultural dialogue. In Johnson, D.R, & Emunah, R., *Current approaches in drama therapy* (pp.461-482). Springfield, IL: Charles C. Thomas

Salberg, J. & Grand, S. (Eds.) (2017). *Wounds of History. Repair and Resilience in the Trans-Generational Transmission of Trauma*. New York, NY: Routledge.

Sue, D. W. (2005). Racism and the conspiracy of silence. *Counseling Psychologist*, 33(1), 100–114.

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## Sociopolitical trauma & mental health

- [CAQ plan to ban religious symbols for some civil servants](#)
- [Georgia Election 2018: Seniors ordered off bus for black voters](#)
- [“I have no intention of taking my hijab off and I have no intention of not teaching”](#)
- [Louisiana isn’t letting immigrants get married](#)
- [Quebec's plan to ban religious symbols amounts to a 'witch hunt'](#)
- [Rohingya Muslim Refugee Crisis](#)

Further Reading:

Bryant-Davis, T., & Ocampo, C. (2005). Racist incident-based trauma. *The Counseling Psychologist*, 33(4), 479-500.

Harrell, J. P., Halls, S., & Taliaferro, J. (2003). Physiological responses to racism and discrimination: An assessment of the evidence. *American Journal of Public Health, 93*(2), 243–248.

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Okazaki, S. (2009). Impact of racism on ethnic minority mental health. *Perspectives on Psychological Science, 4*(1), 103–107.

Pérez Huber, L. & Cueva, B.M. (2012). Chicana/Latino testimonios on effects and responses to microaggressions. *Equity & Excellence in Education, 45*(3), 392-410.

Pierce, C.M. (1989). Unity in diversity: Thirty-three years of stress. In G. Berry & J. Asamen (Eds.), *Black students: Psychological issues and academic achievement* (pp. 296-312). Newbury Park, Sage.

Salvatore, J., & Shelton, J. N. (2007). Cognitive costs of exposure to racial prejudice. *Psychological Science, 18*(9), 810–815.

Torres, L., Driscoll, M.W., & Burrow, A.L. (2010). Racial microaggressions and psychological functioning among highly achieving African-Americans: A mixed-methods approach. *Journal of Social and Clinical Psychology, 29*(10).

Williams, D. R., Yu, Y., Jackson, J., & Anderson, N.B. (1997). Racial differences in physical and mental health: Socioeconomic status, stress and discrimination. *Journal of Health Psychology, 2*(3), 335-351.

## Enhance intersectional clinical work

- [Decolonizing Academia: Intersectionality, Participation & Accountability in Family Therapy and Counseling](#)
- [Intersectionality and Mental Health: A Case Study](#)
- [Kimberlé Crenshaw on Intersectionality, More than Two Decades Later](#)
- [Practical Tools for Intersectional Workshops](#)
- ["#RaceAnd," an eight-part series from Colorlines' publisher](#)
- [US Human Rights Network \(2013\) Framing Questions on Intersectionality](#)

## Further Reading:

Adames, H.Y., Chavez-Dueñas, N.Y., Sharma, S., La Roche, M.J (2018). Intersectionality in psychotherapy: The experiences of an AfroLatinx queer immigrant. *Psychotherapy*, 55(1), 73-79.

Boisvert, J.A. (2018). Exploring sexuality, gender diversity, and intersectionality with sexual minorities and transgender or gender nonconforming clients. *Sex Roles*, 78(11-12), 833-835.

Butler, C. (2015). Intersectionality in family therapy training: inviting students to embrace the complexities of lived experience, *Journal of Family Therapy*, 37(4), 583-589.

D'Andrea, M. & Daniels, J. (2007). Dealing with institutional racism on campus: Initiating difficult dialogues and social justice advocacy interventions. *The College Student Affairs Journal*, 26 (2), 169-176.

Saeromi, K. & Cardemil, E. (2012). Effective psychotherapy with low-income clients: The importance of attending to social class. *Journal of Contemporary Psychotherapy*, 42(1), 27-35.

Watts-Jones, T.D. (2010). Location of Self: Opening the Door to Dialogue on Intersectionality in the Therapy Process. *Family Process*, 49(3), 405-420.

## Learn More, Read More, Watch More

### Articles:

- [10 Black Authors Everyone Should Read](#)
- [46 Books by Women of Colour in 2018](#)
- [Diversity and Social Justice: A Glossary of working definitions](#)
- [Robin DiAngelo, Critical Race Scholar Publications on Whiteness & Equity](#)
- [Robin DiAngelo, Recommended Readings](#)
- [The Most Popular Cosmetic Procedures Among Different Races](#)

Ahmed, S., Wilson, K.B., Henriksen Jr., R.C., & Windwalker Jones, J. (2011). What does it mean to be a culturally competent counselor? *Journal of Social Action in Counseling and Psychology*, 3(1), 17-28.

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Emunah, R. (2016). Instilling cultural competence in (the raising of) drama therapists. In C. Holmwood and S. Jennings (Eds.). *International handbook of dramathrapy*. London: Routledge.

Hall, L.E. (2005). *Dictionary of multicultural psychology: Issues, terms, and concepts*. Thousand Oaks, CA: Sage.

Hardy, K.V. & Laszloffy, T.A. (1995). The cultural genogram: Key to training culturally competent family therapists. *Journal of Marital and Family Therapy* 21(3), 227-237.

Lewis, P. (1997), 'Multiculturalism and globalism in the arts in psychotherapy', *The Arts in Psychotherapy*, 24(2), pp. 123-27.

Mayor, C. (2012). Playing with race: A theoretical framework and approach for creative arts therapists. *The Arts in Psychotherapy*, 39(3), 214-219.

Overholser, J.C. (2016). When words are not enough: Psychotherapy with clients who are living below the poverty line, *Journal of Contemporary Psychotherapy*, 46(2), 89-96.

Ozlem, S. & DiAngelo, R. (2017). *Is everyone really equal?* New York, NY: Teacher's College Press.

Jun, H. (2010), *Social Justice, Multicultural Counseling, and Practice: Beyond a Conventional Approach*, Los Angeles: Sage.

Saeromi, K. & Cardemil, E. (2012). Effective psychotherapy with low-income clients: The importance of attending to social class. *Journal of Contemporary Psychotherapy*, 42(1), 27-35.

Sajnani, N. (2012), 'Response/ability: Imagining a critical race feminist paradigm for the creative arts therapies', *The Arts in Psychotherapy*, 39: 3, pp. 186-91.

Sajnani, N. (2016). Toward a critical aesthetic paradigm in drama therapy. In C. Holmwood and S. Jennings (Eds.). *International handbook of dramatherapy*. London: Routledge.

Sajnani, N., Marxen, E., & Zarate, R. (2017). Critical perspectives in the arts therapies: Response/ability across a continuum of practice. *The Arts in Psychotherapy*, 54, 28-37.

Shin, R.Q. (2015). The Application of Critical Consciousness and Intersectionality as Tools for Decolonizing Racial/Ethnic Identity Development Models in the Fields of Counseling

and Psychology, In R.D. Goodman, & P.C. Gorski (Eds.) *Decolonizing "Multicultural" Counseling through Social Justice*. College Park, MD: Springer.

Stanion, P., Papadopoulos, L., & Bor, R. (1997). Genograms in counseling practice: Constructing a genogram (part 2). *Counselling Psychology Quarterly*, 10(2), 139-148

Sue, D.W., Capodilupo, C.M., Torino, G.C., Bucceri, J.M., Holder, A.M. & Esquilin, M. Racial microaggressions in everyday life: implications for clinical practice. *The American Psychology*, 62(4), 271-286.

Sue, D. (2015). *Race talk and the conspiracy of silence: Understanding and facilitating difficult dialogues on race*. Hoboken, New Jersey: John Wiley & Sons.

Sue, D. W., Gallardo, M.E. & Neville, H.A. (Eds.). (2014). *Case Studies in Multicultural Counseling and Therapy*. Hoboken, NJ: John Wiley & Sons.

Volkas, A. (2009). Healing the wounds of history: Drama therapy in collective trauma and intercultural conflict resolution. In Johnson, D.R & Emunah, R., *Current Approaches in Drama Therapy* (pp. 145-171). Springfield, IL: Charles Thomas.

#### **Films:**

- [Colorism](#)
- [Racial Equity Tools Book and Film List](#)

#### **Podcasts:**

- [Colour Code: A Podcast About Race in Canada](#)
- [Decolonising the Academy](#)
- [Divisive Radio Show](#)
- [Media Indigena](#)
- [NPR's Code Switch on Race, Ethnicity and Identity](#)
- [Show About Race](#)
- [Sooo Many White Guys](#)

# 3. Intrapersonal Commitments

3.1

**As someone who identifies as a person of colour or racialized minority, my healing process may include but not be limited by:**

3.1C

**Compassionately address the internalized racism that exists within**

- [Lessons on Internalized Racism Video](#)
- [What is the Definition of Internalized Racism?](#)
- [What is Internalized Racial Oppression and Why Don't We Study it?](#)

## **Further Reading:**

Choi, A., Young, I., T., Maeda, H. (2017). Development and evaluation of the internalized racism in asian americans scale (IRAAS). *Journal of Counseling Psychology*, 64(1), 52-64.

Hooks, B. (2006). *Outlaw Culture: Resisting Representations*. Routledge.

James, D. (2017). Internalized racism and past-year major depressive disorder among African-Americans: The role of ethnic identity and self-esteem. *Journal of Racial and Ethnic Health Disparities*, 4(4), 659-670.

Kaufka, B. (2009). The shadows within: internalized racism and reflective writing. *Reflective Practice*, 10(2), 137-148.

Molina, K. M., & Drexler, J. (2016). Discrimination, internalized racism, and depression: A comparative study of African American and Afro-Caribbean adults in the US. *Group Processes & Intergroup Relations*, 19(4), 439-461.

Mouzon, D.M, & McLean, J.S. (2017). Internalized racism and mental health among African-Americans, US-born Caribbean Blacks, and foreign-born Caribbean Blacks. *Ethnicity & Health*, 22(1), 36-48.

Hipolito-Delgado, C.P. (2016). Internalized racism, perceived racism, and ethnic identity: Exploring their relationship in Latina/o undergraduates. *Journal of College Counseling*, 19(2), 98-109.

## 3.1F

### Develop sanctuaries and counterspaces inside and outside educational institutions for coping

- [Healing internalized racism: the Role of a Within-Group Sanctuary Among People of African Descent](#)
- [When Therapists Face Discrimination](#)

#### Virtual Facebook Groups:

- Art Therapists of Color
- BlacksIn DramaTherapy

Connect with other members from one of your cultural communities, and add your voice to highlight the needs of your community within the NADTA structure. Contact the Diversity Chair [diversity@nadta.org](mailto:diversity@nadta.org) if you would like to create a new cultural committee, or join one of the following that already exists:

- Spanish speaking committee, contact: [idalid.diazp@gmail.com](mailto:idalid.diazp@gmail.com)
- Creative Arts Therapists of Color New York; Sandra Ramos-Watt [lalalitai@gmail.com](mailto:lalalitai@gmail.com)
- CATs of Color Philadelphia [catsofcolorphl@gmail.com](mailto:catsofcolorphl@gmail.com), First Thursday of every Month [www.catsofcolor.com](http://www.catsofcolor.com)

#### Further Reading:

##### [The Black, African and Asian Therapy Network](#)

Grier-Reed, T. (2010). The African American student network: Creating sanctuaries and counterspaces for coping with racial microaggressions in higher education settings. *Journal of Humanistic Counseling, Education and Development*, 49(2), 18, 1-188.

Walker, M. (2008), When racism gets personal: Toward relational healing, *Women & Therapy*, 31(2), 71–85.

### Learn about what other people of colour do for self-care

## 3.1G

- [4 Self-Care Tips for People of Colour After Charlottesville](#)
- [Anwit Kanwar Singh on Racism and Self-Care](#)
- [Black History Flash Cards](#)
- [Black Lives Matter: A Toolkit for Black Lives Matter Healing Justice & Direct Action](#)
- [Canadians of Colour Talk Racism, Self-Care and Driving Change](#)

- [Dear Black Women Project: 35 Self-Care Tips](#)
- [Emotionally Restorative Self-Care for People of Colour Video](#)
- [Filling our Cups: 4 Ways People of Color can Foster Mental Health and Practice Restorative Healing](#)
- [How to Practice Self-Care When You are the Only Person of Colour in the Office](#)
- [How Writing Helps Me Process Racism](#)
- [Internalized Oppression: We Need to Stop Hating Ourselves](#)
- [Nailah Tyrell On Racism, Self-Care and Prayer](#)
- [Therapy for Black Girls: An Online Platform Encouraging Mental Wellness of Black Women](#)
- [Self-Care for People of Colour](#)

3.2

**As someone who identifies as a white person, my healing process may include but is not limited to:**

3.2B

**Have hard conversations with myself about the racism that lives within me**

- [Anti-Racist Checklist for Whites](#)
- [Anti-Racist Handout](#)
- [Dig Deeper. Ten Ways to Fight Hate: A Community Response Guide](#)
- [Guide to Being an Anti-Racism Activist](#)

**Acknowledging my capacity to engage in microaggressions:**

Read what drama therapy literature says about human's pervasive ability to engage in inequitable ways. The following drama therapists maintain that there is a perpetrator in all of us (Johnson & Lubin, 2015; Volkas, 2000; 2009). The systems of oppression lives in all of us and depending on which dominant groups we belong to we are all capable of engaging and benefiting from systems of oppression towards target groups. We all have the capacity to behave in racist, sexist, homophobic, transphobic, ableist, ageist, classist, anti-Semitic, Islamophobic, intolerant towards other religions, sizeist ways.

**Further Reading:**

Blitz, L. (2013). Owing Whiteness. *Journal of Emotional Abuse*, 6(2-3), 241-263.



Diangelo, R. (2018). *White Fragility. Why it's so Hard for White People to Talk about Racism*. Boston, MA: Beacon Press Books.

3.2F

### **Moving from white guilt to white responsibility**

- [Moving from White Guilt](#)
- [Transforming White Fragility into Courageous Imperfection](#)

Further Reading for Section 3:

- [10 Black Authors Everyone Should Read](#)
- [46 Books by Women of Colour in 2018](#)
- [How Writing Helps Me Process Racism and Ignorance](#)

# 4. Interpersonal Commitments

**A**

**Listen to, validate, and ally with people who report personal and systematic racism.**

*“Most people of colour report that whites do not take claims of racism seriously. It’s time to stop defending the idea of a post-racial society, and recognize instead that we live in a racist one. Listen to and trust those who report racism, because anti-racism begins with basic respect for all people” (Cole, 2018).*

**C**

**[Join an NADTA Racial Justice Dialogue](#)**

**D**

**Address racism in your family, workplace, school, community and within yourself; create community conversations.**

*“Step in when you see racism occurring, and disrupt it in a safe way. Have hard conversations with others when you hear or see racism, whether explicit or implicit. Challenge racist assumptions by asking about supporting facts and evidence (in general, they do not exist). Have conversations about what led you and/or others to have racist beliefs” (Cole, 2018).*

- [Critical Multicultural Pavilion Awareness Activities](#)
- [Facilitating Difficult Dialogues in the Classroom: A Pedagogical Imperative](#)
- [Guidelines for Respectful Discussion](#)
- [Handbook for Discussing Difficult Conversations in the Classroom](#)
- [Holding People Accountable: Guide to Calling In](#)
- [How Managers Can Promote Healthy Discussions About Race](#)
- [Inclusive Conversations on Hot Topics](#)
- [Southern Poverty Law Centre Guide to Facilitating Race Discussions](#)

## **Further Reading:**

Watt, S.K. (2007). Difficult dialogue and social justice: Uses of privileged identity exploration (PIE) model in student affairs practice. *College student affairs journal* 26(2), 114-126.

## E

### Responding to Microaggressions

- [A Guide to Responding to Microaggressions](#)
- [Coping Strategies of Black Women in Corporate Leadership](#)
- [How to Apologize Video](#)
- [How to be an Ally to Someone Experiencing Microaggressions](#)
- [TED Talks: Don't Ask Where I'm From, Ask Where I'm a Local](#)
- [Tips to Address Microaggressions and Bias](#)
- [Tool for Recognizing Microaggressions and the Messages they Send](#)

**Next time you are called out for making a microaggression, take a deep breath and consider saying (Finch, 2017):**

- *I recognize that I have work to do...*
- *I'm going to take some time to reflect on this...*
- *I appreciate the labour you've put in to tell me this...*
- *I apologize, I'm going to do better...*
- *How can I make this right?*
- *What I'm gathering is... (Insert what you've learned)*
- *Thank you.*
- *I believe what you are saying.*

#### Further Reading:

Byrd, C. M. (2018). Microaggressions Self-Defense: A Role-Playing Workshop for Responding to Microaggressions. *Social Sciences*, 7, 1-11.

Solorzano, D., Ceja, M., & Yosso, T. (2000). Critical race theory, racial microaggressions, and campus racial climate: The experiences of African American college students. *Journal of Negro Education*, 60-73.

Souza, T.J. (2016). Managing Hot Moments in the Classroom: Concrete Strategies for Cooling Down Tension. In *Faculty Focus Special Report: Diversity and Inclusion in the College Classroom*. Magna Publication.

Suárez-Orozco, C., Casanova, S., Martin, M., Katisaficas, D., Cuellar, V., Dias, S., & Smith, N. (2015). Toxic rain in the classroom: Classroom interpersonal microaggressions. *Educational Researcher*, 44(3),151-160.

Sue, D. (2015). *Race talk and the conspiracy of silence: Understanding and facilitating difficult dialogues on race*. Hoboken, New Jersey: John Wiley & Sons.

Sue, D.W. (2010). *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation*. Hoboken, NJ: Wiley.

Sue, D. W., & Constantine, M. G. (2007). Racial microaggressions as instigators of difficult dialogues on race: Implications for student affairs educators and students. *The College Student Affairs Journal*, 26(2), 136–143.

- *More readings on racial microaggressions can be found throughout this document.*

**F**

### **Concrete ways to be an ally**

- [Concrete Ways to be an Actual Ally to Black People](#)
- [How to Be A Good Ally Video](#)
- [How to Be an Ally to Indigenous Peoples](#)
- [How to Be a Settler Ally](#)
- [Supporting LGBT Students: Safe Space Kit](#)
- [Ten Things Allies Need to Know](#)
- [White Friends Desiring to Be Allies](#)

**G**

[Learn how to intervene when witnessing racist assaults](#)

**H**

[Document and Report Hate Crimes](#)

**J**

**Demand that your government make a quick and serious response to hate crimes**

- [Canada: Contact Members of Parliament](#)
- [USA: Contact Your Elected Officials](#)