

Dialogues About Race Week 4 Cancel Culture vs. Accountability & Redemption Culture

Presentation By: Delmira Monteiro, Psy.D.

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Overview



Discussion: Cancel Culture



Cancel Culture vs. Accountability & Redemption Culture



Engaging in Effective Dialogue



Call Ins, Call Outs - Leaning into Accountability



Case Scenarios

Self-Reflection: Cancel Culture

- ▶ What does it mean to cancel someone, a group, or an organization?
- ▶ What thoughts and/or feelings come to mind when you think about cancel culture?
- ▶ Have you ever cancelled someone, a group, or an organization?
- ▶ Have you ever been cancelled?
- ▶ What were those processes like?
- ▶ What are the goals of cancel culture?
- ▶ What are the outcomes of cancel culture?

Cancel Culture vs. Accountability & Redemption Culture

CANCEL CULTURE

Utilizes black and white ways of thinking

Undermines cultural humility

Embraces reactive, punitive forms of punishment and justice

Ineffective and unsustainable

Prevents deeper, meaningful conversations and change

ACCOUNTABILITY & REDEMPTION CULTURE

Embraces multiple realities and truths

Prioritizes building cultural humility

Embraces dialogue, accountability, repair, and growth

More effective and sustainable

Provides opportunities for deeper, meaningful conversations and change

Engaging in Effective Dialogue

Planning Ahead

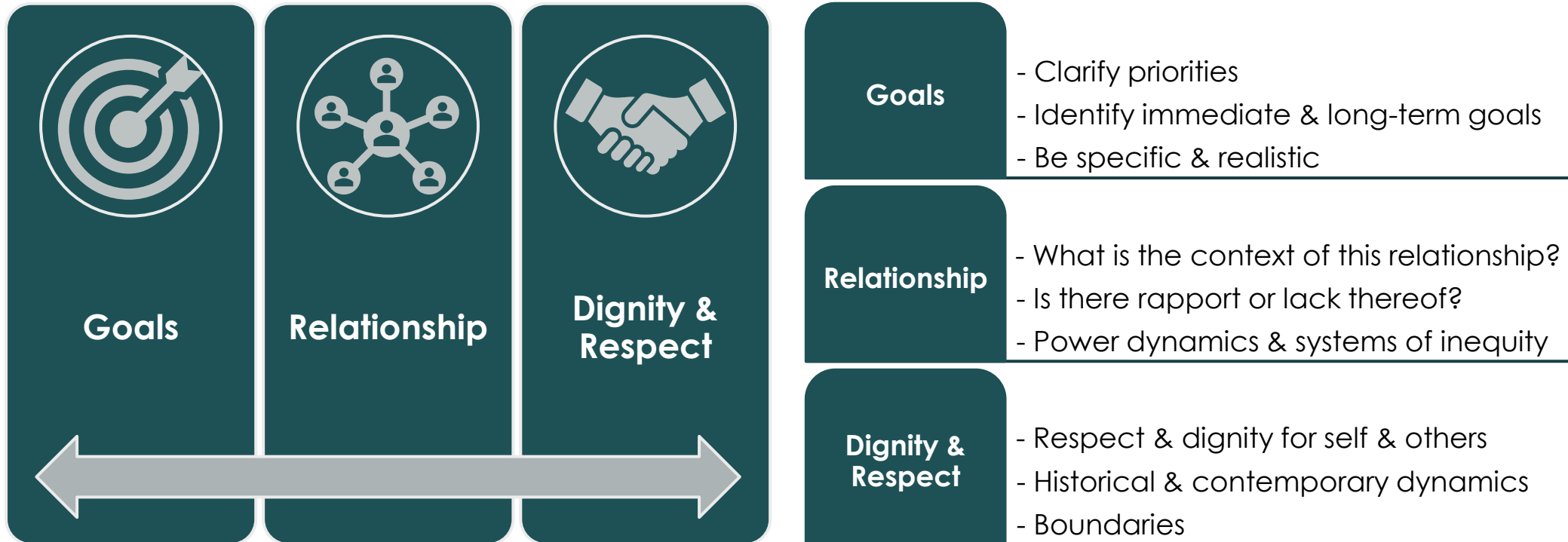
- Research & information gathering
- Self-reflection
- Goals & objectives

Engaging in Effective Dialogue II

In the Moment

- Reflect upon internal & external processes
- Balance goals, relationship, & dignity & respect
- Determine when to disengage

Goals, Relationship, Dignity & Respect



Call Ins, Call Outs — Leaning into Accountability

**You will be called in/out as you engage in
antiracism work**

**These conversations will not be easy, but they will
get easier over time**

Respond from a place of humility

**Prioritize acknowledging and correcting mistake
or repairing the harm**



Case Scenarios

Scenario #1: Calling in Colleagues

- ▶ **Scenario:** You are attending a weekly case consultation meeting with a team of providers. The team begins to review the mental and medical care of a 43-year-old, Black, cis woman (she/her pronouns) with a history of fertility difficulties and adjustment disorder with depressed mood and anxiety.
- ▶ During the discussion, one provider states that the patient has been very vocal in treatment but has been generally nonadherent to recommendations. The provider describes the patient as “difficult, guarded, and aggressive” following their disagreement about treatment approaches. The provider states that they are unable to get on the same page and that “things would go a lot better if she were more pleasant and followed recommendations.”
- ▶ **What are effective, antiracist ways of cultivating cross-cultural dialogue in this scenario?**
- ▶ **What are effective ways of calling in this provider?**

Scenario #2: Calling in Patients

- ▶ **Scenario:** Your team is treating a 53-year-old, White and Cuban, cis man (he/him pronouns) with history of anxiety and COPD.
- ▶ The patient expresses that he does not want to work with any AAPI providers. The patient states, “This is no offense. I’m not a racist, I just want to be safe from COVID because of my health condition.” A number of your treatment team and personnel identify as AAPI.
- ▶ **What are effective, antiracist ways of responding in this scenario?**
- ▶ **What are effective ways of cultivating cross-cultural dialogue?**
- ▶ **What are effective ways of calling in this patient?**



Wrap-Up

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