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
2. Cultural Humility and Clinical Work

A. Read Guidelines on Cultural Response/Ability in Training, Research, Supervision, Advocacy & Organizational Change


C. Reflect upon my own cultural biases, and how these may be similar or different to those of my clients’

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

E. Read the NADTA Position Statements about diverse social equity issues on the NADTA website

F. Learn about power and privilege

G. Acknowledge and learn about Indigenous people where I currently live

H. The importance of exploring race and ethnicity in the clinical space

I. Learn about clients’ religious and spiritual practices and acknowledge important religious holidays

J. Learn more about migration and its impact on mental health and resilience. Inquire about your clients’ experience with migration during intake and throughout therapy when relevant

K. Learn about gender diversity

L. Learn about sexual orientation
M. Make your therapy space accessible and learn about disabilities

N. Learn more about how cultural oppression operates in North America

O. Sociopolitical Trauma & Mental health

P. Enhance intersectional clinical work

Q. Learn more, read more, watch more

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

3.1F. Develop sanctuaries and counterspaces inside and outside educational institutions for coping

3.1G. Learn about what other people of colour do for self-care

3.2. As someone who identifies as a white person, my healing process may include

3.2B. Have hard conversations with myself about the racism that lives within me

3.2F. Moving from white guilt to white responsibility

4. Interpersonal Commitments

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

C. Join an NADTA Racial Justice Dialogue

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

E. Responding to microaggressions

F. Concrete ways to be an ally

G. Learn how to intervene when witnessing racist assaults

H. Document and report hate crimes

J. Government contact information within Canada and USA
2. Cultural Humility and Clinical Work

Read Guidelines on Cultural Response/Ability in Training, Research, Supervision, Advocacy & Organizational Change

Further Reading:


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

- 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:


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

- *Why I Left My White Therapist (Client Narrative)*

**Further Reading:**


Read the NADTA Position Statements about diverse social equity issues on the NADTA website

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:


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

- [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:


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?

Further Reading:


**Learn about clients’ religious and spiritual practices and acknowledge important religious holidays**

- [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:**


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
Further Reading:


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:


https://scholarworks.smith.edu/theses/822


Learn about sexual orientation

- Asking the right questions
- 17 LGBTQ Friendly Books for Children
- Comprehensive List of LGBTQ+ Definitions
- Funders for LGBTQ Issues (2017)
- LGBTQ Human Rights Website
- LGBT Resource Center Educational Activities
○ Podcast: We Want the Airwaves
○ Practice Guidelines when working with LGBT+ individuals
○ Issues Impacting LGBT Communities of Color

Further Reading:


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


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:


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:


### 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:


**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:


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](#)


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.


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

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:


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 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
- Creative Arts Therapists of Color New York; Sandra Ramos-Watt lalalitai@gmail.com
- CATs of Color Philadelphia catsofcolorphl@gmail.com, First Thursday of every Month www.catsofcolor.com

Further Reading:

The Black, African and Asian Therapy Network


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

- 4 Self-Care Tips for People of Colour After Charlottesville
- Anwit Kanwar Singh on Racism and Self-Care
- Black History Flash Cards
- Canadians of Colour Talk Racism, Self-Care and Driving Change
As someone who identifies as a white person, my healing process may include but is not limited to:

3.2

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

3.2B

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:


**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

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).

Join an NADTA Racial Justice Dialogue

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:

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 microagression, 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:


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

**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](#)

**Learn how to intervene when witnessing racist assaults**

**Document and Report Hate Crimes**

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

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