


CRAWFORD BIAS REDUCTION THEORY & TRAINING

PART II: LET UP ON BIAS, PREJUDICE AND RACISM



Dana E. Crawford, PhD

TTAC
A COLLABORATION
BETWEEN

NEW YORK
CENTER FOR CHILD
DEVELOPMENT

McSILVER INSTITUTE
FOR POVERTY POLICY AND PRACTICE
NYU MELVIN RECHOW
OF SOCIAL WORK

Who We Are

The New York City Training and Technical Assistance Center (TTAC), is funded through **ThriveNYC**, in partnership with the **NYC Department of Health and Mental Hygiene (DOHMH)**

TTAC is a partnership between the New York Center for Child Development (NYCCD) and the McSilver Institute on Poverty Policy and Research

- **New York Center for Child Development** has been a major provider of early childhood mental health services in New York with expertise in informing policy and supporting the field of Early Childhood Mental Health through training and direct practice
- **NYU McSilver Institute for Poverty Policy and Research** houses the Community and the Managed Care Technical Assistance Centers (CTAC/MCTAC), which offer clinic, business, and system transformation supports statewide to all behavioral healthcare providers

TTAC is tasked with building the capacity and competencies of mental health and early childhood professionals through ongoing training and technical assistance

<http://www.TTACny.org>



Visit our Website

TTACNY.org
ttac.info@nyu.edu

NYC Early Childhood Mental Health TTAC
Training and Technical Assistance Center
TTAC is funded by the New York City Department of Health and Mental Hygiene through a grant.

ASK TTAC


ABOUT US | TRAINING & TECHNICAL ASSISTANCE | RESOURCES | MEDIA POTENTIAL | EVENTS

Events

Upcoming June 13, 2018
Supporting Inclusion and Self-Regulation: Sensory Contributions to Young Children's Social-Emotional Development

Monday, November 12, 2018
Foundations of Social-Emotional Development in Infants and Toddlers E-Learning Modules

[View more](#)



NYC Early Childhood Mental Health Provider Resources

[LEARN MORE >](#)

[CONTACT US](#)

A COLLABORATION BETWEEN



NYC DOHMH Bureau of Early Intervention E-Learning Modules



The Early Childhood Mental Health Network



Get to know the Early Childhood Mental Health Network (ECMHN). [Learn More](#)

TTAC
A COLLABORATION
BETWEEN

**NEW YORK CITY
CENTER FOR CHILD
DEVELOPMENT**

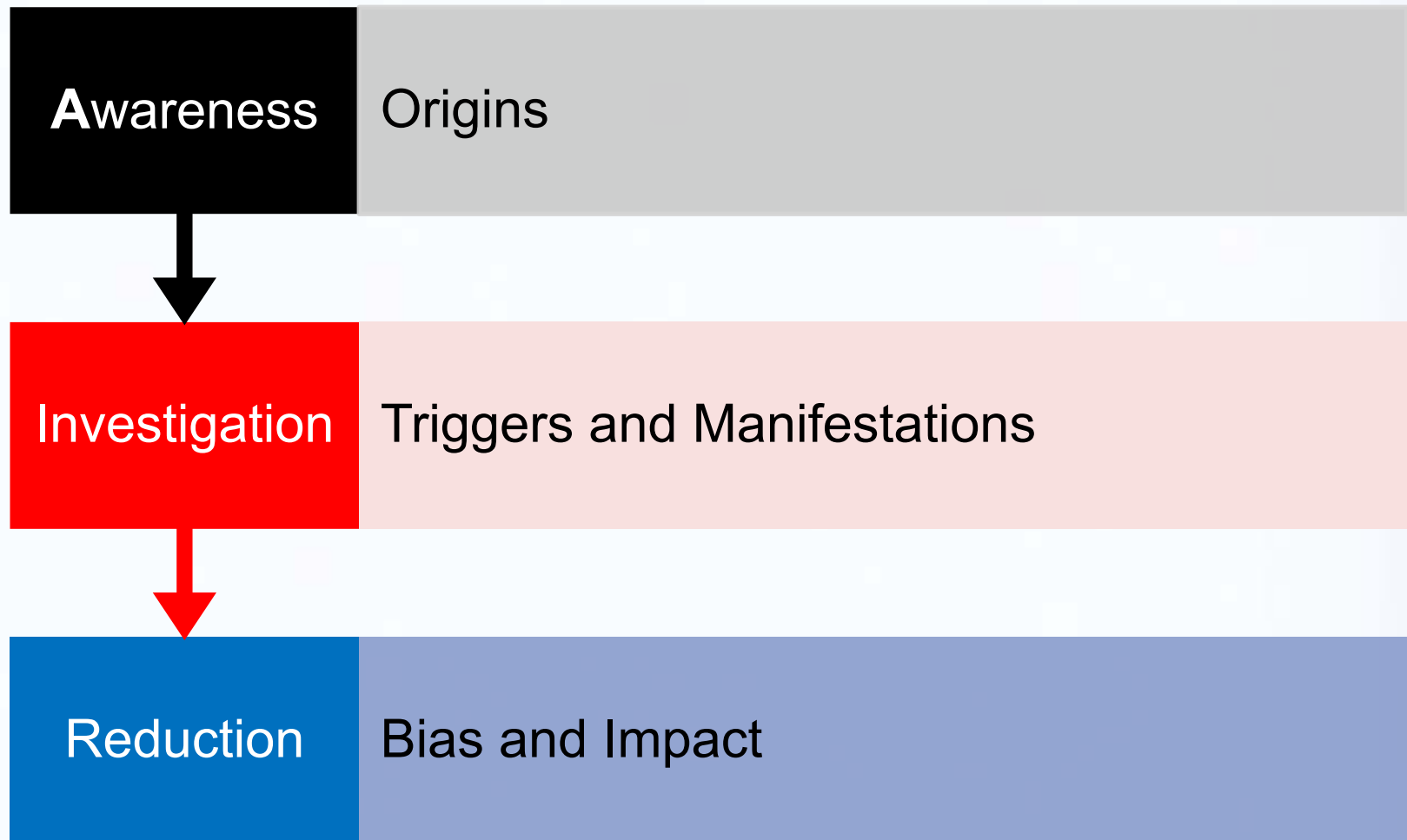
 **McSILVER INSTITUTE**
FOR CHILDREN, FAMILIES, AND COMMUNITIES
 **NYU** SILVER SCHOOL
OF SOCIAL WORK

Discussing culture is hard

- Belief that conversations about racism, should be comfortable
- Belief that discomfort should be avoided
- Belief that uncomfortable conversations about race are intolerable
- Belief that if the conversation is uncomfortable, it is the responsibility of oppressed groups, to teach privileged folx how to tolerate cultural conversations

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

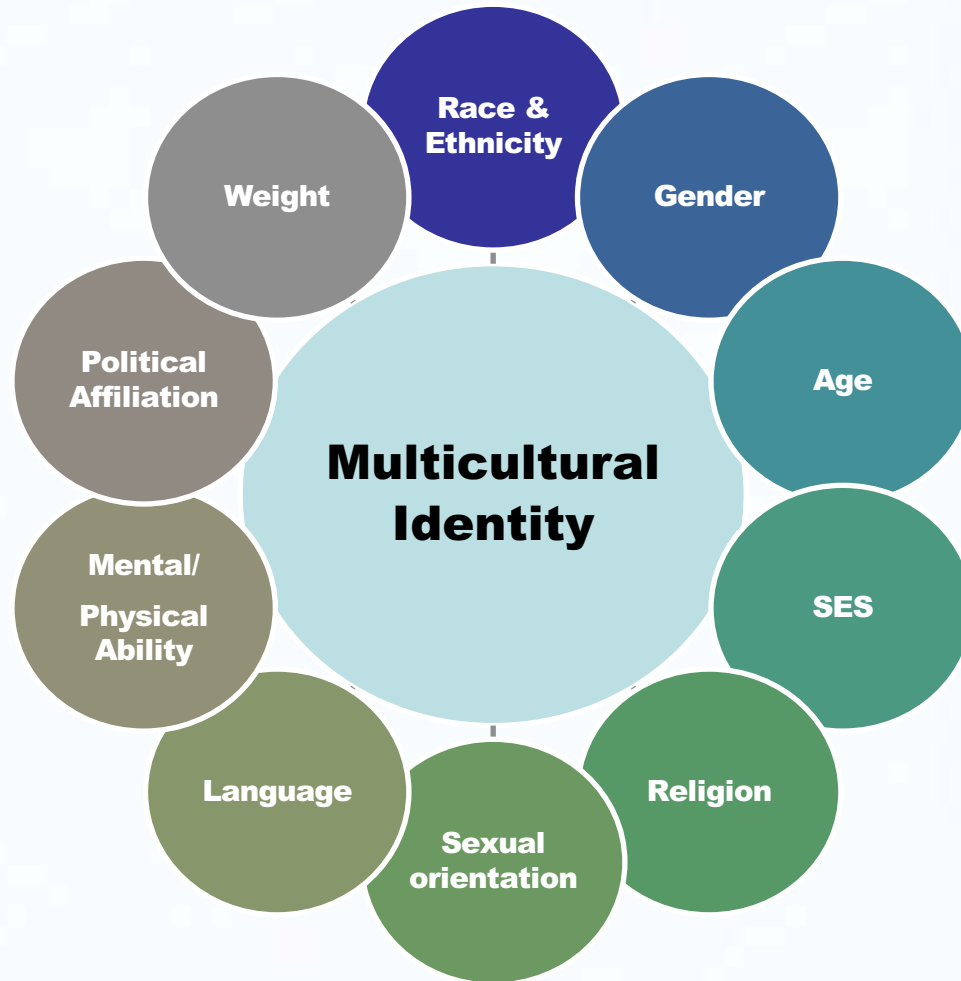
CRAWFORD BIAS REDUCTION THEORY & TRAINING (CBRT)



(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

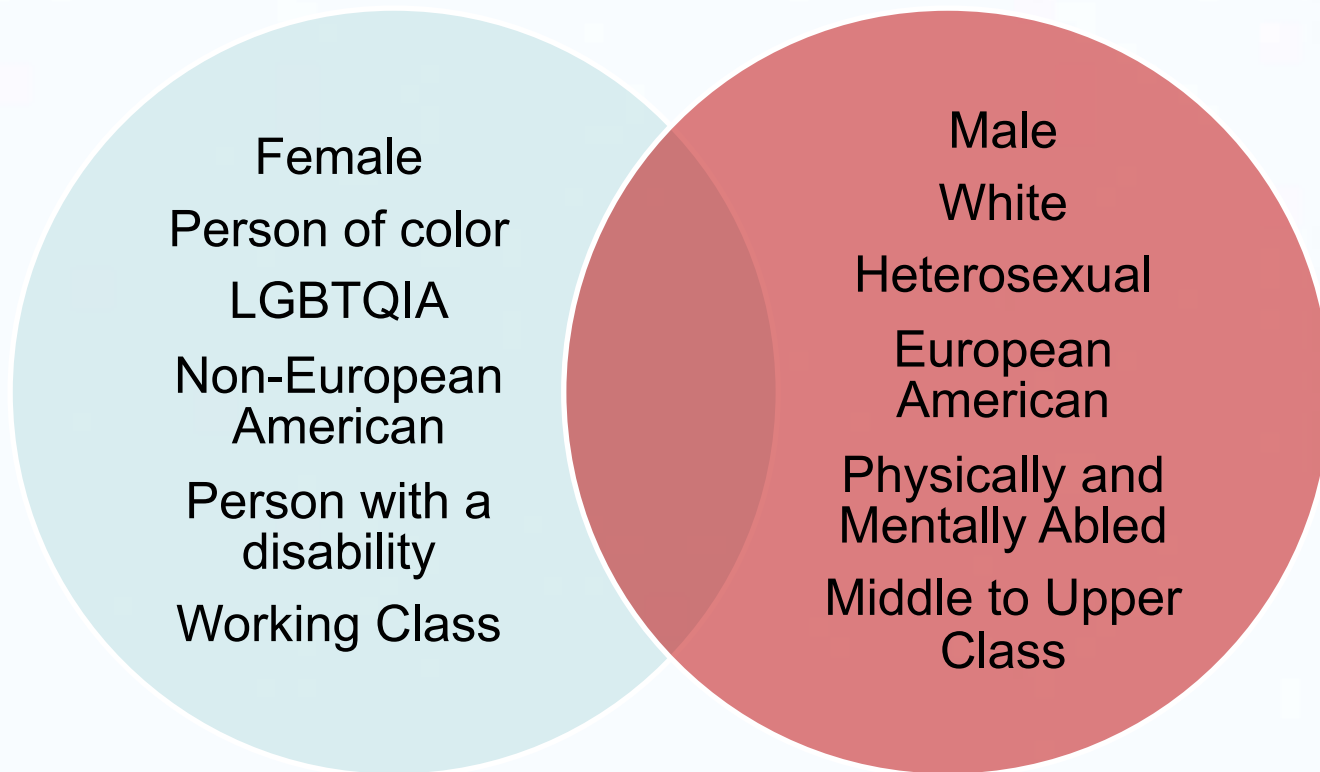
Quick Review of Awareness

We all have multicultural identities



(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

Socially Oppressed Groups (SOG) and Socially Privileged Group (SPG)



How do we develop bias, prejudice, and racism?



Influenced by our background, cultural environment and personal experiences



Biased media representations



Social experiences



Repeated exposure to stereotypical associations and prejudices which become automated in our long-term memory

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

Factors increasing bias, prejudice, and racism

- Time pressure
- Vague or confusing situations
- Too much information at once (“cognitive overload”)
- Lack of attention being paid to the task
- Hierarchy or privileged identity

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)



Bias, prejudice and racism... The Socially Transmitted Disease (STD)

Quick Review of Investigation

What gets triggered?

Affectively

Behaviorally

Cognitively

Physically

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

The Avoider

Move Away

- Varies along a continuum from denial and minimization, through distortion and avoidance, to detachment and withdrawal

The Superhero

Move Toward

- Varies along a continuum from dependency and enmeshment, through overcommitment and overidealization, to overidentification and excessive preoccupation

The Critic

Move Against

- Varies along a continuum from over-pathologizing and condescension/superiority to anger, hostility, and sarcasm

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

CRAWFORD BIAS REDUCTION THEORY & TRAINING (CBRT)



Reduction

Impact on
individual,
relationships,
organization

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

TTAC
A COLLABORATION
BETWEEN

NEW YORK
CENTER FOR CHILD
DEVELOPMENT

 **McSILVER INSTITUTE**
FOR POSITIVE POLICY AND PRACTICE
 **NYU** NEW YORK UNIVERSITY
SCHOOL OF SOCIAL WORK

Forms of bias, prejudice, & racism

INDIVIDUAL/PERSONAL



INTERPERSONAL/RELATIONAL

INSTITUTIONAL/STRUCTURAL/SYSTEMIC

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

Individual/Personal Triggers

Affectively

Behaviorally

Cognitively

Physically



(May not be distributed without written permission Copyright Dana E. Crawford 347-815-4569 drdanacrawford@gmail.com www.drdanacrawford.com)

Implicit bias is implicit memory

Racism Recovery Center



The Avoider (moving away)

- Withdraw
- Refer the family elsewhere
- Silence others
- Humor

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)



- Exaggerated sense of responsibility
- Excessive advocacy
- Over-sharing

The Superhero (moving toward)

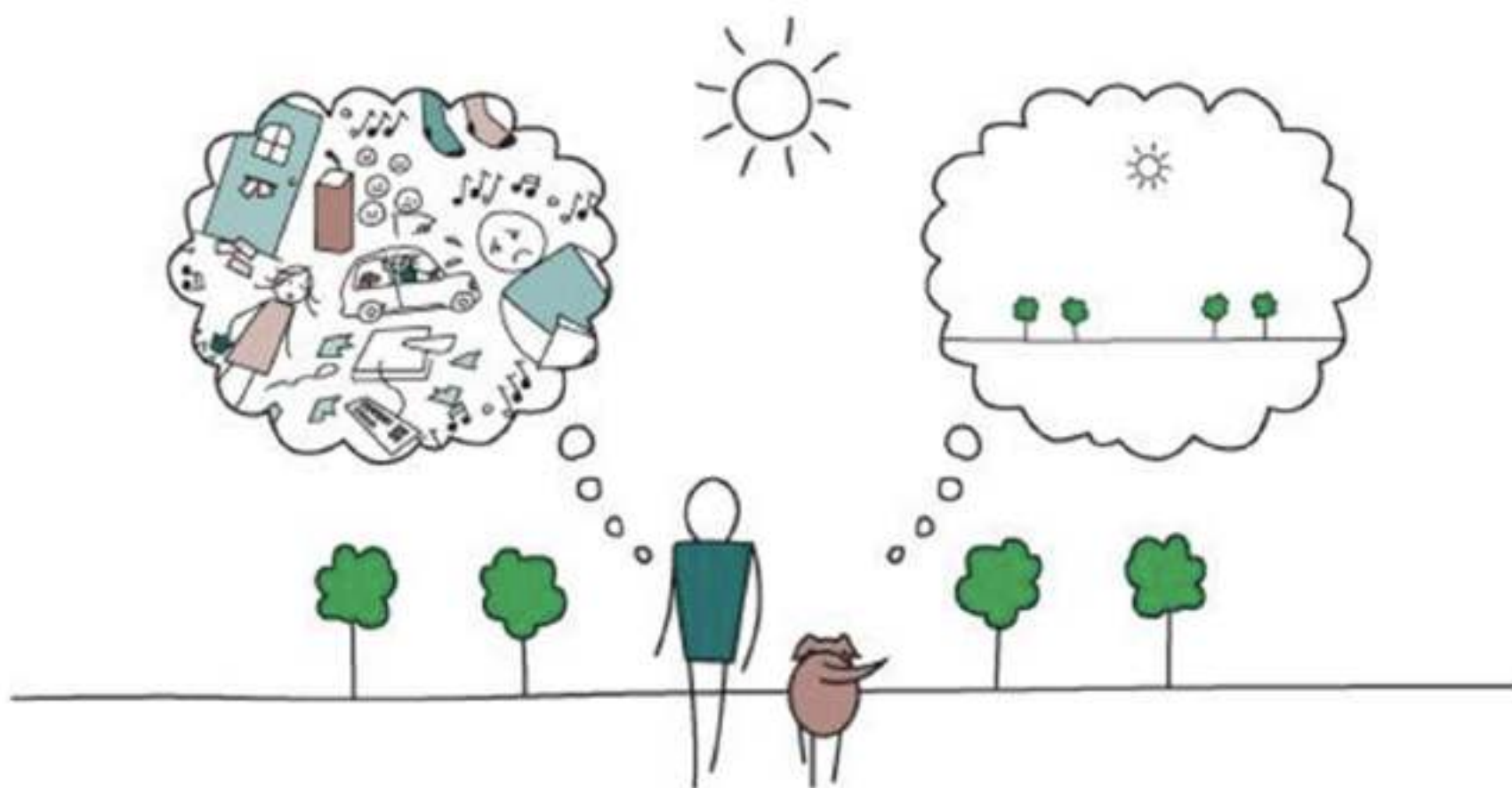
(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)



The Critic (moving against)

- Anger and irritability
- Heated arguments
- Sarcastic remarks
- Diagnosis

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)



Mind Full, or Mindful?

LET UP

<u>L</u>isten:	What about this triggers you?	Make sure you are hearing the person, not your bias
<u>E</u>mpathize:	Honor your own history and pain	Empathize with yourself, then others
<u>T</u>ell your story:	Prepare for strategic self-disclosure	Use “I” statements
<u>U</u>nderstand:	Reflect on your role in the larger system of bias, prejudice, and racism	Understand the impact, rather than focusing on your intention
<u>P</u>sycho educate:	Use your expertise to correct unhelpful/unhealthy thinking patterns	Make it clear that you do not collude with bias, prejudice, and racism

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

Listen

Internal process

- What about this triggers you?

Goal

- Make sure you are hearing the person, not your bias

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

What gets triggered?

Affectively

- Sadness, anger, shame

Behaviorally

- Cry and overwork

Cognitively

- Intellectualize

Physically

- Exhaustion and headaches

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

Interpersonal/Relational Triggers: Colleagues

I'm not saying Black lives
don't matter, I just think we
need to focus on other things
like COVID and what's
happening to our families

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)



What gets triggered?

Affectively

- Sadness, anger, shame

Behaviorally

- Cry, overwork, argue, withdraw

Cognitively

- Overexplain, intellectualize, contempt, fragility

Physically

- Exhaustion, headaches, presentism

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

Listening Barriers

- Colorblind/Culture-blind
- Intentions
- Beliefs in equality
- Defensiveness

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)



Empathize

Internal process

- Honor your own history and pain

Goal

Empathize with yourself, then others

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)



Tell your story

Internal process

- What about this triggers you?

Goal

- Make sure you are hearing the person, not your bias

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

Understand

Connecting

- Reflect on your role in the larger system of bias, prejudice, and racism

Goal

- Understand the impact, rather than focusing on your intention

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

Fear of radical
changes leads many
citizens of our
nation to betray
their minds and hearts.
bell hooks

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

TTAC
A COLLABORATION
BETWEEN

NEW YORK
CENTER FOR CHILD
DEVELOPMENT

McSILVER INSTITUTE
FOR POVERTY POLICY AND PRACTICE

NYU NEW YORK UNIVERSITY
SCHOOL OF SOCIAL WORK

Psychoeducate

Action

- Use your expertise to correct unhelpful/unhealthy thinking patterns

Goal

- Make it clear that you do not collude with bias, prejudice, and racism

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

Interpersonal/Relational Triggers: Families

“They shouldn’t let them work in the clinic”

Affectively

- Fear, anger, anxiety, sadness

Behaviorally

- Eye contact adjustment, less friendly

Cognitively

- Flashbacks, diagnosing

Physically

- Heart palpitations and tense muscles

LET UP

<u>L</u>isten:	What about this triggers you?	Gender, Age, Status, and Self-concept
<u>E</u>mpathize:	Honor your own history and pain	Ways I want to keep my child innocent
<u>T</u>ell your story:	Prepare for strategic self-disclosure	When I heard you say that, I was at first offended, but then I wondered... I'm worried that...
<u>U</u>nderstand:	Reflect on your role in the larger system of bias, prejudice, and racism	I'm curious
<u>P</u>sycho educate:	Use your expertise to correct unhelpful/unhealthy thinking patterns	One of the reasons I value raising my children here is about showing them diversity

Institutional Triggers

Everyone is all about Black Lives Matter now, but they won't be in a few weeks or months

I don't think kids should have to learn about racism or stuff like that until they are in middle school or older

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)



What gets triggered?

Affectively

- Sadness, anger, shame

Behaviorally

- Cry, overwork, argue, withdraw

Cognitively

- Overexplain, intellectualize, contempt, fragility

Physically

- Exhaustion, headaches, presentism

(May not be distributed without written permission Copyright Dana E. Crawford 347-815-4569 drdanacrawford@gmail.com www.drdanacrawford.com)

"No one becomes 'not racist,' despite a tendency by Americans to identify themselves that way. We can only strive to be 'antiracist' on a daily basis, to continually rededicate ourselves to the lifelong task of overcoming our country's racist heritage."

- Ibram X. Kendi

New York Times Book Review, May 29, 2020

INDIVIDUAL/PERSONAL

- CBT AND IMPLICIT BIAS TRAINING

INTERPERSONAL

- IMPLICIT BIAS TRAINING, PROCESS GROUPS, BUILDING COMMUNICATION SKILLS, AND INTERPERSONAL THERAPY

STRUCTURAL/SYSTEMIC/INSTITUTIONAL

- IMPLICIT BIAS TRAINING, PROCESS GROUPS, POLICY CHANGE, AND LEADERSHIP SKILL BUILDING, AND LEADERSHIP-HUMAN RESOURCE COLLABORATION

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

Crawford Bias Reduction Theory

- Categorizing humans based their cultural identities is psychologically normative.
- When there are questions about the availability of resources, humans then develop fears about those they are unfamiliar with.
- These fears are then communicated to children and loved ones in the community.
- When resources are no longer in questions, previous fears and biases remain. With globalization, the communication of fears and biases get perpetuated.
- Via relationships, media, education, and personal experiences our biases become more nuanced, developing into things like racism, prejudice, sexism, xenophobia, homophobia and other forms of bias.
- We may be trying our best to overcome these biases and are well intentioned, however just as biases develop systematically, we must systematically undo bias.
- In short, bias is not a question of one's character or moral beliefs, but instead a socially transmitted disease we are all infected with.
- CBRT is a systematic approach to reduce that infection.

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)



When you look back at this time in your life, what will you say about your character?

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)





Be kind
Be present
Be authentic
Be a safe port

(MAY NOT BE DISTRIBUTED, USED OR BORROWED WITHOUT WRITTEN PERMISSION ~ COPYRIGHT DANA E. CRAWFORD 347-815-4569
DRDANACRAWFORD@GMAIL.COM ~ WWW.DRDANACRAWFORD.COM)

TTAC
A COLLABORATION
BETWEEN

NEW YORK
CENTER FOR CHILD
DEVELOPMENT

McSILVER INSTITUTE
FOR POVERTY POLICY AND PRACTICE

NYU MELVIN RECHOW
OF SOCIAL WORK

Thank you for your precious time



Dr. Dana E. Crawford, PhD

www.drdanacrawford.com

drdanacrawford@gmail.com

TWITTER: DrDanaCrawford

INSTAGRAM: DrDanaCrawford

LINKEDIN.COM/in/DrDanaCrawford