



# **Do You See Me** **Do You Hear Me** **Do you Care About Me**

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DEI in Gambling Awareness Prevention and Treatment

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For

Maryland Center for Excellence on Problem Gambling

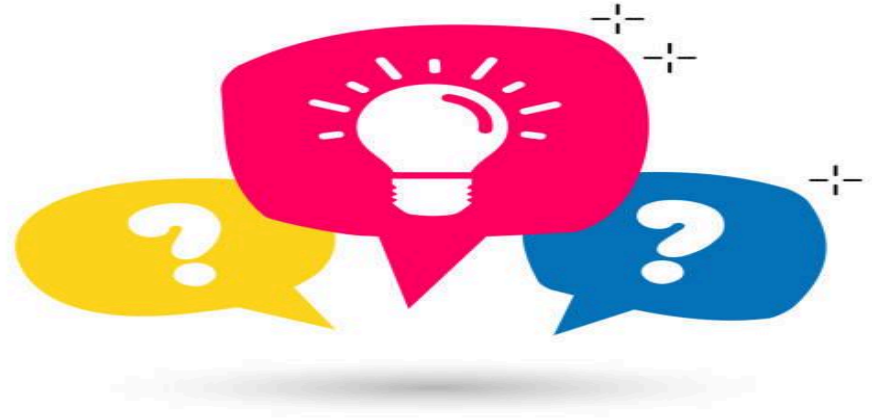
March 1, 2024

# OBJECTIVES



1. Identify the difference between cultural competence and cultural humility.
2. Learn 3 strategies to embrace DEI in everyday work and interactions.
3. Consider an integrated approach to clinician self care

**VIDEO**



[https://youtu.be/wXZNuwY\\_5-U?si=OfJn0qEeiTnuzjx9](https://youtu.be/wXZNuwY_5-U?si=OfJn0qEeiTnuzjx9)



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# Reactions

THOUGHTS

IMAGES

EMOTIONS

SENSATIONS



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*Diversity =*

**REPRESENTATION**

*Inclusion =*

**BEHAVIOR**

*Belonging =*

**FEELING**

*Equity =*

**SYSTEMS**

*Justice =*

**RESULTS**

@NextPivotPoint

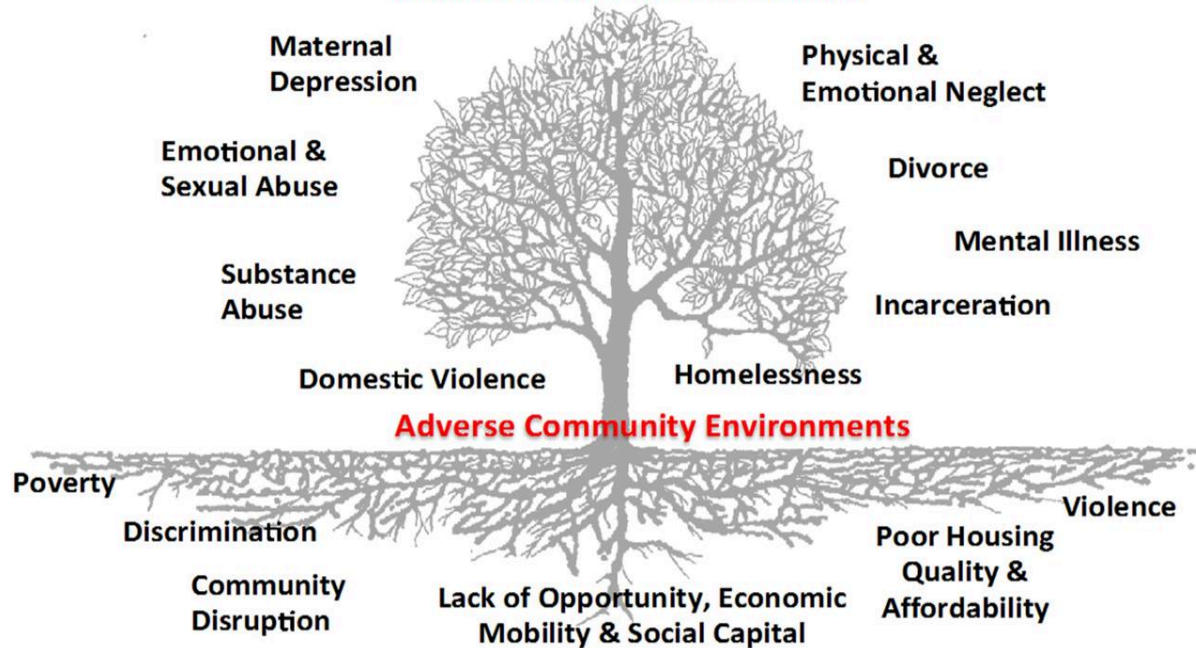
<https://nextpivotpoint.com/>



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## The Pair of ACEs

### Adverse Childhood Experiences



# DEI Work

Engaging in the work of DEI must be:

Intentional

Ongoing

Must be done individually and collectively, I and We

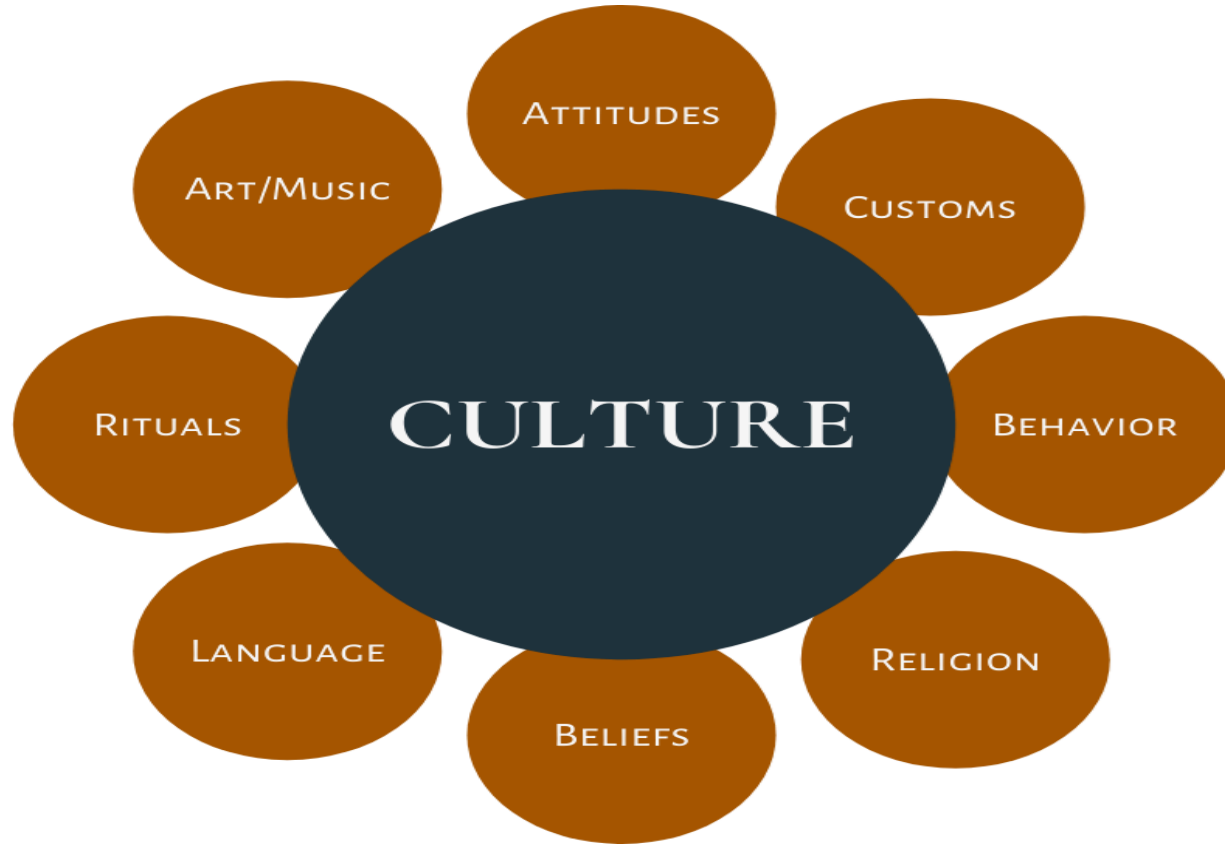
Willing to have courageous conversations



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# CULTURE



# CULTURAL COMPETENCE

Cultural competence is the ability of an individual to understand and respect values, attitudes, beliefs, and mores that differ across cultures, and to consider and respond appropriately to these differences in planning, implementing, and evaluating health education and promotion programs and interventions.

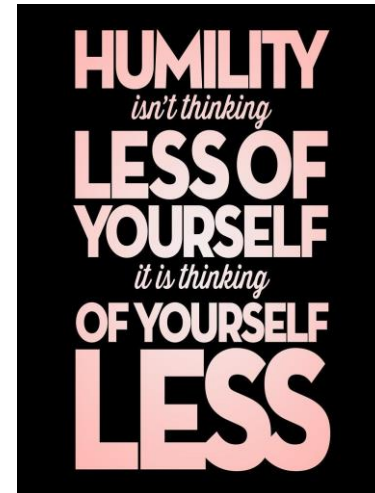


# CULTURAL HUMILITY

Cultural humility is a process of reflection and lifelong inquiry that involves self-awareness of personal and cultural biases as well as awareness and sensitivity to significant cultural issues of others



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# **DO You SEE ME: Diversity**

Does your organization have a diverse team?

When the community sees your organization? Who and What do they see?

Do your materials reflect the image of the community you are serving?

## **Strategies**

**Engaging in strategic planning....mission/vision statements**

**\*Get to know your community....**

**Connect with your community**

**Collaborate with you community**



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# Do You Hear Me: Equity

How do you and/or your organization hear the community?

Do you know what the Community is saying to you/your organization?

How are you using the Voices of the community to help with program and policy changes?

**Strategies:** 1. Health Equity/Social Justice Lens 2. Have Conversations 3. Language Matters

Massachusetts Ambassadors Health Equity Strategy (Ortiz, et al., 2021)

[https://link.springer.com/article/10.1007/s40429-021-00369-5?utm\\_medium=affiliate&utm\\_source=commission\\_junction&CJEVENT=ef64a8f2c3561](https://link.springer.com/article/10.1007/s40429-021-00369-5?utm_medium=affiliate&utm_source=commission_junction&CJEVENT=ef64a8f2c3561)



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# Do you Care About Me: Inclusion

How do you and/or your organization include the needs of the community?

How do you and/or your organization create a space of belonging?

How do you and/or your organization utilize holistic approaches to community healing?

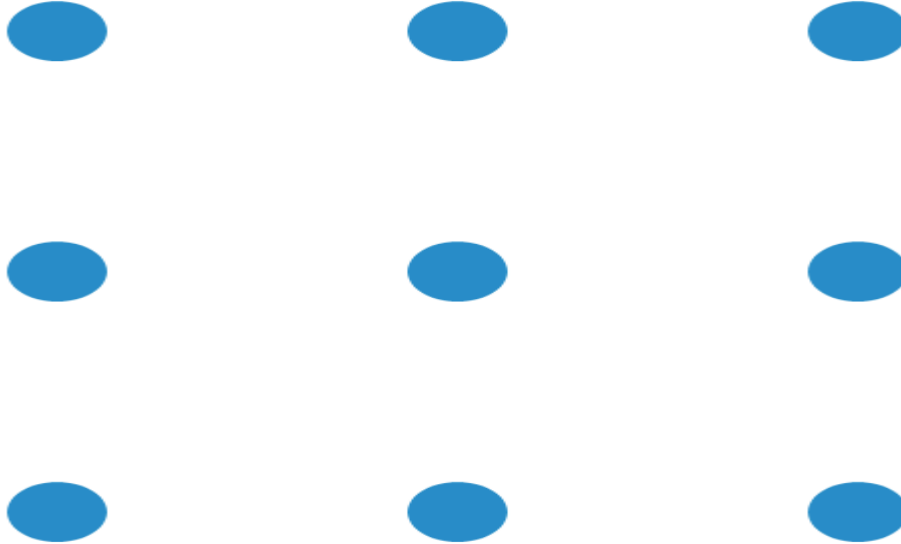
## Strategies:

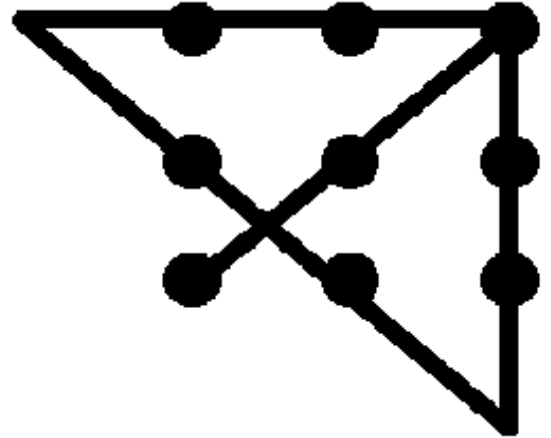
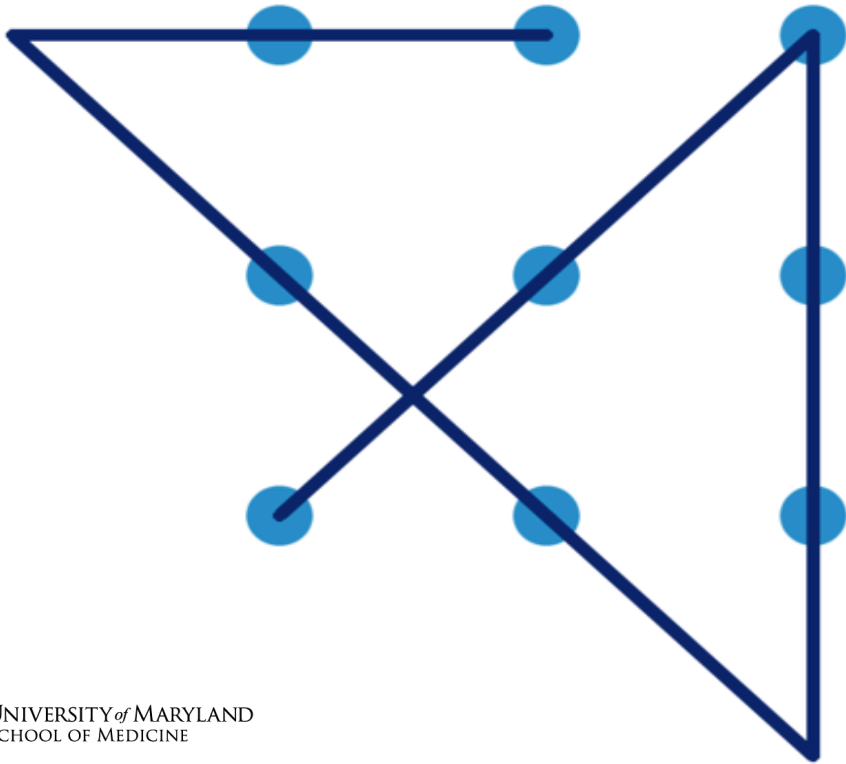
1. Collaborate with community healers, churches
2. Creating spaces that are accessible to all (in person, virtually, tech needs, etc)



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# GET CREATIVE, GET OUTSIDE THE BOX







BOOKS

FILMS

MUSIC

DANCE

PODCASTS



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# **SELF CARE**

**Professional self-care is paramount for competent and ethical social work practice. Professional demands, challenging workplace climates, and exposure to trauma warrant that social workers maintain personal and professional health, safety, and integrity. Social work organizations, agencies, and educational institutions are encouraged to promote organizational policies, practices, and materials to support social workers' self-care. NASW CODE OF ETHICS**

**The American Counseling Association's code of ethics describes self-care as the activities that counselors perform to sustain their well-being (emotionally, physically, mentally and spiritually) to enable them to carry out their professional responsibilities in the most effective way.**

# SELF CARE PLAN

Spiritually, Mentally, Emotionally, Physically

Exercise, Mindfulness, Meditation, Reading, Art Therapy, Dancing, Gardening, Yoga, Reiki, Deep Breathing, Hobbies, etc

What is one thing that you can commit to that will nourish you?



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tesekkür ederim  
danke 謝謝  
спасибо  
Bаярлалаа  
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