



**SUPERVISION SUMMIT**  
**WHAT IT TAKES: SUPERVISING**  
**PEER SUPPORT**  
**SPECIALISTS/ADVOCATES**

March 15 and March 22, 2024





March 15, 2024

# LOOKING THROUGH THE LENS OF CULTURAL COMPETENCE AND RACIAL EQUITY

**Sara Taylor BSW, MS, FPA-P**  
**Lenora Reid-Rose, MBA**

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Office of  
Mental Health



# SUPERVISION: LOOKING THROUGH THE LENS OF CULTURAL COMPETENCE AND RACIAL EQUITY

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*Navigating Diversity and Racial  
Equity in Leadership Roles*

# TODAY'S PRESENTERS...



**Lenora Reid-Rose, MBA**

Senior Director, Strategic Initiatives,  
Partnerships, and Community  
Connectedness



**Sara Taylor, BSW, MS, FPA-P**

Founder & CEO, Positive Steps Consulting  
Director, BIPOC PEEEEEEK



# DISCLAIMERS

- This is not a clinical training, we will not delve deep into clinical practices, concepts, or processes, beyond the health equity considerations associated with them
- You will not be “culturally competent” after completing this training.
- There will be unfinished business after this training requiring your further learning and research
- Personal “truths” expressed in this training by the Facilitator and the training participants are their truths, respectively, as they have experienced life and must be met with respect.
- The service population/population of focus will universally be referenced to as “participants” in this training.
- The Facilitators may use common language used in the communities of the service population, which may not necessarily be technical terms.



# WORKING AGREEMENTS & NORMS

LISTEN AND OBSERVE  
for understanding

ASK Clarifying  
Questions

STEP-UP and  
STEP-BACK

ASSUME GOOD INTENTIONS  
and name/acknowledge harms

BE COMFORTABLE WITH  
UNFINISHED CONVERSATIONS

CONFIDENTIALITY  
*(share learning, not  
people)*

SPEAK FROM SELF

CHALLENGE GENTLY,  
monitor impact



# LEARNING OBJECTIVES

- Understanding the concepts of cultural competence and racial equity in the context of supervision
- Identify the biases and stereotypes that may impact practices
- Develop strategies for creating inclusive and equitable environments
- Learn techniques for effectively communicating across cultural differences
- Explore methods for addressing and resolving conflicts related to race and culture in the workplace
- Explore the role of power dynamics in supervision and its impact on equity.
- Implement tools for fostering a culture of continuous learning and growth in diverse teams



# WHY THIS MATTERS

- HEALTH AND BEHAVIOR HEALTHCARE OUTCOMES
- QUALITY OF CARE
- THE LIVES OF CONSUMERS AND THEIR FAMILIES
- STANDARDS OF PRACTICE

[Satcher Health Leadership Institute at Morehouse School of Medicine Releases First-Ever Report Demonstrating the Devastating Cost of Mental Health Inequities - Satcher Health Leadership Institute \(satcherinstitute.org\)](https://satcherinstitute.org/research/ebmhi/)

To view the full report: <https://satcherinstitute.org/research/ebmhi/>







# UNDERSTANDING THE IMPORTANCE OF CULTURAL COMPETENCE AND RACIAL EQUITY



# UNDERSTANDING



# CULTURAL COMPETENCE

- Definition of Cultural Competence
- Importance of Cultural Competence in Leadership and Supervision
- Key components of Cultural Competence



# THE ROLE OF RACIAL EQUITY IN LEADERSHIP

Definition of  
Racial Equity

Why Racial  
Equity  
Matters in  
Supervision

Addressing  
Systematic  
Inequities in  
Leadership

Self-awarene  
ss of  
Unconscious  
Bias



# BIAS



[Video 3:16 min.]

THE LAB: DECOY | 6 Photographers 1 Man - A Portrait Photography Session With A Twist  
<https://www.youtube.com/watch?v=F-TyPfyMDK8>



- What is **Cultural Intelligence (CQ)**?
- Developing Cultural Intelligence as a Leader
- Incorporating Cultural Intelligence into Supervisory Practices



# STRATEGIES FOR CULTURALLY COMPETENT SUPERVISION

**Building Trust and  
Rapport across  
cultures**

**Active Listening  
and Empathy in  
Supervisory  
Relationships**

**Recognizing and  
Addressing Biases  
in Supervisory  
Practices**



# CREATING INCLUSIVE WORK ENVIRONMENTS

Promoting  
Diversity and  
Inclusion Initiatives

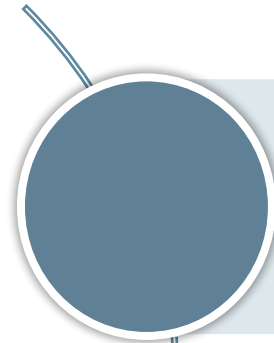


Mitigating  
Microaggressions  
and Discrimination

Fostering a Culture  
of Belonging



# CASE STUDIES



Real Life examples of successful Supervisory Practices



Lesson learned and Best Practices





# TOOLS AND RESOURCES FOR DEVELOPING CULTURAL COMPETENCE

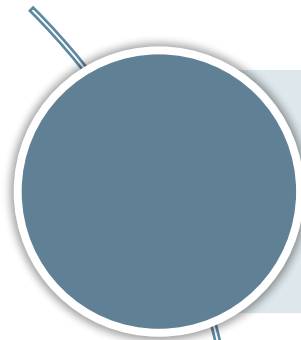
**Recommended Readings and Online Resources**

**Training Programs and Workshops**

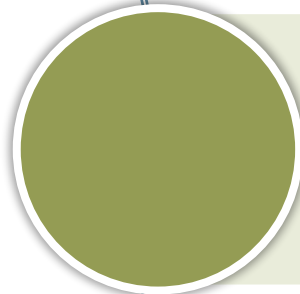
**Professional Organizations and Networks**



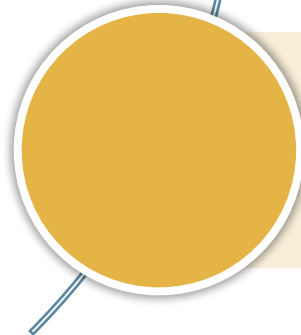
# IMPLEMENTING RACIAL EQUITY PRACTICES IN SUPERVISION



Assessing Organizational Policies and Practices



Establishing Accountability techniques for Racial Equity Goals



Engaging in Continuous Learning and Improvement



# IMPLEMENTING RACIAL EQUITY PRACTICES IN SUPERVISION

**Building Trust and Rapport across cultures**

**Active Listening and Empathy in Supervisory Relationships**

**Recognizing and Addressing Biases in Supervisory Practices**





## CONCLUSION

- **Summary of Key Points**

- **Call to Action**

*Commitment to Cultural Competence  
and Racial Equity in Supervision*

- **Closing Remarks**



# QUESTIONS & ANSWERS

# THANK YOU!



**Lenora Reid-Rose, MBA**  
Senior Director, Strategic Initiatives,  
Partnerships, and Community  
Connectedness

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# References

Satcher Institute (2022). *The Economic Burden of Mental Health Inequities in the United States Report*. Satcher Institute at Morehouse School of Medicine.

<https://satcherinstitute.org/research/ebmhi/>

## **Satcher Institute Report Release Announcement:**

<https://satcherinstitute.org/satcher-health-leadership-institute-at-morehouse-school-of-medicine-releases-first-ever-report-demonstrating-the-devastating-cost-of-mental-health-inequities/>





# Broadcast on March 15, 2024



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Learn more at [www.peertac.org](http://www.peertac.org)

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