

NAATP NATIONAL 2023



NATIONAL ASSOCIATION
OF
ADDICTION TREATMENT PROVIDERS

Voice. Vision. Leadership.

Empowering the Evolution of Inclusive Treatment Leadership



Neeru Bakshi, MD

Staff Psychiatrist
Headspace Health

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Neeru Bakshi, MD, FAPA, CEDS

23 May 2023

Defining Some Terms

What are the things that we are discussing and how do we know what they are when we see them?

Structural Racism

The normalization of an array of dynamics, historical, cultural, institutional, and interpersonal- that routine advantage whites while producing cumulative and chronic adverse outcomes for people of color

Microaggression

Subtle, everyday ways that people experience discrimination*

Model Minority

A minority group perceived as particularly successful, especially in a manner that contrasts with other minority groups

Privilege

“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.”

Audre Lorde

Identifying our own Privileges

What are my own privileges?

Citizen, Post-Secondary Education, Able-Bodied, Heterosexual, Neurotypical, Robust Mental Health, Owns Property, Speaks English

What are your privileges?

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylviaduckworth

White Supremacy is Pervasive

The logo features a stylized house shape composed of overlapping geometric shapes in shades of blue and grey. The text 'NAATP NATIONAL 2023' is positioned within the lower part of the house shape.

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Anti-Blackness is Pervasive

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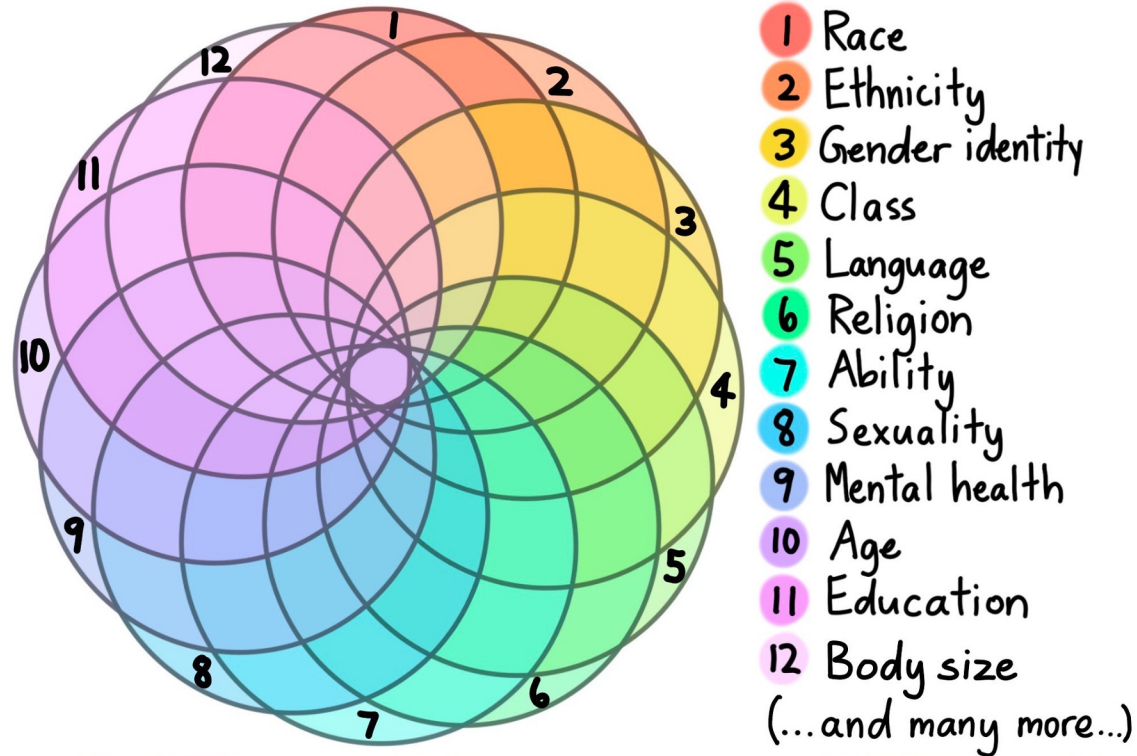
The Intersection Between Gender and Race/Ethnicity Uniquely Impacts Women

The logo features a stylized house shape composed of overlapping geometric shapes in shades of blue and grey. The text 'NAATP NATIONAL 2023' is positioned within the lower right portion of this graphic.

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Intersectionality

INTERSECTIONALITY



Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

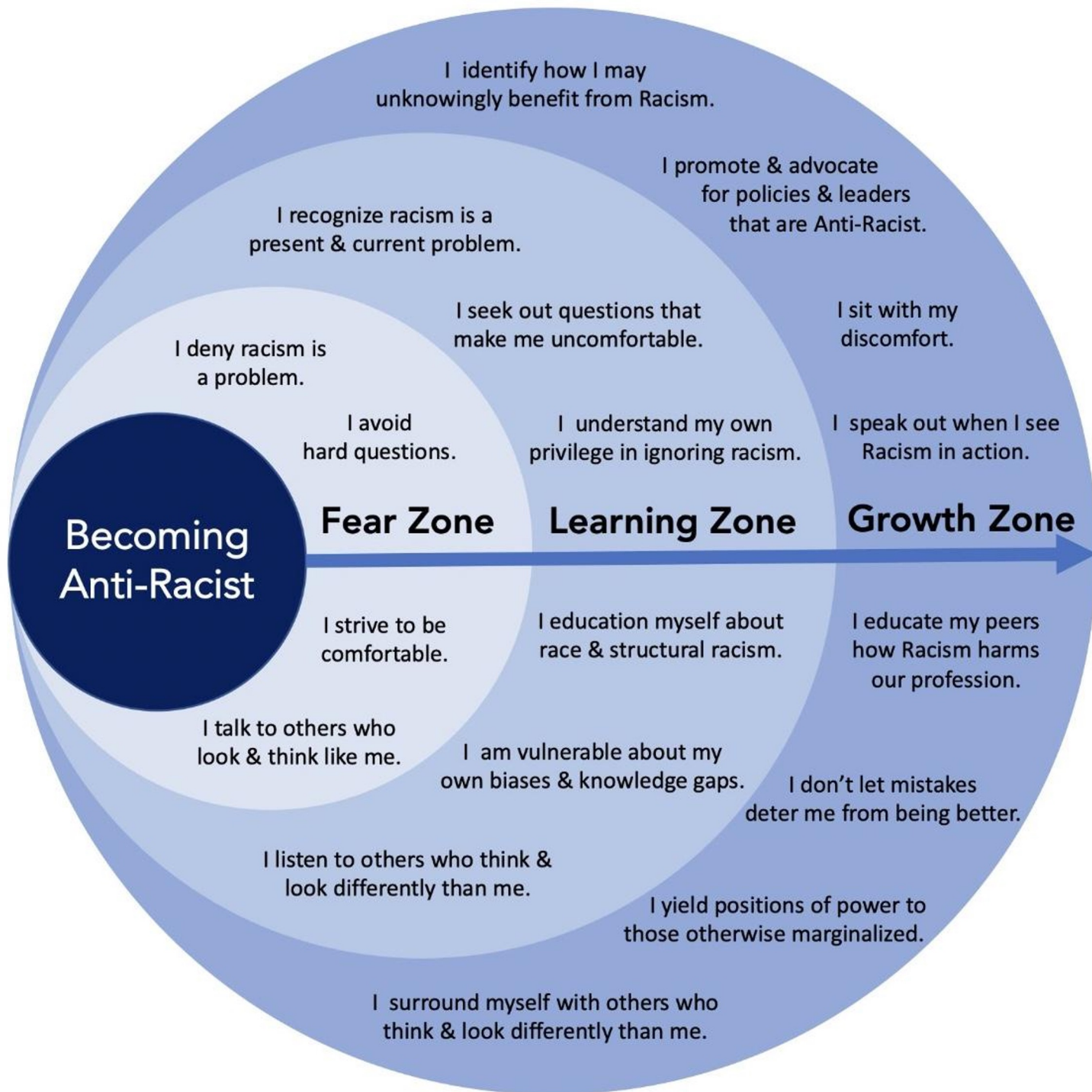
@sylviaaduckworth

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Acknowledge and Be Aware

The logo features a stylized house shape composed of overlapping geometric shapes in shades of blue and grey. The text 'NAATP' is in a large, bold, dark blue font, with 'NATIONAL' in a smaller, dark blue font below it, and '2023' in a large, grey font to the right of 'NATIONAL'.

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Culture Fit

“Too often, we tell people to be inclusive without really showing them what that looks like.”

Bo Young Lee

Hiring for Culture Fit Versus Culture Add

Promotion and Advancement

The logo graphic consists of several overlapping, semi-transparent geometric shapes in shades of blue and grey, forming a stylized, abstract structure that resembles a house or a modern architectural element.

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Empathy

“There’s really no such thing as the ‘voiceless.’ There are only the deliberately silenced or the preferably unheard.”

Arundhati Roy

Underestimated

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What Are the Different Forms of Empathy

Affective Empathy

The ability to sense others' emotional states

Helps to understand emotions but can limit ability to offer effective support

Cognitive Empathy

The ability to take on other people's perspectives

Helps to understand that there is nuance to how peers are experiencing the workplace, especially based on their identity and how they are perceived

Cultivation as a Leader

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VOICE.
VISION.
LEADERSHIP.

Thank you for your
time and your
willingness to be
here today.

Thank you for attending

Upcoming Events:

Sponsored By:

2:45 – 3:15 Coffee and Ice Cream Social



Lightning Step

3:15 – 4:30 General Session 5: Hill Day 2023 Preparation

4:30 – 5:00 Farewell and Prize Drawing