

**From:** execdirector@capic.net  
**Sent:** Thursday, August 17, 2017 1:06 PM  
**To:** capicadmin@capic.net  
**Subject:** Charlottesville, Hate and our Response as Professionals  
**Attachments:** SurvivingAndResistingHate - ICRAACE ToolKit.pdf

**CAPIC Membership,**

These have been challenging times for our society, with the recent violence in Charlottesville being only the latest example. Unfortunately, there will undoubtedly be more.

**As professionals, we have a place in providing leadership for others, even as we deal with these challenges ourselves.**

**CAPIC Board Officer Dr. Megan O’Banion recently shared her perspective on the recent incidents in Charlottesville, and the CAPIC board thought it well worth sharing with you, our membership. I encourage you to read Megan’s words (pasted below my email), take strength from them, and share them. I have.**

As you know, CAPIC has traditionally focused on regulatory/administrative matters (e.g. membership criteria, quality assurance, online internship match), in part because of our limited resources but also because of the nature of political issues, which are rarely black and white. However, CAPIC has become more vocal in advocating for social justice, namely by calling for greater diversity in the profession itself (racial, ethnic, class, gender, etc.) as well as for better mental health services to the diverse, often-underserved communities in California. Additionally, the situation here is just about as unambiguous as one can get, and it is important for us to call out the violence in Charlottesville for what it is: white supremacist terrorism.

Healing – for ourselves and for others – is also critically important. To that end, below are “[Ten Ways to Stop Hate](#)” from the Southern Poverty Law Center (SPLC). I thought it worth stating them explicitly. The [SPLC publication](#) itself provides much more detail.

**1 ACT**

Do something. In the face of hatred, apathy will be interpreted as acceptance by the perpetrators, the public, and — worse — the victims. Community members must take action; if we don’t, hate persists.

**2 JOIN FORCES**

Reach out to allies from churches, schools, clubs, and other civic groups. Create a diverse coalition. Include children, police, and the media. Gather ideas from everyone, and get everyone involved.

**3 SUPPORT THE VICTIMS**

Hate crime victims are especially vulnerable. If you’re a victim, report every incident — in detail — and ask for help. If you learn about a hate crime victim in your community, show support. Let victims know you care. Surround them with comfort and protection.

**4 SPEAK UP**

Hate must be exposed and denounced. Help news organizations achieve balance and depth. Do not debate hate group members in conflict-driven forums. Instead, speak up in ways that draw attention away from hate, toward unity.

#### 5 EDUCATE YOURSELF

An informed campaign improves its effectiveness. Determine if a hate group is involved, and research its symbols and agenda. Understand the difference between a hate crime and a bias incident.

#### 6 CREATE AN ALTERNATIVE

Do not attend a hate rally. Find another outlet for anger and frustration and for people's desire to do something. Hold a unity rally or parade to draw media attention away from hate.

#### 7 PRESSURE LEADERS

Elected officials and other community leaders can be important allies. But some must overcome reluctance — and others, their own biases — before they're able to take a stand.

#### 8 STAY ENGAGED

Promote acceptance and address bias before another hate crime can occur. Expand your comfort zone by reaching out to people outside your own groups.

#### 9 TEACH ACCEPTANCE

Bias is learned early, often at home. Schools can offer lessons of tolerance and acceptance. Host a diversity and inclusion day on campus. Reach out to young people who may be susceptible to hate group propaganda and prejudice.

#### 10 DIG DEEPER

Look inside yourself for biases and stereotypes. Commit to disrupting hate and intolerance at home, at school, in the workplace and in faith communities.

The attached "Surviving and Resisting Hate: A Toolkit for People of Color" is also a wonderful reminder of small ways we can heal ourselves and others.

The only other item I would like to add is President Barack Obama's recent tweet, quoting Nelson Mandela, *"No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite."*

**And again, I encourage you to read Dr. Megan O'Banion's email below. Thanks again for sharing your thoughts, Megan!**

As always, thanks for all that each of you do for our profession and for the clients we all ultimately serve.

Be sure to take care of yourselves — as well as others!

Many thanks,

René

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**From:** O'Banion, Megan G.  
**Sent:** Wednesday, August 16, 2017 9:11 AM  
**To:** CAPIC Board  
**Subject:** [Capicboard] Charlottesville and Action

Dear All,

Having recently come from a challenging and yet restorative NCSPP Summer Meeting, where colleagues were able to respectfully debate, discuss, and create space to address the local, national, and global crises of our time, I recognize that in light of the recent events in Charlottesville, many of us find ourselves profoundly disturbed by the news, images, and presidential responses to a tragedy.

It's important we name what took place in Charlottesville – racism, White supremacy, terrorism. We, *especially White allies*, have an important job ahead of us. We have never lived in a post-racial society and these events do not belong here, now, or ever again. It is good to be surrounded by an academic and professional community that supports each other in these times. As members of vital and service oriented professions, it is critical that we sound the alarm, reach out to our community members, and for allies to step up in a helpful way in order to reinforce the importance of *humanity*.

After conversations with colleagues, students, friends, and family, I know that many of us find ourselves feeling a desire to do something, but also feeling overwhelmed by the pervasiveness of the negativity and what feels like a constant barrage of attacks against universal humanity, justice, and equity. With this in mind, I first want to remind everyone to please, take care of you – be compassionate and gentle with yourselves. You matter. Second, I want to offer some resources shared by my wise colleagues at NCSPP.

The attachment, **“Surviving and Resisting Hate: A Toolkit for People of Color”** <https://drive.google.com/file/d/0B-nj4wfR3762NnhpWjBQN3hmTkE/view> was created and a TOOL and released by the IC-Race Lab. the attachment importantly reminds us that there are small, individual ways in which we can step into the power that we do have on a daily basis.

I want to point you to one of the excellent resource from the Southern Poverty Law Center that can help to our focus on **action** as well as conversation. Here is a link to the **“Ten Ways to Fight Hate: A Community**

**Response Guide”** <https://www.splcenter.org/20170814/ten-ways-fight-hate-community-response-guide>

We are leaders just as much as we are community members.

My mind, heart, and door is open to you. Please feel free to share these resources as you see fit.

Warmest regards,

**Megan O’Banion, Psy.D.**

Program Dean

Director of Clinical Training

Associate Professor



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