

Anti-Racism Policy

Policy Statement:

Intersection Therapy is deeply committed to actively combating racism in all its forms, promoting racial equity, and creating an anti-racist therapy practice. We acknowledge that racism is a pervasive and systemic issue that has profound consequences for individuals and communities. Our practice is resolute in its contributions to eradicating systemic racism and its impacts within our therapy services, team, and the broader society. We commit to fostering an environment where all clients, regardless of their racial or ethnic background, are treated with the utmost respect, equity, and dignity.

Principles of Anti-Racism:

- Equity and Justice: We recognize that systemic racism perpetuates inequality and injustice. We are dedicated to addressing systemic racism and dismantling oppressive structures that perpetuate racial disparities.
- Cultural Humility & Safety: Our therapists continually enhance their cultural humility and strive to deepen their understanding of the unique experiences, challenges, and strengths of individuals from diverse racial and ethnic backgrounds.
- Inclusivity and Representation: We actively promote inclusivity within our practice by welcoming clients of all racial and ethnic backgrounds. We are committed to fostering diversity within our team to reflect the communities we serve.

Action Steps:

To fulfill our commitment to anti-racism, we will take the following comprehensive action steps:

- Continuous Education: We are committed to ongoing education and self-examination of biases, including racial biases. Our therapists and staff engage in regular anti-racist training and education to better understand the dynamics of racism and privilege, including a focus on anti-racism in therapy practice where available.
- Client-Centered Care: We provide client-centered care that acknowledges the profound impact of racial and ethnic identity on mental health and well-being. Our therapists collaborate with clients to address their specific needs and concerns.
- Diverse Perspectives: We actively seek out and respect diverse perspectives in our therapeutic approach. We consider the intersectionality of identities and how they intersect with race, recognizing that individuals may face unique challenges.



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- Community Engagement: Outside of the therapy “room,” we actively engage with our local community to support and participate in anti-racist initiatives. We contribute to meaningful dialogue and take action on issues of racism and social justice.
- Non-Discrimination and Racial Bias: Our practice strictly prohibits racial discrimination, racial bias, or microaggressions in the provision of services or within our team. We have clear protocols in place to address instances of racial discrimination or bias. See our Anti-Discrimination Policy.
- Racial Trauma-Informed Care: We are committed to providing care that is informed by an understanding of racial trauma. We offer support to clients who have experienced racial trauma and work to create a safe and healing space. We also provide connection to identity-based community support. Find a list of community-based resources on our website.

Reporting Racism:

For the process of reporting racism, please refer to our Anti-Discrimination Policy.

Confidentiality of Reports:

All reports of racism will be treated with the utmost confidentiality. Information related to reports will be shared only with those individuals involved in addressing and resolving the concerns.

Investigation and Resolution:

For the process of investigation and resolution on racism reports, please refer to our Anti-Discrimination Policy.

Continuous Improvement:

We are committed to a culture of continuous improvement in our anti-racism efforts. This includes ongoing training and education for our therapists and staff, regular assessments of our practices, and active engagement with anti-racist initiatives in our community. If you have any feedback on our approach, we invite you to reach out and share your perspective.

Client Education:

Clients are encouraged to engage in open dialogue and proactive communication with their therapists regarding this policy to ensure that their unique needs, preferences, and concerns are addressed in therapy.



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Updates and Amendments:

Clients will be informed of any updates or amendments to this policy, including how changes will be communicated and the effective date of any policy revisions.

Policy Review:

This policy may be subject to periodic review and updates to ensure its effectiveness and alignment with our commitment to providing quality online therapy services.

Last Updated: August 2023