



Black Applied Behavior Analysts

# BABA CONFERENCE

**JUNE 18-20, 2022**  
**DETROIT, MI**

Reframing DEI: Exploring Avoidance Contingencies

## Abstract

Diversity, Equity and Inclusion (DEI) has become a critical area of focus within the applied behavior analysis, and has resulted in a significant increase in DEI events and activities (Hilton et al., 2021). While participation in these events always include individuals that identify with minority groups that have disproportionate representation within the field as a whole, there is no exclusionary criteria which would affect participation from others. Encouraging such behavior. Which is often tacted as allyship, represents a necessity in the acquisition of ongoing progress. As behavior analysts, we have access to skills that could increase allyship behavior in others, such as attending DEI events, reshaping frames regarding DEI topics, and produce significant outcomes in future social action behavior (Sanche et al., 2020). In order to increase these critical behaviors, we must dissect the variables that may influence avoidance behaviors of those identifying as allies, and those that we would like to begin engaging in behaviors that align with allyship. We must be able to bring diverse groups of individuals to the table to ensure sustainable progress. Dissecting potential avoidance contingencies, potential relational frames involved in DEI allyship, and what environmental changes can be made to increase these behaviors is the main focus of the present panel discussion.

## Learning Objectives

- Attendees will be able to identify at least 2 potentially problematic relational frames involved in DEI work
- Attendees will be able to identify at least 2 replacement relational frames that might be strengthened.
- Attendees will be able to identify at least 2 potential variables influencing avoidance behaviors to DEI events.
- Attendees will be able to identify at least 2 strategies to reduce avoidance behaviors related to DEI events and participation.



Moderator: Candace Fay, Panelists: Dr. Amoy Hugh-Pennie, Dr. Jonathan Tarbox, Vincent "Vince" Lamarca, Daniel Mendoza