

2017 Cultural Competency Conference

Thursday, February 23, 2017

- Welcome
- Conference Overview and Engaging Effectively
- Topic 1: Cultural Competence
 - Understanding common vocabulary
 - Critical social justice
 - Privilege and oppression
 - Identity
- Table discussion: Identity development activity
 - Facilitated discussion
- Break
- Topic 2: Unconscious Bias
 - Understanding unconscious bias
 - Microaggressions
- Table discussion: Case studies
- Large group debrief
- Actions steps
- Closing
- Resource tables

2017 Cultural Competency Conference:

Exploring concepts of privilege, oppression and identity

OBJECTIVES:

- Differentiate between diversity, multicultural, cultural competency, & social justice
- Describe your personal identities and identify biases
- Apply strategies for creating an inclusive environment within your unit/department at KU

NOTES:

White Privilege: Unpacking the Invisible Knapsack

by Peggy McIntosh

“I was taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group”

DAILY EFFECTS OF WHITE PRIVILEGE

I decided to try to work on myself at least by identifying some of the daily effects of white privilege in my life. I have chosen those conditions that I think in my case attach somewhat more to skin-color privilege than to class, religion, ethnic status, or geographic location, though of course all these other factors are intricately intertwined. As far as I can tell, my African American coworkers, friends, and acquaintances with whom I come into daily or frequent contact in this particular time, place and time of work cannot count on most of these conditions.

1. I can if I wish arrange to be in the company of people of my race most of the time.
2. I can avoid spending time with people whom I was trained to mistrust and who have learned to mistrust my kind or me.
3. If I should need to move, I can be pretty sure of renting or purchasing housing in an area which I can afford and in which I would want to live.
4. I can be pretty sure that my neighbors in such a location will be neutral or pleasant to me.
5. I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.
6. I can turn on the television or open to the front page of the paper and see people of my race widely represented.
7. When I am told about our national heritage or about “civilization,” I am shown that people of my color made it what it is.
8. I can be sure that my children will be given curricular materials that testify to the existence of their race.
9. If I want to, I can be pretty sure of finding a publisher for this piece on white privilege.
10. I can be pretty sure of having my voice heard in a group in which I am the only member of my race.
11. I can be casual about whether or not to listen to another person’s voice in a group in which s/he is the only member of his/her race.
12. I can go into a music shop and count on finding the music of my race represented, into a supermarket and find the staple foods which fit with my cultural traditions, into a hairdresser’s shop and find someone who can cut my hair.
13. Whether I use checks, credit cards or cash, I can count on my skin color not to work against the appearance of financial reliability.
14. I can arrange to protect my children most of the time from people who might not like them.
15. I do not have to educate my children to be aware of systemic racism for their own daily physical protection.
16. I can be pretty sure that my children’s teachers and employers will tolerate them if they fit school and workplace norms; my chief worries about them do not concern others’ attitudes toward their race.
17. I can talk with my mouth full and not have people put this down to my color.
18. I can swear, or dress in second hand clothes, or not answer letters, without having people attribute these choices to the bad morals, the poverty or the illiteracy of my race.
19. I can speak in public to a powerful male group without putting my race on trial.
20. I can do well in a challenging situation without being called a credit to my race.
21. I am never asked to speak for all the people of my racial group.

Peggy McIntosh is associate director of the Wellesley Collage Center for Research on Women. This essay is excerpted from Working Paper 189. “White Privilege and Male Privilege: A Personal Account of Coming To See Correspondences through Work in Women’s Studies” (1988), by Peggy McIntosh; available for \$4.00 from the Wellesley College Center for Research on Women, Wellesley MA 02181. The working paper contains a longer list of privileges. This excerpted essay is reprinted from the Winter 1990 issue of Independent School.

22. I can remain oblivious of the language and customs of persons of color who constitute the world's majority without feeling in my culture any penalty for such oblivion.

23. I can criticize our government and talk about how much I fear its policies and behavior without being seen as a cultural outsider.

24. I can be pretty sure that if I ask to talk to the "person in charge", I will be facing a person of my race.

25. If a traffic cop pulls me over or if the IRS audits my tax return, I can be sure I haven't been singled out because of my race.

26. I can easily buy posters, post-cards, picture books, greeting cards, dolls, toys and children's magazines featuring people of my race.

27. I can go home from most meetings of organizations I belong to feeling somewhat tied in, rather than isolated, out-of-place, outnumbered, unheard, held at a distance or feared.

28. I can be pretty sure that an argument with a colleague of another race is more likely to jeopardize her/his chances for advancement than to jeopardize mine.

29. I can be pretty sure that if I argue for the promotion of a person of another race, or a program centering on race, this is not likely to cost me heavily within my present setting, even if my colleagues disagree with me.

30. If I declare there is a racial issue at hand, or there isn't a racial issue at hand, my race will lend me more credibility for either position than a person of color will have.

31. I can choose to ignore developments in minority writing and minority activist programs, or disparage them, or learn from them, but in any case, I can find ways to be more or less protected from negative consequences of any of these choices.

32. My culture gives me little fear about ignoring the perspectives and powers of people of other races.

33. I am not made acutely aware that my shape, bearing or body odor will be taken as a reflection on my race.

34. I can worry about racism without being seen as self-interested or self-seeking.

35. I can take a job with an affirmative action employer without having my co-workers on the job suspect that I got it because of my race.

36. If my day, week or year is going badly, I need not ask of each negative episode or situation whether it had racial overtones.

37. I can be pretty sure of finding people who would be willing to talk with me and advise me about my next steps, professionally.

38. I can think over many options, social, political, imaginative or professional, without asking whether a person of my race would be accepted or allowed to do what I want to do.

39. I can be late to a meeting without having the lateness reflect on my race.

40. I can choose public accommodation without fearing that people of my race cannot get in or will be mistreated in the places I have chosen.

41. I can be sure that if I need legal or medical help, my race will not work against me.

42. I can arrange my activities so that I will never have to experience feelings of rejection owing to my race.

43. If I have low credibility as a leader I can be sure that my race is not the problem.

44. I can easily find academic courses and institutions which give attention only to people of my race.

45. I can expect figurative language and imagery in all of the arts to testify to experiences of my race.

46. I can choose blemish cover or bandages in "flesh" color and have them more or less match my skin.

47. I can travel alone or with my spouse without expecting embarrassment or hostility in those who deal with us.

48. I have no difficulty finding neighborhoods where people approve of our household.

49. My children are given texts and classes which implicitly support our kind of family unit and do not turn them against my choice of domestic partnership.

50. I will feel welcomed and "normal" in the usual walks of public life, institutional and social.

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Microaggressions Table

*Adapted by Patricia A. Burak, Ph.D., Tae-Sun Kim, Ph.D., Amit Taneja, Doctoral Candidate.
Syracuse University 2009*

| Themes | Microaggression Examples | Implicit Message |
|--|--|--|
| Alien in Own Land: When Asian Americans and Latinos are assumed to be "foreigners" | Where are you from? Where were you born? You speak good English. You don't even speak with an accent. How long have you been in the States? | You are not American. |
| Ascription of Intelligence: Assigning intelligence to a person based on their race, gender or (perceived) abilities. | Assuming that Asians are naturally more intelligent in the sciences and math. | Asians are naturally gifted in the sciences and math; they do not work hard for it. |
| | Assuming that it is unusual for an African American or Latino to be in an academically rigorous program or prestigious university. | People of color are not as intelligent as Whites. It is unusual for them to be intelligent or articulate. |
| | "Oh, you are a bio major? Are you studying to be a nurse?" (when said to a woman) | Women are not smart enough to be doctors - men would rarely, if ever, be asked this question |
| | "You get a note taker for every class? Why can't you take your own notes?" (when said to a student with a learning disability) | Students with learning or other invisible disabilities are not smart enough. |
| "Intrinsic Skills" & "Personality Types": Using stereotypes of race, gender and sexual orientation to assume an individual's interests and talents. | "You're gay? You have to give me some decorating tips!" | All gay men are interested and talented in interior design and decorating |
| | Women in power lead by emotion and are too sensitive! | Women are "genetically" emotional & sensitive; They are not intelligent, rational and impartial. |
| | Are you here on a basketball scholarship? (when asked of African American students) | African Americans are good at basketball and that is the only way they would be able to attend our college. |
| "Color Blindness": Statements that indicate that a White person does not want to acknowledge race (or a heterosexual person does not want to acknowledge sexual orientation) - <i>Please note that use of the term "blindness" itself is very problematic here.</i> | When I look at you, I don't see color. | Denying a person of color's racial or ethnic experiences. |
| | America is a melting pot. | Assimilate to the dominant culture. |
| | She's so independent, you wouldn't even know she's in a wheelchair! | Wheelchair users are unable to be independent |
| | There is only one race, the human race. | Denying the individual as a racial or cultural different being. |
| | I don't support gay rights because they are "special rights" - everyone is equal! | Denying that queer people are treated differently in our society |
| Criminality: A person is presumed to be dangerous, criminal, or deviant based on their race, nationality and/or sexual orientation. | If something comes up missing or a fight ensues, a Black or Latino person is assumed to be the culprit. | You are a criminal. |
| | If a group of Black male students are walking down a street with dark hoodies, they are assumed to be dangerous. | You are dangerous and poor. You do not belong on the University. |
| | If a group of Black or Asian students are sitting together in a public place, they are "self segregating" or must be talking badly about Whites. | You are not to be trusted in a group; you are out to harm the majority. |
| | Beware of people wearing a head scarf! Why are you dressed like Osama? | You are part of the enemy. I don't trust you. Your clothing identifies you as a terrorist. I don't need to know anything else about you. I need to be wary of people like you. |
| | I wouldn't want my children to be taught by gay/lesbian teachers | LGBT people are sexually deviant & would try and recruit young people in to the "gay lifestyle" or even sexually abuse them. |

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| Denial of Individual Prejudice: A statement made by those with social privilege to deny that they have that privilege or any oppressive thinking | I can't be racist. My friend is Puerto Rican . . . I voted for Obama . . . My girlfriend is Asian, etc. | I am immune to racism because I have had positive associations or relationships with people of color. |
| | As a woman, I know what you go through as a racial minority. | Your racial oppression is no different than my gender oppression. All forms of discrimination are equal. |
| | I am not homophobic - I have gay friends, and I love Project Runway! | I am immune to homophobia because I have LGBT friends and/or I associate with mainstream stereotypes of queerness |
| Myth of Meritocracy: Statements which assert that race, class, gender, abilities or sexual orientation do not play a role in life success. | I believe that the smartest and most qualified students should be admitted. The most qualified person should get the job. | People of color are given extra unfair benefits because of their race. |
| | We all know she got hired because she is a woman! (often said in a male dominated field) | Women are not as qualified as male candidates; Gender was "used" as a way to get ahead. |
| | I don't see why students with ADHD get extra time to complete exams? Everyone would benefit from having extra time on exams! | Students with learning or other invisible disabilities are not smart enough - they are just using the system to get an unfair advantage. |
| | Everyone can succeed if they work hard - just look at Obama! | People of color are lazy, incompetent, & just like to complain if they don't get what they want. Individual exceptions (such as President Obama) are evoked to justify this stance. |
| Second Class Citizen: Occurs when a person with social privilege is given preferential treatment over people with oppressed identities. | When the needs or complaints of White parents, students, alumni and faculty are taken more seriously than that of people of colors'. | Whites are more valued customers and employees. People of color should be content with what they get. |
| | An African American professor is mistaken for a service worker. | People of color are not as successful as Whites; it's unlikely that they would occupy a high status position. |
| | I have done a lot for <u>you people</u> or <u>your race</u> or <u>minorities</u> . . . | You are a lesser being who needs to be grateful for the charity given to you by the majority. |
| | We can't have a woman president! All of the world leaders are mostly men, and they would just walk all over her! | Women's leadership abilities do not compare to that of men. |
| | I'm not sure if we should hire a blind person for this job - there is no way she could do as well as a normal person | People with disabilities are unable to perform job duties at the same level as able bodied individuals. There are no accommodations (such as adaptive technology) that could mitigate any performance concerns. |
| | We can't have a lesbian chancellor! She would come in with her own agenda, and we don't want an activist leader - It would disrupt alumni giving! | Assumes that all LGBT people have an "agenda" and that all straight people do not. Discrimination is often justified through raising alarm about morale, money or other material threats. |
| Religious or Cultural Superiority: When a person assumes that their race, religion, or culture (broadly defined) is better than others' | You have to cover your head? It's too bad that women are so oppressed in your culture! | Your religious or cultural traditions are inferior & oppressive. Every one in your country is "backwards". Women have no agency at all. |
| | You are engaged to someone you never met? What about falling in love? You didn't stand up for your independence? | Your traditions are ridiculous. Your parents don't care about you. The only way to get married is the way we do it here. |
| | Why do I have to live with foreigners? Their food stinks and their clothes smell! | People from other countries are inferior. My culture and traditions are better. Living with someone from another country will somehow diminish my quality of life. |

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| <p>Environmental Microaggressions: Ways in which larger systems beyond the individual realm (such as institutional policies and practices) work to maintain systems of privilege and oppression.</p> | <p>A college of university with buildings all or mostly named after White uppermiddle class males or heterosexual couples.</p> | <p>You don't belong. You are just visitors here. There is only so far you can succeed. Your achievements will not be memorialized.</p> |
| | <p>Many of the university events are held in inaccessible spaces, or spaces that require significant work and planning to access. In addition most university events do not have sign language interpreters.</p> | <p>Your attendance and participation is not as important to us. If you want to come, you need to plan ahead of time - it is your responsibility to ensure your access to these events.</p> |
| | <p>A college or university that does not offer classes in race, gender, LGBT or disability studies OR does not require its graduates to learn about these inequalities.</p> | <p>Learning about people of color is not important; they have not contributed to the U.S. The histories, issues, and perspectives of Whites is essential knowledge for success during and after college.</p> |
| | <p>There is no women's center on campus</p> | <p>Women students' needs are not as important to us. Women are treated completely equally to men.</p> |
| | <p>A University schedules their big career fair on a day that has been designated as a day without classes to respect the religious practices of some students, faculty and staff</p> | <p>Your religion and practices are unimportant to us. Your religious observances should not take precedence over a University function. Your access to careers is unimportant to us.</p> |
| | <p>It costs significantly more for LGBT faculty and staff to cover their partners under the university's health insurance because this is a federally taxed benefit.</p> | <p>Institutions expect LGBT faculty and staff to cover this difference out of pocket. Your family's well being is not as important to us.</p> |
| | <p>The only options for gender on university forms are "male" and "female"</p> | <p>Transgender individuals do not belong or matter here.</p> |
| | <p>TV shows and movies that feature predominantly White programs, without "diverse" representation of people of color.</p> | <p>You don't exist. If you do exist, it is as a one or two dimensional stereotype.</p> |
| | <p>Overcrowding of public schools, lack of sidewalks, overabundance of liquor stores, and lack of green groceries in communities of color.</p> | <p>People of color don't or should not value education, fresh food, exercise, and a quality living environment.</p> |

Sue, Derald Wing. 2007. "Racial Microaggressions in Everyday Life: Implications for Clinical Practice." *American Psychologist*. 271- 286.

Table 1: Examples of Disability Microaggressions in Everyday Life

| Theme | Example | Message |
|---|---|---|
| Denial of personal identity Occurs when any aspect of a person's identity other than disability is ignored or denied. | I can't believe you are married. | There is no part of your life that is normal or like mine. The only thing when I see you is your disability. |
| Denial of Disability Experience Occurs when disability related experiences are minimized or denied. | Come on now, we all have some disability | Your thoughts and feelings are probably not real and certainly not important to me. |
| Denial Of Privacy Occurs when personal information is required about a disability | Someone asking what happened to you. | You are not allowed to maintain disability information privately. |
| Helplessness Occurs when people frantically try to help PWD's. | Someone helps you on to a bus or train even when you need no help. Someone feels incapable of rescuing you from your disability. | you can't do anything by yourself because you have a disability. Disability is a catastrophe. I would rather be dead than to be you. |
| Secondary Gain Occurs when a person expects to feel good or be praised for doing something for a PWD. | We're going to raise enough money tonight to get Johnny that new wheelchair. | I feel good and get recognition for being nice to you. |
| Spread Effect Occurs when other expectations about a person are assumed due to one specific disability. | Those deaf people are retarded. Your other senses must be better than mine. | Your disability invalidates you in all areas of life. You must be special in some way. Your not normal. You have "spidey sense". |
| Infantillization Occurs when a PWD is treated like a child. | Let me do that for you. | You are not really capable. I know better than you how to do this. |
| Patronization Occurs when a PWD is praised for almost anything. | You people are so inspiring. | You are so special for living with that. |

| | | |
|---|---|--|
| <p>Second Class Citizen Occurs when a PWD's right to equality is denied because they are considered to be bothersome, expensive and a waste of time, effort and resources.</p> | <p>People work hard not to make eye contact or to physically avoid a PWD.</p> <p>a person in a wheelchair waits 15 minutes outside a restaurant for access through the kitchen. She then complains to the manager.</p> <p>at a staff meeting the question is raised about improving accessibility to the restaurant and the official plan is that changes will be made when more PWD's come to eat.</p> | <p>PWD's are disgusting and should be avoided.</p> <p>Those people expect too much and are so difficult to work with. They have no patience.</p> <p>Your rights to equality are not important to me.</p> |
| <p>Desexualization Occurs when the sexuality and sexual being is denied.</p> | <p>I would never date someone who uses a wheelchair.</p> | <p>PWD's are not my equal, not attractive and not worthy of being with me.</p> |