

(Slide 17)

### **Microaggressions**

Microaggressions are defined as the everyday, subtle, intentional — and oftentimes unintentional — interactions or behaviors that communicate some sort of bias toward historically marginalized groups. – Kevin Nadel

**Stereotype Replacement** – a) recognize when you're having a stereotypic thought (or when you observe stereotypic portrayals in society; b) identify the factors behind the thought/portrayal; c) replace the stereotype with a non-stereotypic image.

(Slide 21)

**White Supremacy Culture** refers to the dominant, unquestioned standards of behavior and ways of functioning embodied by the vast majority of institutions in the United States. These standards may be seen as mainstream, dominant cultural practices; they have evolved from the United States' history of white supremacy. Because it is so normalized it can be hard to see, which only adds to its powerful hold. In many ways, it is indistinguishable from what we might call U.S. culture or norms – a focus on individuals over groups, for example, or an emphasis on the written word as a form of professional communication. But it operates in even more subtle ways, by actually defining what "normal" is – and likewise, what "professional," "effective," or even "good" is. In turn, white culture also defines what is not good, "at risk," or "unsustainable." White culture values some ways of thinking, behaving, deciding, and knowing – ways that are more familiar and come more naturally to those from a white, western tradition – while devaluing or rendering invisible other ways. And it does this without ever having to explicitly say so.

### **SOURCE:**

1. Gita Gulati-Partee and Maggie Potapchuk, "[Paying Attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity](#)" (*The Foundation Review* vol. 6: issue 1, 2014).
2. Sharon Martinas and the [Challenging White Supremacy Workshop](#), 4th revision (1995)

**Internalized Oppression-** In social justice theory, **internalized oppression** is a concept in which an oppressed group uses the methods of the oppressing group against itself. It occurs when one group perceives an inequality of value relative to another group, and desires to be like the more highly valued group.

Members of marginalized groups may have an oppressive view of their own group or affirm negative self-stereotypes. Internalized oppression may manifest on an individual or group level, and may result in conflict or discrimination within the group.<sup>[1]</sup>

**Internalized Privilege (Superiority)** Internalizing the power that privileged status, e.g., gender, race offers and having a set of expectations on how communication occurs and how power is accessed.

(Slide 22)

**Structural competency** is a term used in American health professional education to describe the ability of health care providers and trainees to appreciate how symptoms, clinical problems, diseases and attitudes toward patients, populations and health systems are influenced by 'upstream' social determinants of health.

**Allyship** -An ally is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive, and conscious efforts that benefit people as a whole. Everyone has the ability to be an ally as privilege is intersectional, white women can be actionable allies to people of color, men can be allies to women, cis people can be allies to members of the LGBTQI+ community, able-bodied people can be allies to those with different abilities, economically privileged people can be allies to those who are not and so on

**Historical trauma** is multigenerational trauma experienced by a specific cultural, racial, or ethnic group. It is related to major events that oppressed a particular group of people because of their status as oppressed, such as slavery, the Holocaust, forced migration, and the violent colonization of Native Americans. While many in such a group will experience no effects of the historical trauma, others may experience poor overall physical and behavioral health, including low self-esteem, depression, self-destructive behavior, marked propensity for violent or aggressive behavior, substance misuse and addiction, and high rates of suicide and cardiovascular disease.

## Structural Racism

- In the United States it is the normalization and legitimization of an array of dynamics – historical, cultural, institutional, and interpersonal – that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color.
- It is a system of hierarchy and inequity, primarily characterized by white supremacy – the preferential treatment, privilege, and power for white people at the expense of Black, Latino, Asian, Pacific Islander, Native American, Arab, and other racially oppressed people.

Source: Racial Equity Tools

(Slide 24)

**Strengths-based (or asset-based) approaches** focus on individuals' strengths (including personal strengths and social and community networks) and not on their deficits. Strengths-based practice is holistic and multidisciplinary and works with the individual to promote their wellbeing. **Strengths-based approaches** concentrate on the inherent strengths of individuals, families, groups, and organizations, deploying personal strengths to aid recovery and empowerment.

(Slide 34)

**DEI (Diversity, Equity, and Inclusion) Work-** Diversity, equity, and inclusion (DEI) is a term used to describe programs and policies that encourage representation and participation of diverse groups of people, including people of different genders, races and ethnicities, abilities and disabilities, religions, cultures, ages, and sexual orientations.

**Diversity** is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain- underrepresented among practitioners in the field and marginalized in the broader society. **Equity** is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society. **Inclusion** is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To

the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.

**Caucuses**, also known as affinity groups, are opportunities for those who share a common identity to meet separately to gather, connect, and learn.<sup>1</sup> Originating from Algonquian, a caucus means “to meet together.”<sup>2</sup> Some scholars think “caucus” may have developed from an Algonquian term for a group of elders, leaders, or advisers.<sup>3</sup> While the origins of the word have been lost in modern use and appropriated from Indigenous culture, we wish to recognize and honor the origins of the word, as they help to ground our understanding of the value of caucusing for racial justice. Caucuses based on racial identity allow time for people of color, white people, and people with mixed-race identities to gather together and engage in conversations about their racial identities. Caucuses sometimes develop as a crisis intervention strategy and tool when conversations in multi-racial spaces have become harmful; sometimes they are offered as proactively planned, scheduled learning opportunities to build self-awareness.

**Anti-Racist Organizational Work** -The Anti-Racist Organization helps people of color become more empowered through taking leadership, sharing in the power, transforming the organizational norms and culture, challenging white allies and other people of color, sharing in decisions about how the organizations resources will be spent, what work gets done as well as how it gets done, the setting of priorities, and allowing people of color to make the same mistakes as white people. The organization does this by forming white and people of color caucuses, providing training and encouraging discussions about racism, white privilege, power, and accountability, setting clear standards for inclusion at all levels of the organization, reviewing the mission, vision, policies, procedures, board agreements, etc. to insure that the commitment to end racism is a consistent theme, helping people to understand the links between the oppressions, and devoting organizational time and resources to building relationships across race and other barriers.”

- Western States Center Anti-Racist Organizational Development Resource Book