

Cultural Humility and Inclusion in Advocacy

*Recognizing privilege, developing anti-oppressive
practices and creating inclusive programs*

What we will cover...

- Your positionality and privilege
- Important definitions
- Discuss how systemic oppression impacts crime survivors and crime services
- Identify questions we need to ask in creating anti-oppressive practices
- Review first steps that programs can take to implement anti-oppressive policies that expand their reach

Cultural Humility



“A lifelong process of self-reflection and self-critique whereby the individual not only learns about another’s culture, but one starts with an examination of her/his own beliefs and cultural identities.”

- National Institutes of Health (NIH)

Your Lens



Positionality

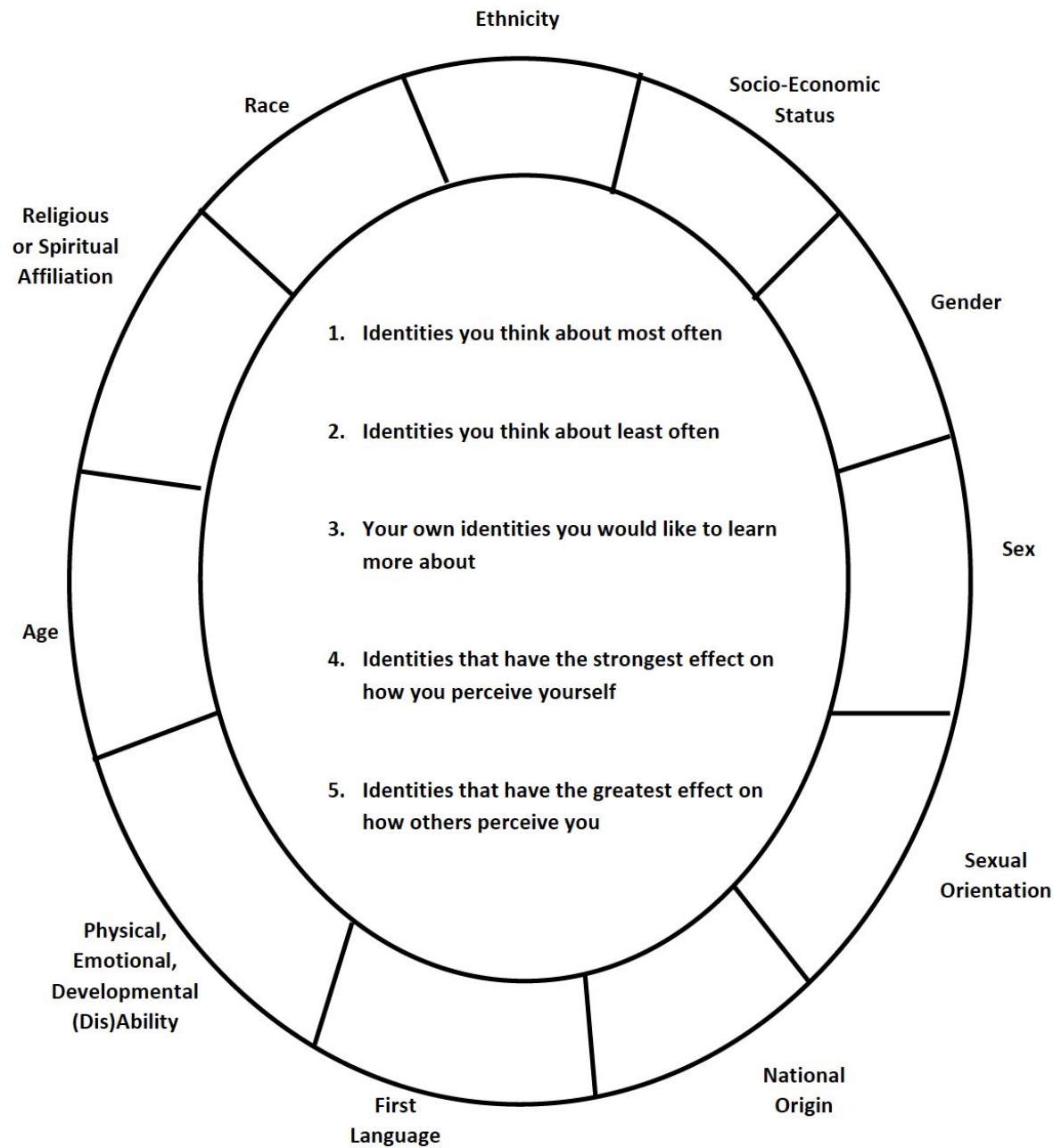
*"Positionality is the notion that **personal values, views, and location in time and space influence how one understands the world.** In this context, gender, race, class, and other aspects of identities are indicators of social and spatial positions and are not fixed, given qualities. Positions act on the knowledge a person has about things, both material and abstract. Consequently, knowledge is the product of a specific position that reflects particular places and spaces."*

- Luis Sánchez,
Positionality (entry in *Encyclopedia of Geography*)

Recognizing Our Own Identity

We come from different nationalities, religions, countries, socioeconomic backgrounds, gender identities, and sexualities. All of these pieces of ourselves form our beliefs, values, and behavior.





Exploring our Own Culture and Identity:

Identities you think about most often

Identities you think about least often

Your identities you would like to learn more about

Identities that have the strongest effect on how you perceive yourself

Identities that have the greatest effect on how others perceive you

Definitions: Stereotypes

A standardized mental image that is over-simplified or based on limited experience, and then generalized to a whole group.

Stereotypes involve values

Definitions: Prejudice

A preconceived or unfavorable opinion formed beforehand, or without knowledge, thought, or reason.

Prejudice involves beliefs

Definitions: Discrimination

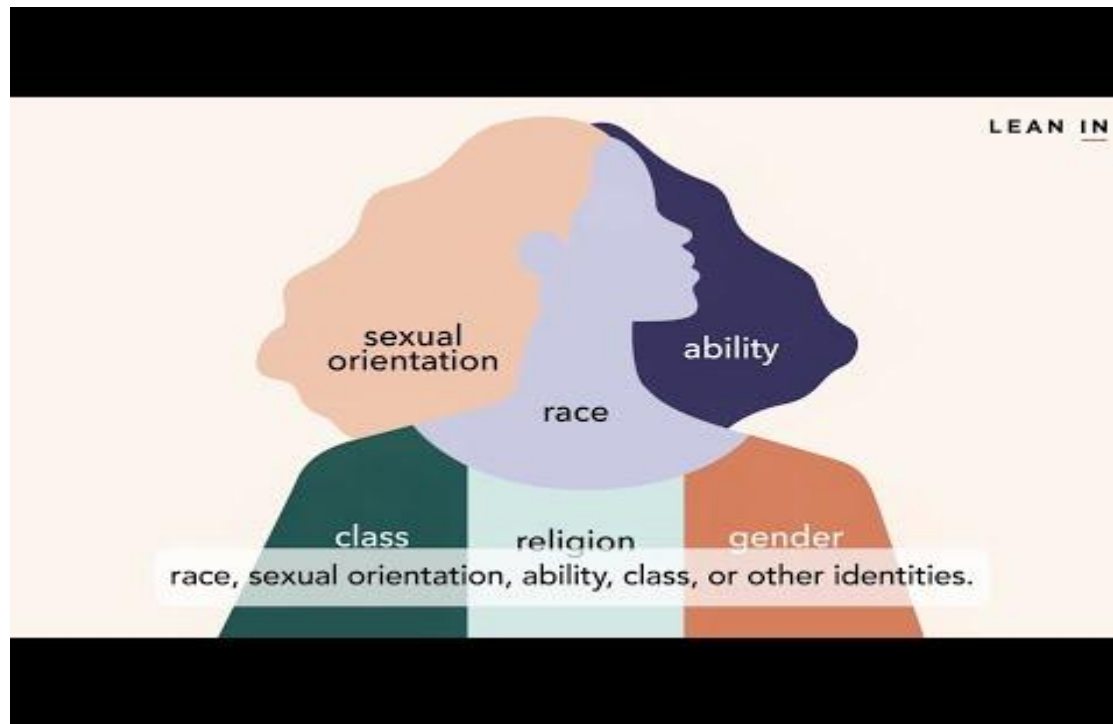
Behavior in which people are treated negatively because of a specific personal identity or characteristic.

Prejudice involves behavior.

Privilege & Oppression

Privilege

Privilege refers to certain social advantages, benefits, or degrees of prestige and respect that an individual has by virtue of belonging to certain social identity groups.





Privilege

“Privilege is a hard concept for people to understand, because normally when we talk of privilege we imagine immediate unearned riches and tangible benefits for anyone who has it. But white privilege and indeed **all privilege is actually more about the absence of inconvenience, the absence of an impediment or challenge, and as such when you have it, you really don't notice it, but when it's absent, it affects everything you do.**” - John Amaechi

Privilege

- **Identities that provide access**
- **Identities that are considered the cultural norm**
- **Can create the dynamics of oppression**

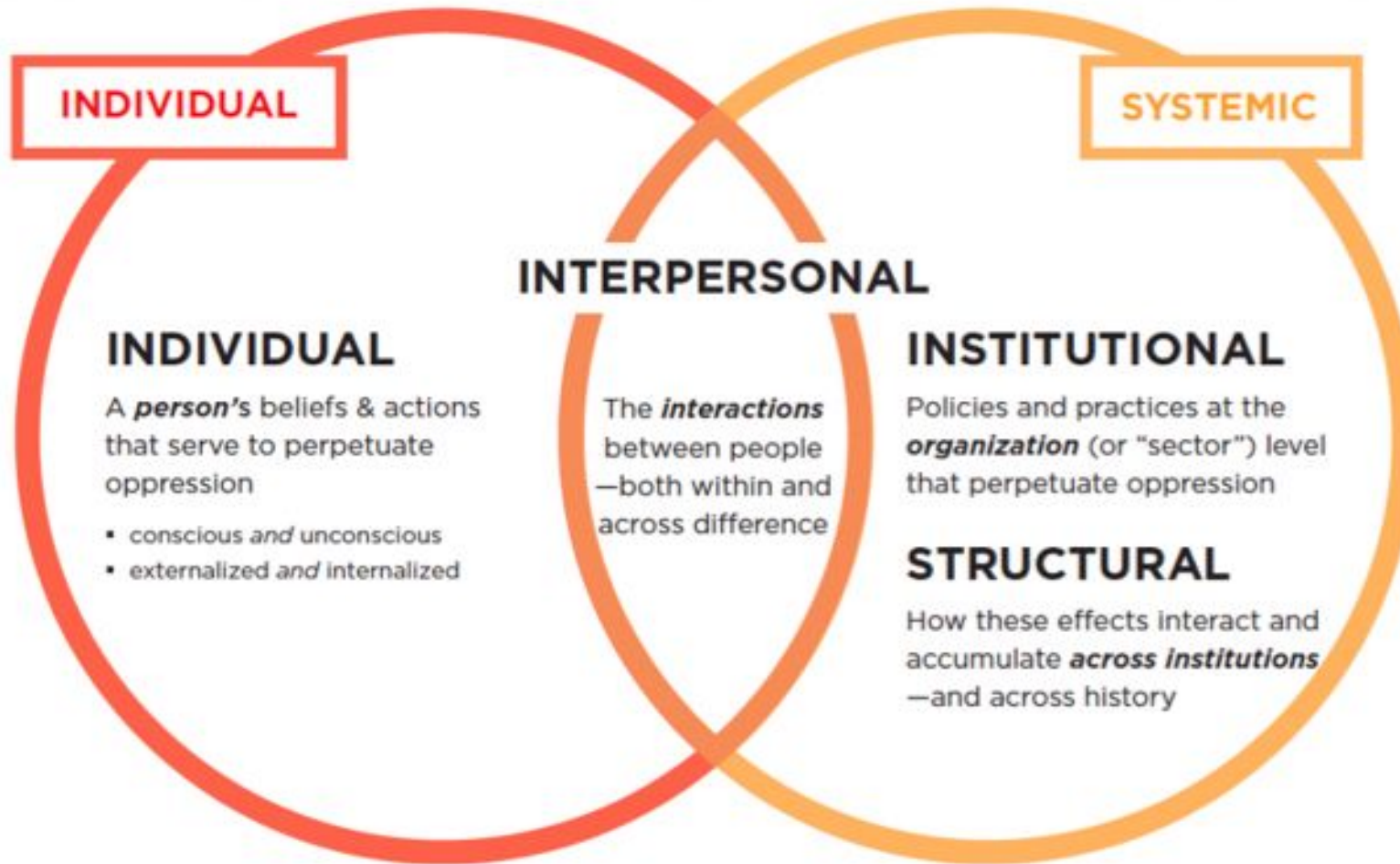
Type of Oppression	Target Group	Non-Target Group
Racial	People of Color	White People
Class	Poor, Working class	Middle, Owning Class
Gender	Women, transgender	Men, cisgender
Sexual Orientation	Lesbian, Gay, Bisexual	Heterosexual
Ability	People with disabilities	People without disabilities
Religion	Non-Christian	Christian
Age	People over 50	Adults under 50
Youth	Children and Adolescents	Adults
Rank/Status	People without higher education	People with higher education
Immigrant Status	Immigrant	US Born
Language	Non-English	English

Oppression

When an agent (privileged) group, whether knowingly or unknowingly, abuses a target group.

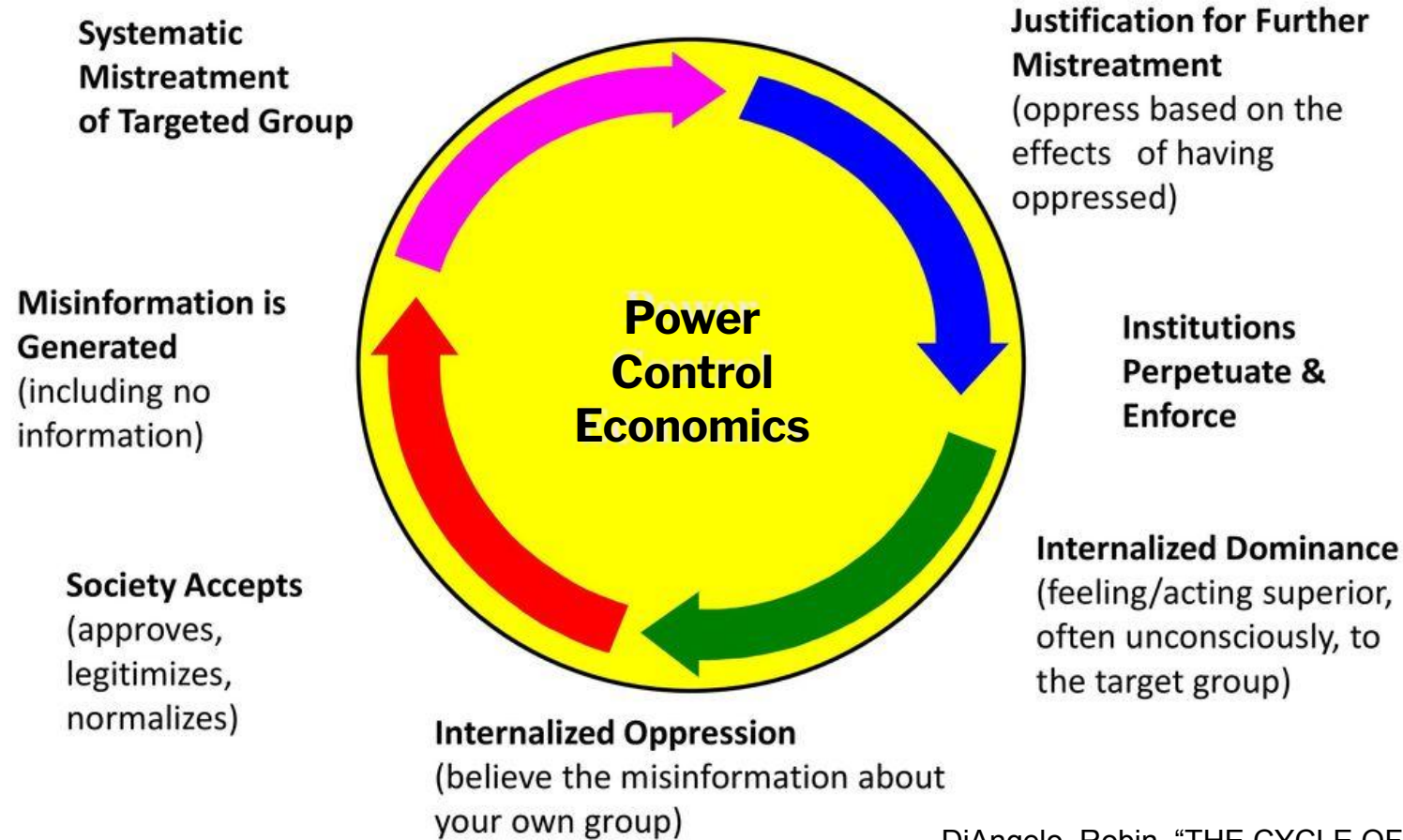
This pervasive system is rooted historically and maintained through individual and institutional/systematic discrimination, personal bias, bigotry, and social prejudice, resulting in a condition of privilege for the agent group at the expense of the target group.

Oppression



How it works...

Cycle of Systematic Oppression



Intersectionality

*The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating **overlapping and interdependent systems of discrimination or disadvantage.***



Discrimination is Trauma

Discrimination

Discrimination is a traumatic experience. It is harmful, threatening and has lasting adverse effects. As a result, it can create chronic stress and historical trauma.

Trauma

The **unique** individual experience of an **event, series of events, or set of circumstances** that is **experienced by an individual as physically or emotionally harmful or life threatening** and that has **lasting adverse effects** on the individual's mental, physical, social, emotional, or spiritual well-being.

The Trauma of Oppression

- Historical Trauma
- Intergenerational Trauma
- Chronic Stress (Emotional and Physical Implications)
- Complex Trauma
- Disproportionate Impact of Crime
- Code-Switching and Cultural White-Washing
- Cost of experiencing or witnessing prejudice/discrimination/hate crimes online or in-person

Incorporating Anti-Oppressive and Inclusive Practices

“Non-” vs “Anti-” Oppressive

Non-

- Inaction
- The privilege to ignore the issue
- Consider the issue too big or out of your hands

Anti-

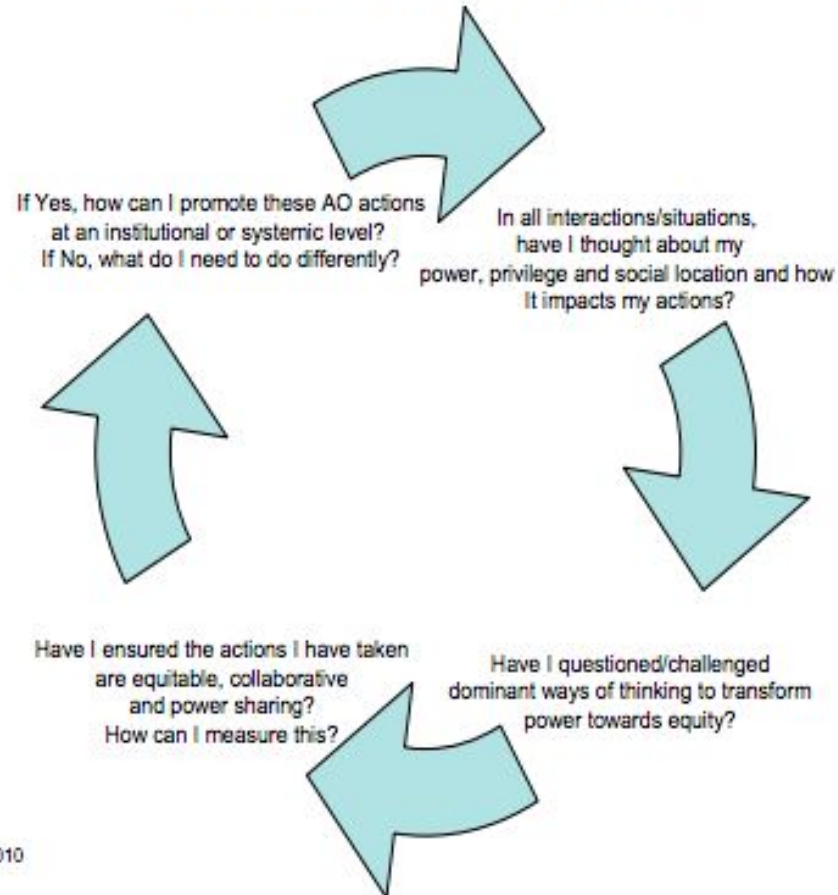
- Active
- Recognition and use of power and privilege to make change
- Address systemic concerns

Anti-Oppressive Framework*

1. Identify and analyze the current power imbalances in your organization and community
2. Remain continuously conscious of representation and power imbalances throughout your entire system (from clients to leadership). **Ask: Who isn't at the table and why?**
3. Address the inequalities on an individual, organizational and systemic level
4. **EVALUATE** your actions on an ongoing basis. *Have the changes had a positive impact on inequity and rebalancing power?*

Anti-Oppressive Framework

An AO Process



Wong & Yee, 2010

“(Anti-Oppression means) giving up power, being inclusive of all groups, of all marginalized groups, having representation from these groups and having joint decision-making about policy, procedures and practices.”

Building Inclusion in Outreach

Start by asking the right questions:

- Who is using our services? Who is absent? Why?
- Are there barriers to accessing our services? What are they?
- Can everyone in our community access and understand our materials? Who can't and why?
- Would the community see themselves represented in the staff? What about in the materials?
- What is it like to navigate our services to access help? What are the steps folks need to take and who are we losing in the process? Why?

Concrete Steps to Take

- Multilateral process and it starts ***internally***
 - Create a dedicated Inclusion Working Group
 - Create an inclusion plan or strategy
 - Develop a statement of values on inclusion, and policies to promote it, including anti-oppressive policies
 - Identify a trauma-informed process for raising concerns regarding equity, inclusion and discrimination
- Create community partnerships
 - Identify communities that are missing and ***collaborate!***

Concrete Steps to Take...Continued

- Implement a variety of outreach methods
 - Online, offline, community centers, etc.
 - Highlight services that are available various times throughout the day and week
 - Ensure representation in your materials and resources
- Proactively address language and communication barriers
 - Avoid specialized vocabulary
 - Consider resources in multiple languages
 - Ensure resources are accessible for all according to the ADA

Humility and Humanity in Services

- Use clients' names and know how to pronounce them correctly
- Remain humble, aware and be open to learning
- Celebrate our differences
- Lead with empathy and warmth
- Remember to recognize the “Whole Person”
 - We all bring our whole lives into each interaction.



*Our ability to reach unity in diversity
will be the beauty and the test of our
civilization.*

- Mahatma Gandhi