Creating Inclusive Relationships Series
Part III Understanding Power and Privilege

Kamyala (Kamy) Howard
Email: khoward@weredivine.com
Website: https://www.weredivine.com/

WE RE DIVINE
WHERE THE JOURNEY BEGINS

Guidelines for Today

Life begins at the end of your comfort zone

Neale Donald Walsch

Addressing " differences" is not about "being comfortable" it is about discovering one another, breaking habits that create barriers.-*Unknown*

Allows us to:

- Make a Commit to the process…IT'S A JOURNEY!
- Trainings alone are not effective, cognitive and behavioral

Flexible approach

- An environment that supports Making & Owning mistakes and learning from them.
- You are asked ***SIT IN THE EXPERIENCE & LEAN INTO "DISCOMFORT"***; acknowledging that the natural stress responses of Fight, Flight or Freeze will occur
- Building tolerance for discomfort and **Opportunities for Growth**
  - What happens when you experience "DISCOMFORT"?
  - What are you willing to risk? What have you already risked?
- **Open to learning and unlearning**-as we are experiencing something new, different.
- Listening to understand
- **Defense mechanisms are either put up or brought down**
- **Opting out is not an option**

"Anti-racism" is the commitment to fight racism wherever you find it, including in yourself. And it's the only way forward," Racism is socialized into behaviors. An **active and conscious effort to work against multidimensional aspects of racism.** Robert J. Patterson, Georgetown University.

Anti-racism involves an active commitment to **dismantling structures that perpetuate racism.** Scott Heins

Consider how racial inequities and disparities are embedded in private and public life?

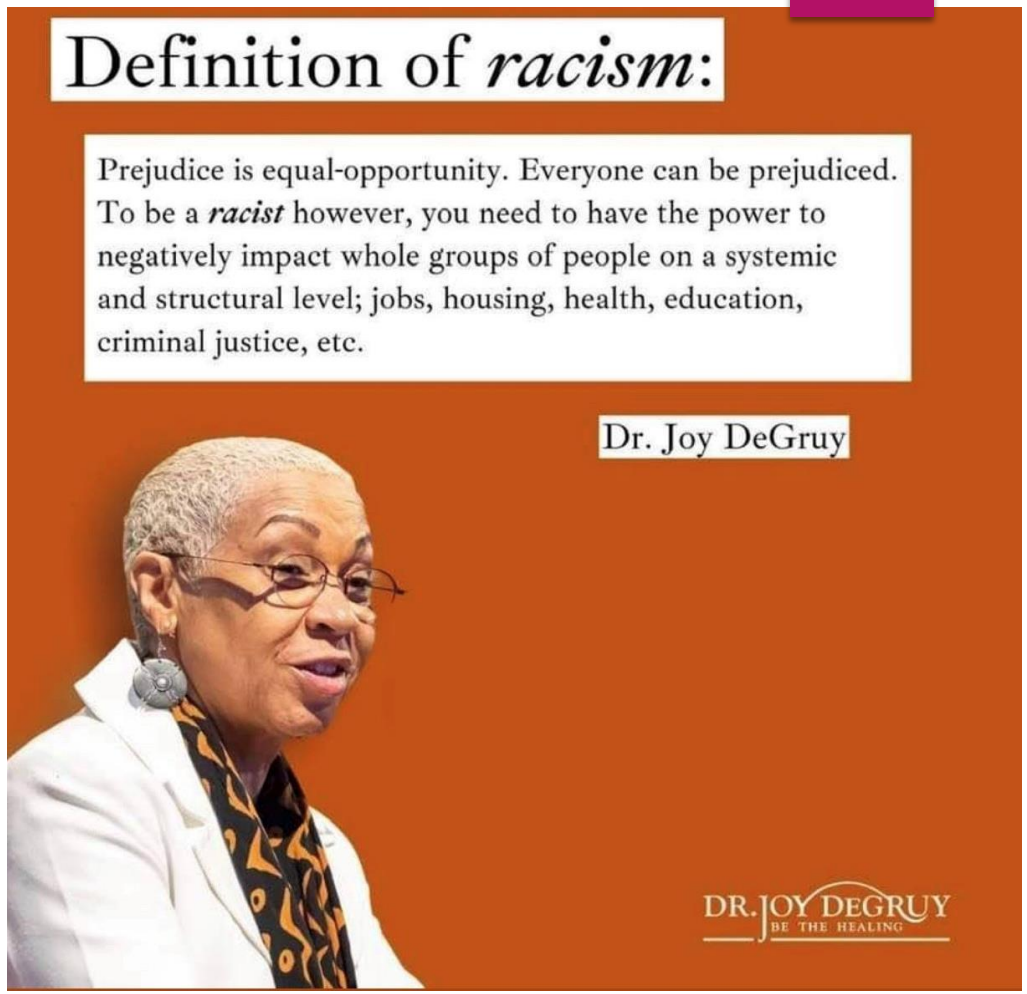
Non-Racist: passive rejection, opposition and disassociation from behaviors, discourses, and ideologies that are considered racist Bery, 2014; King & Chandler, 2016.

RACISM =PREJUDICE + POWER

There is a big difference between having prejudiced views about other people and having a system that gives systemic privilege to some groups.

No "reverse racism". These kinds of oppressive attitudes and behaviors are backed up by the institutional arrangements.

- People of color can have prejudices against and anger towards white people, or individual white people.
- They can act out those feelings in destructive and hurtful ways towards whites.
- <u>But in almost every case, this acting out will be severely punished.</u>
- The oppressed group, therefore, does not have the power to enforce its prejudices, unlike the dominant group.



What Contributes Conflict, Racial Trauma & Brown Body Fatigue?

https://www.youtube.com/watch?v=GkAGG8M2kQU

https://www.cnn.com/videos/us/2020/06/04/jazmine-scott-children-crying-george-floyd-protest-intv-mxp-vpx.hln

Black pain-Taking control of your inner world

The anger that lies below our awareness; the pain we have adapted too or accepted.

Rosedale, Queens Being Black in 1978

White Fragility

According to DiAngelo (2018)

"There is a tendency among members of the dominant white cultural group to have a defensive, angry, or dismissive response to evidence of racism".

The ability to "**opt out**" of stress-inducing situations is counterproductive to racial conciliation, racial-awakening and dismantling of racialized trauma. together.

You can make a choice on how to respond.

Let's consider this from a difference lens would we expect a victim of a sexual crime or abuse to console, support and provide rehabilitation for their perpetrator?
The answer is no! *So why do we do the same* ***for victims of racialized trauma****?*

Why do we expect them to heal the wounds of the perpetrator? It is essential to health and wellbeing of marginalized communities, for members of the white dominate culture to ***own* their inherited contribution** to Racial Trauma (**Trauma re-enactment**) and commit to addressing the "complex patterns of racism.

This **dual responsibility** of providing a safe space for the white culture to talk about racial trauma while attempting to overcome their own traumatic experience.

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The Cost of (Implicit) Biases/Cultural Misinterpretations

1955 Emmett Louis Till-14-yea-old. Lynched in Mississippi
2020 Quawan Charles 15-year-old of Louisiana Reportedly Lynched to Death.

- How has privileged and power been used historically? How is it used now?
- How do we make sure that everyone gets home alive?
- What is in your sphere of influence?
- How do we "**Respond** with understanding and awareness vs. "**React**" out of biases, fear, cultural misinterpretations?

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Transitioning from Baseline… to what you inherit

Understanding Your Privilege

Understanding privilege is an **ongoing process** that will help you to understand **how to participate in discussion, movements without taking over their space or feeling left out.**

- **Learn to Listen Rather Than Speak**
- You Aren't Bad for Having Privilege. Finding a balance between **accepting your privilege and fighting against** it is not easy.
- **You Can Only Sympathize, Not Empathize**
- **Don't Make It About You!** There's a difference between using your own experience as a foundation for understanding and making something about you.
  - The former requires you thinking about a **situation and trying to understan**d– through your own personal lens.
  - The latter, is often a defensive reaction (especially around non-privileged groups, because **privileged groups have been trained to keep the focus themselves**) that will shut down dialogue.
- **Criticism Isn't Hatred**
- **Mistakes are Okay**

Lived Experience

Before you judge… <u>experience</u> the person, reflect on self and be open to listen to understand vs. being understood

Some events are disruptive enough to cause a near-immediate shift.

Marginalized groups are made to feel as if they are less important that those who hold more power or privilege

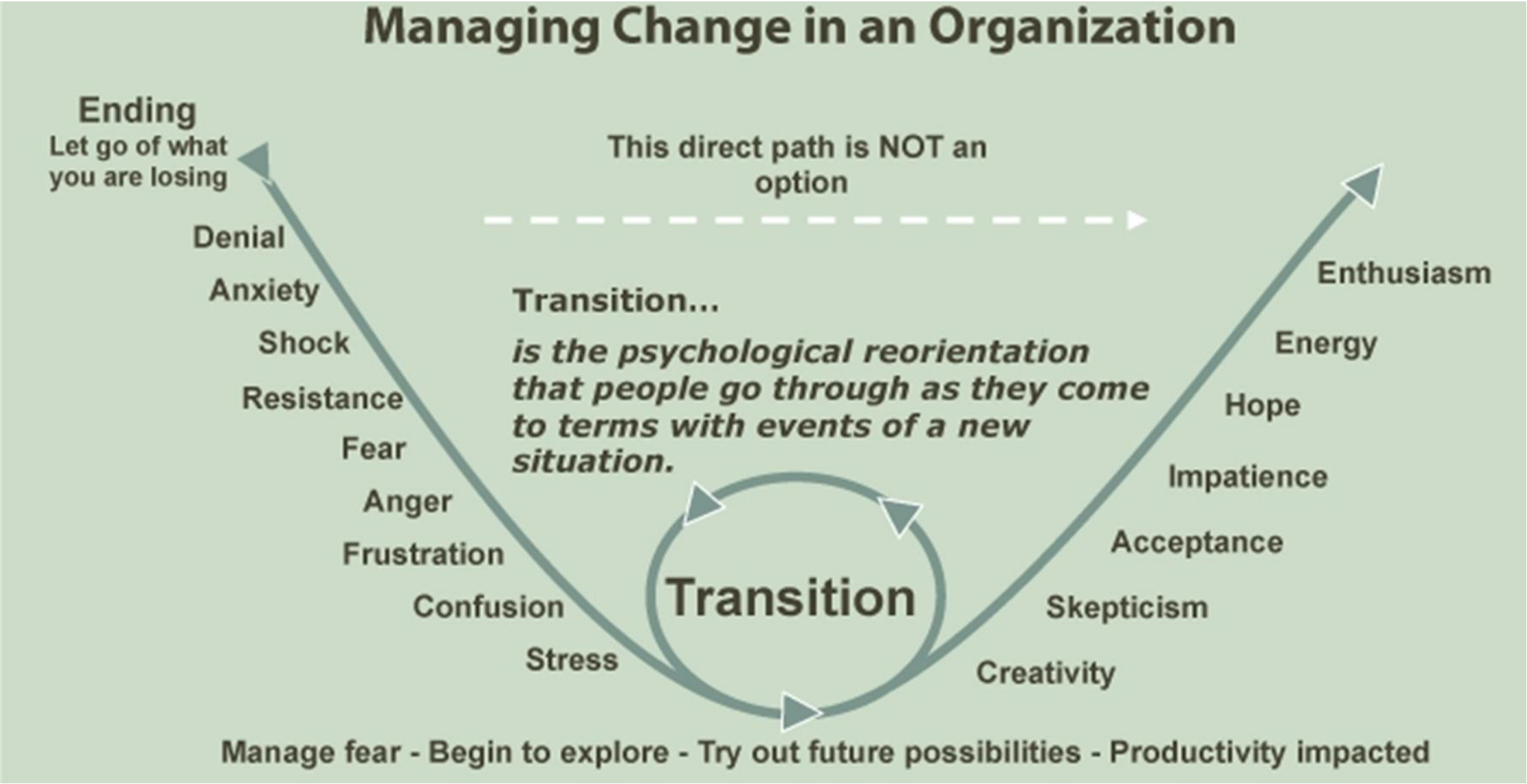
- What have you **inherited**?
- What is your **role and responsibility**?
- **Who is responsible for unpacking the impact?**
- Are your policies and practices culturally inclusive?
- Whose experiences, values, beliefs, culture are **visible (represented)**?
- Whose experiences, values, beliefs and culture are **left out**?
- Are any stereotypes being (unintentionally) reinforced?

This session is designed to challenge professionals working with youth to lean into the “unknown” and “address areas of discomfort” that are often avoided. The goal is to learn skills and strategies towards mitigating power dynamics, create change, build self-awareness, and increase individual accountability

- Defining Racism
- Over vs Covert Racism
- Anti-racist vs Non-Racist

Defining your role

- Taking the responsibility to dismantle systems of oppression, to challenge them, and to show support for marginalized communities.
- **How can you use your privilege and power in everyday moments?**
- **How can you use your voice to dismantle systems of oppression?**
- **What can you do to eliminate occurrences of cultural insensitivity?**
- Understand the impact of power and privilege and it’s its effect on marginalized communities.


Managing Change in an Organization
Ending
Let go of what you are losing
This direct path is NOT an option
Denial
Anxiety
Shock
Resistance
Fear
Anger
Frustration
Confusion
Stress
Transition...
is the psychological reorientation that people go through as they come to terms with events of a new situation.
Transition
Enthusiasm
Energy
Hope
Impatience
Acceptance
Skepticism
Creativity
Manage fear - Begin to explore - Try out future possibilities - Productivity impacted

INTENT VS. IMPACT
Good Intentions Is Not Enough

INTENT & IMPACT are often not the same. When communicating IMPACT trumps INTENT.

- We tend to judge ourselves on our intent and others on their impact..
  - I am experiencing you as this…
  - This is how I have been experiencing you, I just wanted to check in with you about that.
  - This is currently the impact on how I have been experiencing you, is this your intent?

Promote Compassion & Self Accountability vs. Assuming Good Intent

- Do my actions allow others to assume good?
- Am I consistent; as Consistency Proves Authenticity!
- What are my expectation of others? Are they realistic? What is their capacity and skillset?
- Who should do the shifting and adapting?

How do I hold space exactly? Holding space is about how we learn to be with others without judgment.

- It doesn't require you to be anyone other than who you are, although a lot of times people must learn to let go of their own beliefs to really hold space for another.
- Demonstrate a willingness to be vocal and visible in communicating and promoting the values of diversity, equity, inclusion and intercultural communication.
- Influence and enact organizational change.
- Make the DEI initiative a top priority, and a part of the culture.

Take responsibility!

"Is this the right problem to solve?"

"Are we thinking about this in the right way?"

"Do I want to be right or effective?"

- State the intent
- Listen to understand the impact
- Acknowledge the impact and create space for others to do the same
- Suspend judgment in the moment then, Let go
  - Open your body, heart and emotions; not just mind
  - Allow another to have whatever experience they're having
  - Give your complete undivided attention to the situation/other person (aka be fully present)
- Slow down "knee-jerk" reactions
- Share information and be open to new information
- Consider people are doing the best that they can.
- You're not trying to influence the situation.
- You're not trying to fix it, win at it, or affect any kind of outcome. You are simply being with it fully so that it can work itself out.