

Power, Privilege and Entitlement:
Cross Currents of gender, race and money

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1

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▶ **Goals:**

- ▶ Increase our awareness of moments of power, privilege & entitlement
- ▶ Define our goal as professionals: To ensure everyone feels welcome and normal to participate in the process
- ▶ Understand our choices as professionals when faced with moments exposing power, privilege or entitlement
- ▶ Practice options to address moments of power, privilege or entitlement

2

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▶ **Overview:**

- ▶ Theory and research regarding power, privilege and entitlement
- ▶ Put micro-aggressions under the microscope
 - ▶ Learning to identify micro-aggressions and moments of power, privilege or entitlement
 - ▶ Discussion followed by demonstrations and exercises
- ▶ Addressing moments of power, privilege or entitlement
 - ▶ Tools and techniques to use in moments of power, privilege or entitlement
 - ▶ Discussion and practice employing tools and techniques

3

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- ▶ Disclosure:
- ▶ Talking about this is hard
- ▶ Navigating these moments is hard
- ▶ Navigating these moments directly, effectively and with grace is hard.

4

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- ▶ Ask Yourself:
- ▶ What is standing in the way of navigating these moments the way that I wish I could navigate them?

5

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- Micro-aggression: Daily verbal, behavioral, or environmental indignities, slights or dismissals—intentional or unintentional—that communicate hostile, derogatory or negative prejudicial insults and denigrations toward any group.
- Power: Ability to act a particular way, to induce a particular effect or to influence the behavior of others or the course of events.
- Privilege: A special right, advantage, or immunity accessible only to a particular person or group.
- Entitlement: Belief that one is inherently deserving of privileges or special treatment.

6

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- ▶ *White Privilege: Unpacking the Invisible Knapsack*, by Peggy McIntosh (1988)
- ▶ "I have come to see white privilege as an invisible package of unearned assets that I can count on cashing in each day, but about which I was "meant" to remain oblivious."
- ▶ "White privilege is like an invisible weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools, and blank checks."
- ▶ Identifying "white privilege makes one newly accountable."
- ▶ Daily effects of white privilege: Point 50. I will feel welcomed and "normal" in the usual walks of public life, institutional and social.

7

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- ▶ **Cultural Competence Continuum**
- ▶ Beginning in early 1980's, call for increased cultural competence in education, healthcare and other fields
- ▶ Six stages of organizations cultural competence:
 - ▶ 1. Cultural Destructiveness
 - ▶ 2. Cultural Incapacity
 - ▶ 3. Cultural Blindness
 - ▶ 4. Cultural Pre-Competence
 - ▶ 5. Cultural Competence
 - ▶ 6. Cultural Proficiency

8

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- ▶ **Critical Race Theory**
- ▶ Critical Race Theory (also beginning in early 1980s) sees racism as engrained in the fabric and system of American society.
- ▶ The individual racist need not exist to note that institutional racism is pervasive in the dominant culture.
- ▶ Existing power structures are based on white privilege and white supremacy, which perpetuates the marginalization of people of color.
- ▶ Scholars important to the theory include Derrick Bell, Patricia Williams, Richard Delgado, Kimberlé Williams Crenshaw, Camara Phyllis Jones, and Mari Matsuda

9

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- ▶ *White Fragility*, by Robin DiAngelo (2018)
- ▶ Why It's So Hard for White People to Talk about Racism?
- ▶ Racism is viewed not as individual acts of malice or conscious denigration, but rather as deeply woven into the fabric of our society.
- ▶ When white people are challenged racially, they become angry, fearful or guilty and engage in defensive moves, including argumentation and silence.
- ▶ White people's defensiveness reinforces white racial equilibrium and prevents meaningful cross-racial dialogue, which in turn protects and perpetuates racial inequality.

10

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- ▶ Butler, Judith. *Gender Trouble: Feminism and the Subversion of Identity*. (1990)
- ▶ Campi, David. *White Ally Toolkit*
- ▶ Crenshaw, Kimberle. *Critical Race Theory: The Key Writing that Formed the Movement*. (ed. 1990). *Margaret Price Wagner, Intersectionality, Identity Politics, and Violence against Women of Color*, in *The Feminist Philosophy Reader*, Alison Bailey and Chris Cuomo (eds). (McGraw Hill 2018: 279-309)
- ▶ DiAngelo, Robin. *White Fragility: Why It's so hard for White People to talk about racism*. (Beacon Press 2018)
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- ▶ Davis, Megan; Coates, Ta-Nehisi; Manning, Sioneke. Panel discussion of *Race, power & privilege*. <https://www.youtube.com/watch?v=2M1d4d1-4Uc>

11

Power, Privilege and Entitlement: Models of Relationships

Equal Relationship

Roommate Relationship

Traditional Relationship

Emergent Relationship

Narrative Mediation: A New Approach to Conflict Resolution, by John Winslade & Gerald Monk

12

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▶ **Tools and techniques:**

- ▶ Curiosity
- ▶ Respect
- ▶ Empathy
- ▶ Self-awareness

13

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▶ **Fishbowl/Role Play Questions 1:**

- ▶ What threads of power, privilege of entitlement did you identify?
- ▶ Did you observe a micro-aggression?
- ▶ What relationship model was present?
- ▶ Does it matter if the professional is male/female?
- ▶ Does it matter if the client is male/female?
- ▶ Was anyone hurt in this moment/micro-aggression?
- ▶ Did the clients, present or not, feel "welcome" and "normal" to participate in this process/meeting?

14

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▶ **Fishbowl/Role Play Questions 2:**

- ▶ What tools might help in this moment?
- ▶ Curiosity: What are you curious about?
- ▶ Respect: For who? How to express respect?
- ▶ Empathy: What is being expressed underneath the moment?
- ▶ Self-Awareness: Am I affected? Triggered?
- ▶ Do I have a duty to ignore what feels offensive out of professional responsibility?
- ▶ Do I have duty to speak up?

15

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