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**Power,
Privilege and
Entitlement:
Cross-currents of
gender, race
and money**

- ▶ 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

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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

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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.

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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?

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Micro-aggression: Daily verbal, behavioral, or environmental indignities, slight 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

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Power, Privilege and Entitlement: Cross-currents of gender, race and money

- ▶ *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.

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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

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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

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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 reinforce white racial equilibrium and prevent meaningful cross-racial dialogue, which in turns protects and perpetuates racial inequality.

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- ▶ Davis, Megan, Coates, Ta-Nehisi, Mumford, Skorke. Panel discussion of *Race, power & privilege*. https://www.youtube.com/watch?v=MoJz0dA_0z0

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**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 Winblade & Gerald Monk

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► Tools and techniques:

- Curiosity
- Respect
- Empathy
- Self-awareness

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► Fishbowl/Role Play Questions 1:

- What threads of power, privilege or 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?

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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?

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