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## Safe, Shared Space for Learning:

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1. Everyone is invited to **participate**
2. Everyone has the right to pass
3. Show **respect** for all opinions and perspectives
4. Air space is **shared**



2

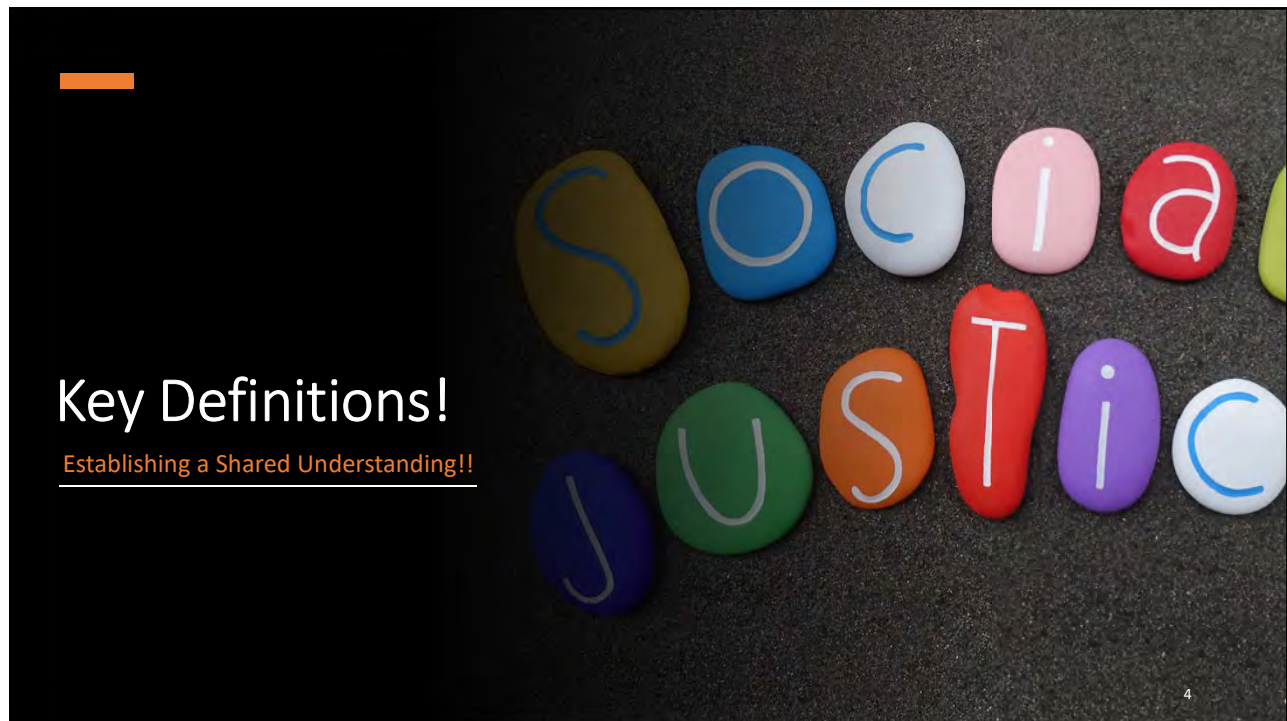


## Safe, Shared Space for Learning:

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4. Preservation of **confidentiality**
5. What's said here, stays here and what's **learned** here, leaves here!
6. Ouch.. then **educate**
7. Avoid shaming, blaming and naming: **own** your emotions/feelings

3



**Key Definitions!**  
Establishing a Shared Understanding!!

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4



## Social Justice

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“A broad term for **action** intended to create genuine equality, fairness and respect among people regardless of differing social identities.”

Source: Diversity Resource Center, 104 WCG, 692-4776 (2015)



5



## Institutional Racism

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“ways in which institutional **policies** and **practices** create different outcomes for different racial groups **but** always benefitting the dominant group.”

Source: Diversity Resource Center, 104 WCG, 692-4776 (2015)



6



## White Privilege

“Refers to the **unquestioned** and **unearned** set of advantages, entitlements, **benefits** and choices bestowed on people solely because they are White. ”

Source: Diversity Resource Center, 104 WCG, 692-4776 (2015)

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7



## WHITE PRIVILEGE



**IS BEING ABLE TO GET RICH OFF THE SAME THING  
THAT HAS MILLIONS OF BLACKS IN PRISON**

@THEREALREYREDD

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8





## The ISM!

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“A social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it.”



## The ISM!

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**I**nstitution/individual

**S**ystemic/structural

**M**arginalization



# Prejudice

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“A pre-judgment or **unjustifiable**, and usually **negative**, attitude of one type of individual or groups toward another group and its members.”

Source: Diversity Resource Center, 104 WCG, 692-4776 (2015)



13

ACTIVITY!

Just By Looking At Me!


SOCIAL JUSTICE

14

14

### “Just by Looking at Me”

“My name is \_\_\_\_\_ and I am from \_\_\_\_\_.  
One thing you cannot tell just by looking at me is \_\_\_\_\_. This is important for me to tell you because \_\_\_\_\_.”



## Critical Race Theory: (CRT)

A Framework for **Discussing** Racism in America!





## What is CRT?

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“a framework for examining power structures that maintain racial inequalities and developing strategies for action and change.”

Source: Kollivoski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



17



## The Five Tenets of CRT:

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1. Racism as Ordinary
2. Critique of Liberalism
3. Whiteness as Ultimate Property
4. Interest Convergence
5. Unique Voice of Color

Source: Kollivoski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



18



## T1: Racism as Ordinary

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- Racism is the “usual” way of doing business in the U.S.
- Racism is normalized in political, social and economic structures.
- Racism is perpetuated through social structures/ institutions.

Source: Kollivoski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



19



## Action Step#1

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Emphasize open acknowledgement of the (*dominant*) role race has historically played and continues to impact our society. Especially communities of color!

Source: Kollivoski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



20



## T2: Critique of Liberalism

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- Neutrality of law promotes incremental change towards equality.
- Liberal approach focuses more on promoting equality rather than equitable distribution of resources, rights and civil liberties.

Source: Kolivoski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



21



## Action Step#2

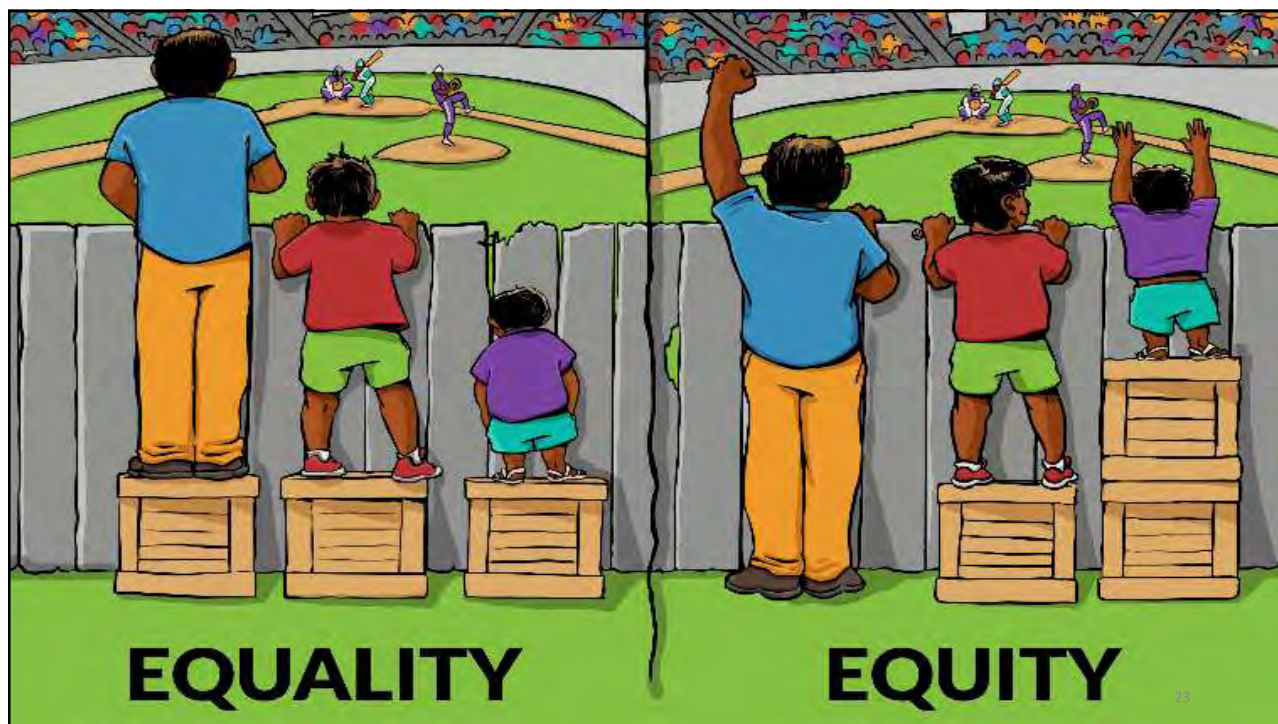
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Sustained implementation of policies that promote equitable distribution and access to essential benefits & civil liberties afforded to **all** American citizens!

Source: Kolivoski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



22



23



### T3: Whiteness as Ultimate Property!

- American society is based on property/asset rights and acquisition in terms of wealth building opportunities.
- Whiteness (*skin tone*) is the “ultimate property” of value, not necessarily the property itself.

Source: Kollowski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy

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24



## T3: Whiteness as Ultimate Property!



25



## Action Step#3

Promote a **fair and just**, equitable distribution and access to assets, benefits, resources, and **humane treatment** regardless of race and ethnicity.

Source: Kollowski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



26



## T4: Interest Convergence

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CRT theorist contend that civil rights for African American's are achieved only when converging with the interest of Whites and should be measured with enthusiasm.

Source: Kollivoski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



27



## Action Step#4

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Engage in more authentic commitments to social gains and upward mobility for all races.

Source: Kollivoski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



28



## T5: Unique Voice of Color

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“People of color’s experiential knowledge offers a direct contradiction to the “othering” process, allowing people of color to critically reflect upon their position within a racist society.”

Source: Kolivoski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



29



## Action Step#5

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Diffuse socially constructed narratives of minority groups by disqualifying the “Single Story” and cultivation of histories of all members of society regardless of race.

Source: Kolivoski, Weaver, & Constance-Huggins (2014)- Critical Race Theory: Opportunities for Application in Social Work Practice and Policy



30


A slide with a dark background. On the right, the words "SOCIAL JUSTICE" are spelled out using colorful, rounded letters. On the left, the text "MICROAGGRESSIONS!" is written in white, with "The Unconscious Creation of Big Problems!" below it in orange. A small orange bar is in the top left corner. A small number "31" is in the bottom right corner.

**MICROAGGRESSIONS!**  
The Unconscious Creation of Big Problems!

31

31

A slide with a white background. At the top left is a small circular icon with colorful letters. To its right is the text "Working Definition:" in orange. Below this is a blue arrow pointing to the right. The main text is a quote: "Micro-aggressions (MA) are 'commonplace verbal or behavioral indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative racial slights or insults.'" At the bottom left is a small source citation, and at the bottom right is the number "32".

 **Working Definition:**

Micro-aggressions (MA) are “commonplace verbal or behavioral indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative racial slights or insults.”

Source: The American Psychological Association, American Psychologist Newsletter, Vol.62 No.4, 271-286 (2007)

32

32





## Three Forms of MA's:

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1. Micro-assault
2. Microinsult
3. Microinvalidation

Source: The American Psychological Association, American Psychologist Newsletter, Vol.62 No.4, 271-286 (2007)

33



## Micro-assault:

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- Use of explicit racial derogation characterized by verbal or non-verbal attacks.
- Usually manifested through name-calling, avoidant behavior or purposeful acts of discrimination.

Source: The American Psychological Association, American Psychologist Newsletter, Vol.62 No.4, 271-286 (2007)

34



## Microinsult & Microinvalidation:

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**Microinsult:** Communications that convey rudeness and insensitivity; statements that demean a person's racial heritage or identity.

**Microinvalidation:** Communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person.

Source: The American Psychological Association, American Psychologist Newsletter, Vol.62 No.4, 271-286 (2007)

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35



## Examples of MA's!

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**Alien in Own Land:** *assuming that Asian Americans and Latino Americans are foreign born.*

**Ascription of Intelligence:** *assigning intelligence to a person of color based on their race.*

Source: The American Psychological Association, American Psychologist Newsletter, Vol.62 No.4, 271-286 (2007)

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36

36



## Examples of MA's!

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**Pathologizing Culture:** *the notion that the values and communication styles of the 'dominant' culture are ideal and absolute.*

**Color Blindness:** *a statement that indicates that racism does not exist in America/world.*

Source: The American Psychological Association, American Psychologist Newsletter, Vol.62 No.4, 271-286 (2007)

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37



## Examples of MA's!

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**Second Class Citizen:** *Occurs when a white person is given preferential treatment as consumer over a person of color.*

**Myth of Meritocracy:** *statements that imply that race does not play a role in life successes.*

Source: The American Psychological Association, American Psychologist Newsletter, Vol.62 No.4, 271-286 (2007)

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38

## KEY TAKEAWAYS!

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- The history of **racism** **must** be **acknowledged** by all members of our society in order to diffuse its divisive power!
- Systemic racism can be combatted by committing to practicing Anti-bias behaviors.

## KEY TAKEAWAYS!

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- Social justice requires **intentional action** to assure that equality and equity is afforded to **all** members of our society.
- Engaging in courageous conversations is essential to breaking down racial barriers and developing authentic cross-cultural relationships.