

IT'S ABOUT POWER – THE POWER IMBALANCE OF “ISMS” IN SOCIETY

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- Financial: No financial connections to report
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SPEAKING TRUTH TO POWER

- **If you are tired of hearing about “Isms”**

**Imagine how tired some people are of
experiencing them.**



THE PROBLEM

What is the problem?

- The use of “isms” in CSD

Who has this problem?

- Those in a position of power

Why should this problem be solved?

- We agree to uphold our Code of Ethics

How will I know this problem has been solved?

- When we no longer have to have workshops about it.

INTERSECTIONALITY

<https://www.merriam-webster.com/dictionary/intersectionality>

- Intersectionality definition is - the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.

<https://www.dictionary.com/browse/intersectionality>

- Intersectionality definition, the theory that the overlap of various social identities, as race, gender, sexuality, and class, contributes to the specific type of systemic oppression and discrimination experienced by an individual (often used attributively): Her paper uses a queer intersectionality approach.

INTERSECTIONALITY

WIKIPEDIA

- Intersectionality is an analytical framework for understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege. Examples of these aspects include gender, caste, sex, race, class, sexuality, religion, disability, physical appearance, and height***. Intersectionality identifies multiple factors of advantage and disadvantage. These intersecting and overlapping social identities may be both empowering and oppressing. ***Language

Black

Female

ME

Hidden Disability

Of a Certain Age



Salient

Situational

Not Salient

VARIOUS VIEWPOINTS

ROSE (2013)

- ⑩ Care that is **culturally incompetent** can cause psychological damage to the client and family.
- ⑩ Services provided will not be successful

Hyter / Salas-Provance (2019)

- ⑩ Care that is not **culturally responsive** to the client will affect the relationship between the clinician and the client.
- ⑩ Services provided will not be successful.

Batts (2017)

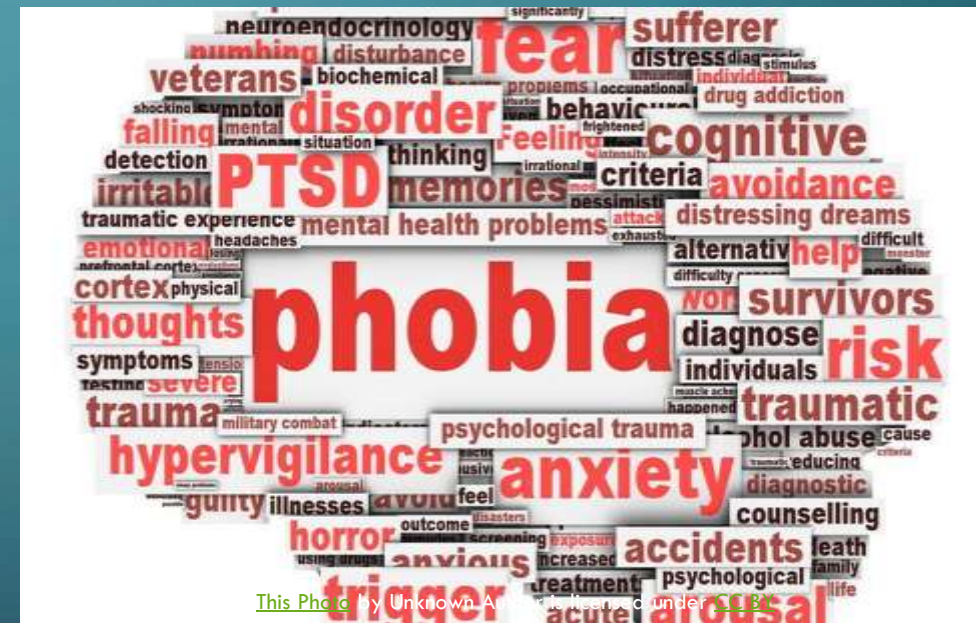
- ⑩ Care that does not recognize **cultural differences** make historically excluded identities invisible and unimportant
- ⑩ Services provided will not be successful

LEVELS OF COMPETENCY



THE LANGUAGE OF PREJUDICE

- **Phobia:** a fear of something
- Fear whether rational or not is a simple concept expressing discomfort



THE LANGUAGE OF PREJUDICE

- Bias: prejudice (pre-judging) – a judgement made in advance without accurate knowledge
- Bias whether rational or not is a simple concept expressing discomfort.



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THE LANGUAGE OF PREJUDICE AND POWER

- **Prejudice + Power = _____ism**
- **The ability to abuse, discriminate against and hold down members of less powerful groups.**

OLD FASHIONED ISMS

- The view that historically-excluded groups are inherently inferior to historically included groups
- Laws, public opinion and /or social and cultural changes have outlawed old fashioned ISMs
- Overt resistance has been transformed into more subtle and covert forms of discrimination and mistreatment

VISIONS, Inc.

RESISTANCE TO CHANGE

- The unintentional and implicit belief that historically-included groups are superior
- The belief that everyone is the “same” negating cultural influences
- The belief that skin color does not matter – “I don’t see color”.



**WE'RE NOT IN THE
SAME BOAT...**

WE'RE IN THE SAME STORM.



MODERN ISMS

- The expression of the feeling or belief that historically-excluded groups are violating cherished values and making illegitimate demands for equitable changes in the status quo.
- Difficult to challenge because they are often justified using non-ISM reasons to justify behaviors and practices that continue to deny equal access to opportunity to people of color and other targets of systemic oppression

IDENTIFYING RACIST POLICIES

- Requires effort and attention to the impact of policies that might seem “non-racist” on the surface .
- These policies do not use the old fashioned language of denying voting rights to non-land owners; old fashioned language of Jim Crow segregation laws ; or language that is specific
- There are policies in place that while are not specific have loopholes

“ISM” WORDING

OLD-FASHIONED WORDING

- Only white people can vote
- Only white people can live in this neighborhood
- Negros need not apply

MODERN WORDING

- Voting precincts closed in certain areas
- Redlining – there is nothing in this area you want to see
- You just don't match our expectations

OLD FASHIONED VS MODERN ISMS




MODERN ISM BEHAVIORS

- Disabling Help
- Disowning Responsibility
- Distant/No Equitable Contact
- Denial of Cultural Differences
- Denial and Ignorance of the Significance of Differences

PRIVILEGE

- Privilege operates on personal, interpersonal, cultural and institutional levels and gives advantages, favors and benefits to members of dominant groups at the expense of members of target groups.
- Privilege is characteristically invisible to people who have it.
- Privilege is unearned and they are granted to people in the sominant groups whether they want those privileges or not.
- Minnesota Association of Resources for Recovery

priv·i·lege

/ˈprɪv(ə)liːʒ/ 

noun

1. a special right, advantage, or immunity granted or available only to a particular person or group of people.

"education is a right, not a privilege"

synonyms: advantage, benefit; [More](#)

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**Privilege is having history rewritten so that
you don't have to acknowledge uncomfortable facts**

WHO IS GRANTED PRIVILEGE?

White people

Able-bodied people

Heterosexuals

Males

- Christians
- Middle or owning class people
- Middle-aged people
- English-speaking people



OPPRESSION : PREJUDICE + INSTITUTIONAL POWER

- **Racism**
 - **Sexism**
 - **Heterosexism**
 - **Ableism**
 - **Classism**
 - **Ageism**
 - **Anti-Semitism**
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RACISM + POWER

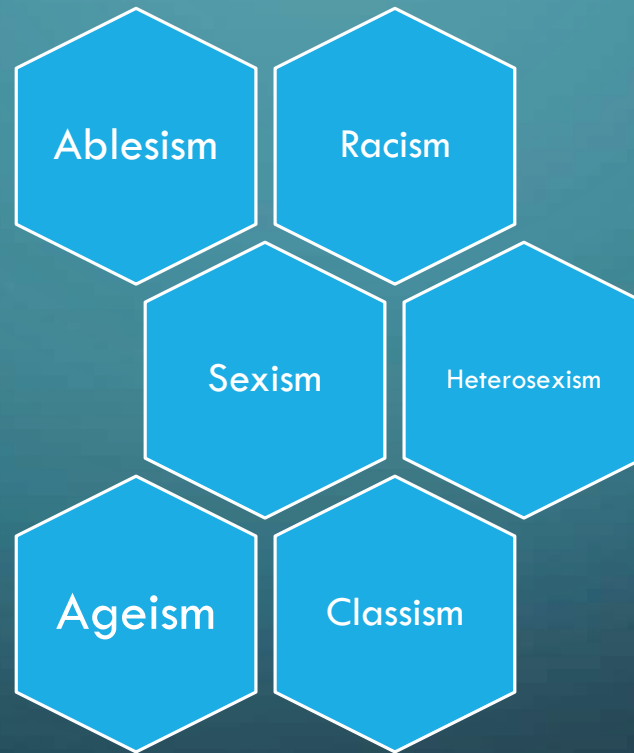
- Less access to jobs, lower wages, more dangerous working conditions
- Economic exploitation of the labor and the culture of people of color
- Less access to education
- Loss of tremendous contributions that people of color can make and have made to society
- Narrowing and distortion of history and current reality among white people
- Total eradication of language and tribal customs.

AVERSIVE RACISM IN HEALTH RELATED DISCIPLINES

- Aversive racists consciously endorse the principle of racial equality and regard themselves as non-prejudiced but also possess unconscious negative feelings and beliefs about minority groups.
- Feelings not of hatred or contempt but of fear and anxiety.

Dovidio and Gaertner, 2008; Sue, 2010

LEVELS OF OPPRESSION = INTERLOCKING SYSTEM



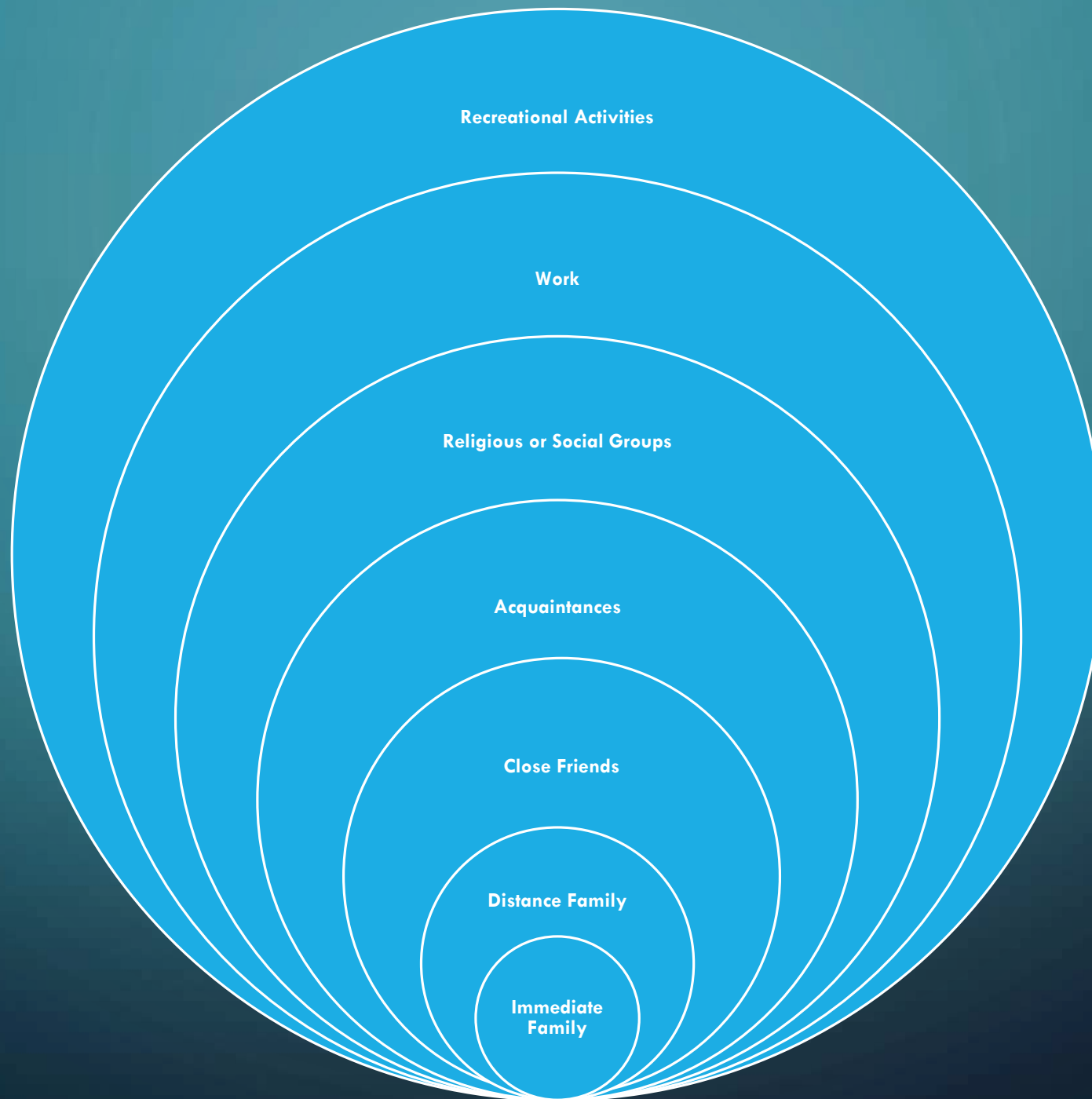
FOUR LEVELS OF OPPRESSION

- Personal: Value, Beliefs, Feelings
- Interpersonal: Actions, Behaviors, Language
- Institutional: Rules, Policies , Procedures
- Cultural: Beauty, Truth, Right

Michigan State University Extension: 2017

PERSONAL LEVEL OPPRESSION

- Feelings and beliefs about people different than us
- What messages did you receive direct or indirect about individuals who are different than you?
- There are subtle and not so subtle messages of superiority or being the norm .
- Often these beliefs/values are not shared verbally – but demonstrated when interacting with people from different background



EXAMPLES FOR CSD

- Linguistic Bias – not just for standardized tests
- What is the standard ?
- Is there such a thing as Standard American English ?
- Are there acceptable dialects vs unacceptable dialects
- Power + Language privilege =
Languagism
- <https://www.bing.com/videos/search?q=Housing+Discrimination+Commercial&&view=detail&mid=8B7D66ABAB0B3F13ABB98B7D66ABAB0B3F13ABB9&&FORM=VRDGAR&ru=%2Fvideos%2Fsearch%3Fq%3DHousing%2520Discrimination%2520Commercial%26qs%3Dn%26form%3DQBVR%26sp%3D-1%26pq%3Dhousing%2520discrimination%2520commercial%26sc%3D1-33%26sk%3D%26cvid%3DF17B50DD4B284070BF6E210FE503B3E6>

SALAS-PROVANCE – HIERARCHY OF CULTURAL KNOWLEDGE (2010)

Value knowledge

Event Knowledge

Peripheral Communication
Knowledge

Stereotypical Knowledge

INTERPERSONAL LEVEL

- Actions, behaviors and language as we interact with individuals different than us.
- My actions based on my ignorance may translate into attempts to change thinking, shame them for their choices, lecture on making better choices.

WHAT IS LANGUAGE?

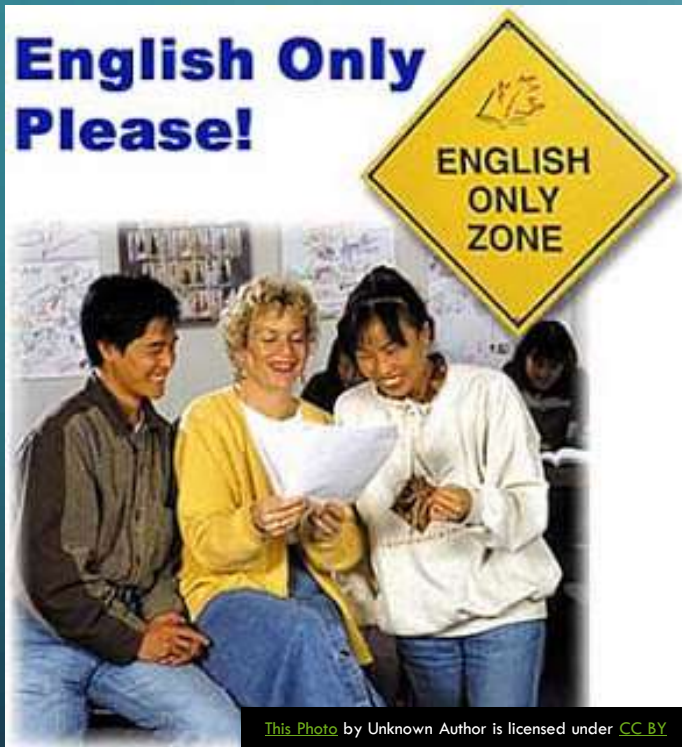
- the method of human communication, either spoken or written, consisting of the use of words in a structured and conventional way.
- any nonverbal method of expression or communication.
- the system of communication used by a particular community or country.

Microsoft Bing Dictionary

THE LANGUAGE DOUBLE STANDARD

- Rolf Kjolseth concluded that language is also closely associated with national identity, and Americans often display a double standard with regard to bilingualism. On the one hand, they applaud a native English-speaking student studying a foreign language and becoming bilingual, while on the other hand they insist that non-native English speakers give up their native languages and become monolingual in English.
- Read more: Bilingual Education - Need for Bilingual Education, Benefits of Bilingualism and Theoretical Foundations of Bilingual Education - Language, English, Students, and Programs - StateUniversity.com <https://education.stateuniversity.com/pages/1788/Bilingual-Education.html#ixzz6pmH1kZ3A>



LANGUAGE = POWER



- Exploitation
- Domination
- Exclusion



INSTITUTIONAL LEVEL OPPRESSION

- Policies, procedures and practices both written and unwritten
 - Policies, procedures and practices tha define who is welcomed
 - Policies, procedures and practices that exclude or discriminate against full participation
- 
- 

INSTITUTIONAL LEVEL OPPRESSION

SEGREGATIONIST

Hate you

Hate people for not being like them

We can never have someone like that in our institution because...

Their academic program is not as rigorous as ours.

ASSIMILATIONISTS

"Like" you

Like you because you are like them

We would accept more students who are ... if they "fit" our program.

If you would change ... it would be better for you.

ANTI-RACIST

Love you

Love you because you are like you

Let's remove all cultural references which may impact decision making

Let's embrace all cultural references which will enhance our program

Reynolds, J. & Kendi, I. (2020)

CULTURAL LEVEL OPPRESSION

- Defining what is right, normal, the truth or beautiful
- Providing cultural messages that are direct and indirect
- Providing cultural messages that serve to maintain power and privilege for those in dominant groups

POWER + PRIVILEGE = ISM

REPRESENTATION AND EXPOSURE MATTER



PHOTO SHOP – INSERT A CULTURE



CLASSISM

STUDENT AND PRECEPTOR

- A student is placed at an externship site. You receive a call or an email from the preceptor from the site stating that the student is “not cooperating” and the preceptor is not sure that the student is a “good fit” for this placement.
- You meet with the student and find out that the preceptor is expecting them to buy and or make all of their own materials. The student tells you that the preceptor has been “ bugging them “ about not purchasing items that were suggested. The student tells you that they cannot afford to buy anything .





MICROAGGRESSIONS: INTERPLAY BETWEEN PERPETRATOR AND RECIPIENT

- Microinsults
 - Microassaults
 - Microinvalidations
-
- Sue (2010)
- 
- 

MICRO AGGRESSIONS

- Coded language
- Sarcastic statements
- “Humor” not expected or wanted
- Using generalizing statements that refer to an entire group of people
- Questioning – “I can’t believe that happened”

MICROAGGRESSIONS IN CSD

1976

- You will need to take speech therapy - because you are black
- We really don't feel that we can send you to that facility for an externship – you won't be comfortable there

2021

- You will need to take speech therapy to correct your dialect
- You are just not the right fit for this placement
- You just do not have what it takes to get into graduate school

MICROASSULTS

- Old fashioned racism, sexism, or heterosexism assaults carried out by individuals .
- These are deliberate, overt or covert attitudes, beliefs or behaviors against groups of people.

“ You know you would present better to your clients if you would just tone down your flamboyant movements”

Statement made to male clinician during an evaluation of skills



MICROINSULTS : SUBTLE UNDERTONES

**RACIALIZED , GENDERED, SEXUALIZED
DEMEANING COMMENTS AND BEHAVIORS**

MICROINVALIDATIONS: EXCLUDE OR NULLIFY

- The negation of the feelings, perceptions, and people who experience racist, sexist, gendered microinsults and microassaults .

Example: “I am sure that is not what he meant when he said...”

Director of program speaking to a female student who complained about a statement made by a male faculty member.

CLINICAL ETHICAL COMPETENCE

- Cultural “ism” issues
- Cultural homeostasis
- Cultural privilege and clinical ethics values
- www.marrch.org February 2016



“ISM” ISSUES

DISCUSSIONS ON DOMINANT AND NON-DOMINANT CULTURAL PRIVILEGES

DISCUSSIONS ON HOW THE DOMINANT CULTURE IMPACTS NON-DOMINANT CULTURE IN THE CLINIC

DISCUSSIONS ON SERVICE PROVISION IN YOUR CLINIC OR ACADEMIC PROGRAM

CULTURAL HOMEOSTASIS


- How is privilege manifested ?
- If I am a member of the dominant culture , then I neither have to think nor do anything about the cultural “isms” because I am a member of the dominant culture.
- This dynamic maintains the privileged perspective and related power dynamics .

CULTURAL PRIVILEGE AND CLINICAL ETHICS VALUES

- Crucial functions of upholding ethical values :
- Mitigate and reverse culturally privileged providers' actions
- Not reducing or dismissing the impact of social issues
- Having an ongoing awareness of cultural privilege dynamics
- Competently implement the clinical-ethical values



Eracism





We define eracism as **“the removal from existence of the belief that one race, one culture, one people is superior to another.”** The Eracism Foundation will employ a many-pronged approach to creating a future where the answer to racism is eracism .

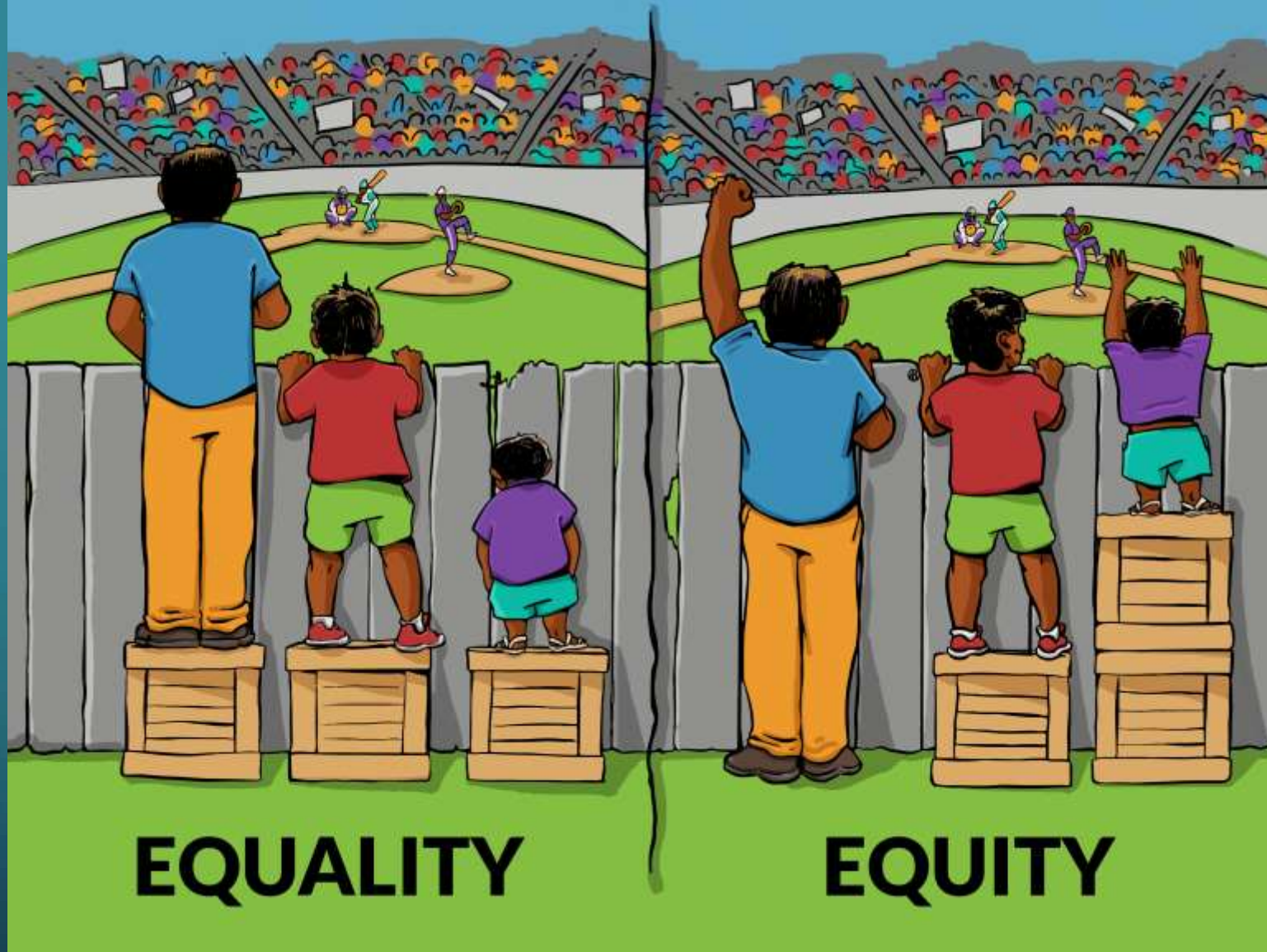
www.eracismfoundation.org





DEVELOPMENT OF CRITICAL CONSCIOUSNESS

- We must work to help address and dismantle all forms of oppression
 - A systems approach needs to be applied to the work that we do
 - We must analyze uncover and change the ways that oppression is operating at all levels.
- 
- 



“Interaction Institute for Social Change | Artist: Angus Maguire.”





Any
Questions

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