



"Anti-Racism and Cultural Humility: How Can We Respond? Part 1"

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Self-Awareness: Who We Are?
What Do We Bring to Our Work?

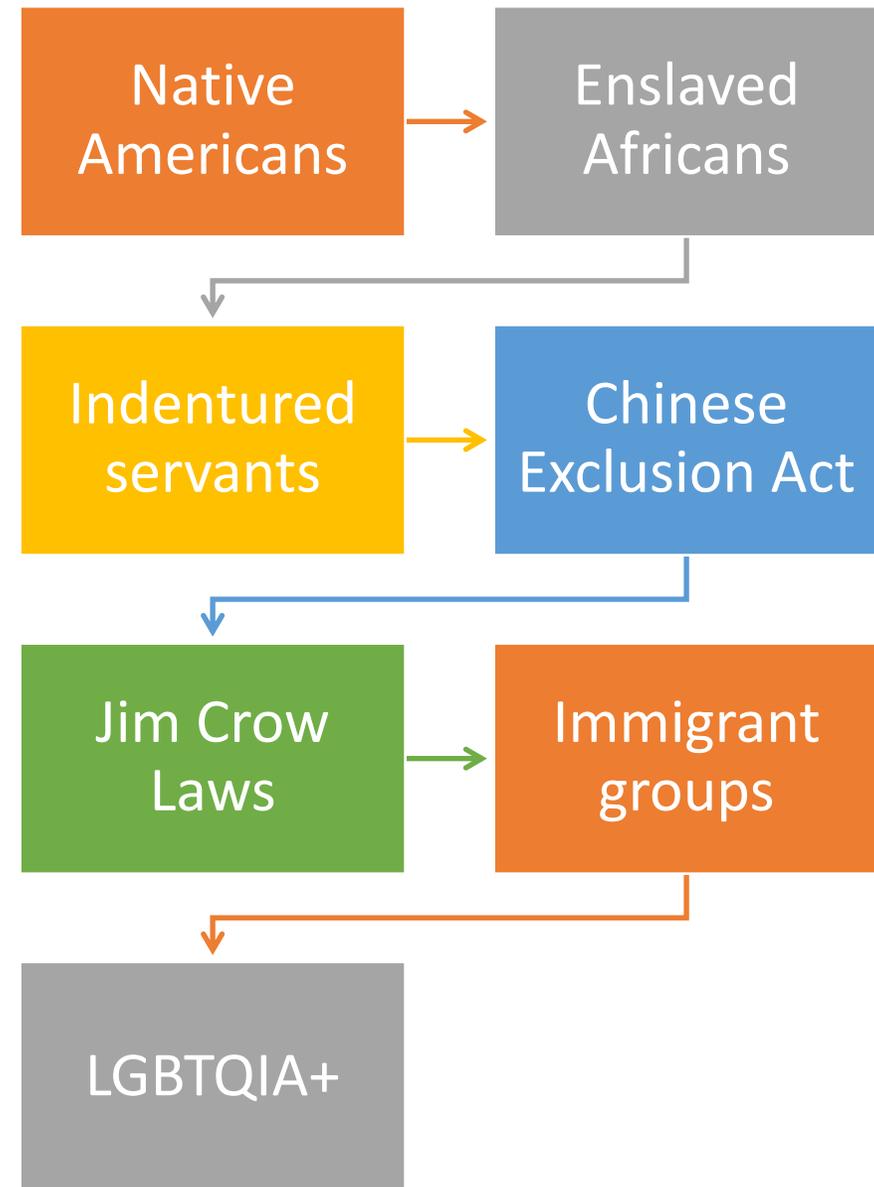
There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde





Snapshot: A Legacy of Oppression and Exclusion





What is Anti-Racism?

- Anti-racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.

The Reality of Racism



https://www.youtube.com/watch?time_continue=2&v=SwcychAm--s&feature=emb_logo



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“Black Lives Matter”

- Herstory
- Purpose
- Protests



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Positioned for
Change



How Do We Respond? Cultural Humility



Lifelong learning and self-reflection



Actively addressing power imbalances
and inequity



Developing and nurturing mutually
beneficial partnerships or dynamics



Institutional accountability

	Cultural Competence	Cultural Humility
Goals	To build an understanding of minority cultures to better and more appropriately provide services	To encourage personal reflection and growth around culture in order to increase service providers' awareness
Values	<ul style="list-style-type: none"> •Knowledge •Training 	<ul style="list-style-type: none"> •Introspection •Co-learning
Shortcomings	<ul style="list-style-type: none"> •Enforces the idea that there can be 'competence' in a culture other than one's own. •Supports the myth that cultures are monolithic. •Based upon academic knowledge rather than lived experience. Believes professionals can be "certified" in culture. 	<ul style="list-style-type: none"> •Challenging for professionals to grasp the idea of learning with and from clients. •No end result, which those in academia and medical fields can struggle with.
Strengths	<ul style="list-style-type: none"> •Allows for people to strive to obtain a goal. •Promotes skill building. 	<ul style="list-style-type: none"> •Encourages lifelong learning with no end goal but rather an appreciation of the journey of growth and understanding. •Puts professionals and clients in a mutually beneficial relationship and attempts to diminish damaging power dynamics.

How Do We Respond? Anti-Racist Courageous Conversations



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- Embrace discomfort
- Embrace the language
 - white supremacy
 - white privilege
 - implicit bias
 - systemic racism
- Embrace the stories
- Embrace a commitment to change

Reflection



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- Think of a time when you could have been more effective in addressing issues of anti-racism and equity.
- What norms or values may have kept you from connecting? Kept you from learning something new?
- What have you learned from the experience?
- What will you do differently next time?

Anti-Racism Resources:

bit.ly/ANTIRACISMRESOURCES



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Each One,
Teach One



References

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