

SELF AWARENESS

FOR BUILDING SOCIAL JUSTICE BELONGING

RUTH DE JESÚS, M.DIV.

25 AUGUST 2021



EMPLOYING A STORY-TELLING APPROACH

- Goal: Increase self-awareness in group dynamics as the path toward DEIB
Diversity Equity Inclusion Belonging

- Grow from where you are

You determine and understand best...but not only.

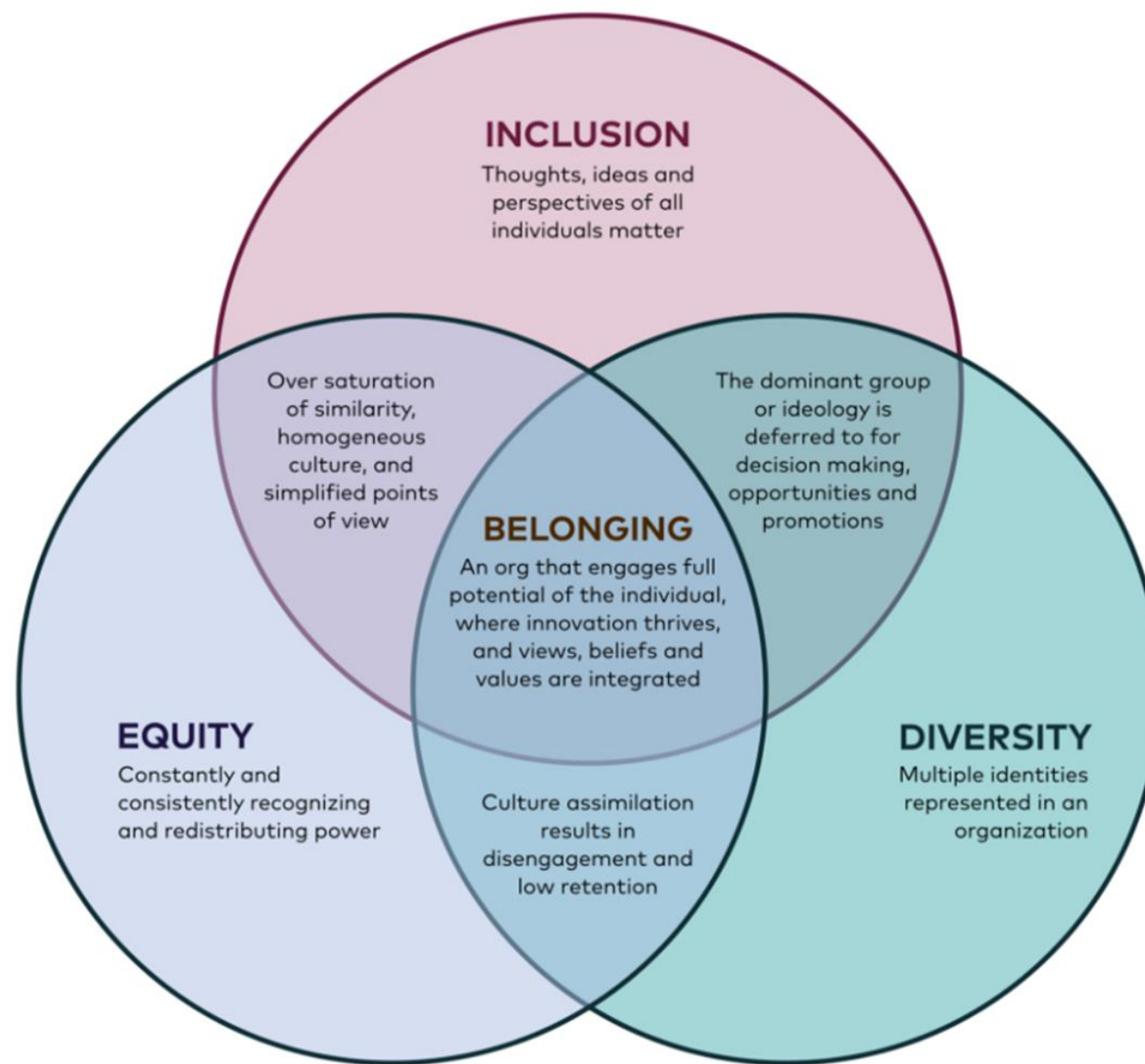
We are responsible for our own heavy-lifting.

We must count on others to challenge us.



Dominant Group		Subordinated Group
30's to early 50's	AGE	Younger; Older
White	RACE	Person of Color; People who identify as Biracial/Multiracial
Male	BIOLOGICAL SEX	Female; Intersex
Appearance and behaviors are Gender Binary congruent: either masculine or feminine	GENDER IDENTITY and GENDER EXPRESSION	Transgender; Gender Variant; Gender Queer; Ambiguous; Androgynous
President, Director, Trustee, etc	HIERARCHICAL LEVEL	Provide direct service to constituents; auxiliary service
Heterosexual	SEXUAL ORIENTATION	Gay; Lesbian; Bisexual; Asexual; Queer; Questioning
Upper; Upper middle; Middle	CLASS	Working class; Living in poverty
Graduate or College level; private schooling	EDUCATIONAL LEVEL	High school degree; Public schooling; 1 st Gen to college
Christian umbrella	RELIGION/SPIRITUALITY	Muslim, Jewish, Agnostic, Buddhist, Atheist, Hindu...
U.S. Born	NATIONAL ORIGIN	"Foreign born;" Born in a country other than U.S.
"Able bodied"	ABLENESS/DISABILITY	People with a physical, mental, emotional and/or learning disability
"American;" Western European	ETHNICITY/CULTURE	Puerto Rican; Navajo; Mexican...
Fit society's image of attractive, beautiful, handsome, athletic	SIZE/APPEARANCE	Perceived by others as too tall, short, fat, unattractive...
Proficient in the "Queen's English;" use "proper" English	USE OF ENGLISH	Not proficient use of English; have an "accent"
Legally married in a heterosexual relationship	MARITAL STATUS	Single; divorced; widowed; in same sex partnership...
Parents of children within a 2-parent heterosexual marriage	PARENTAL STATUS	Single parent; do not have children; LGBTQ parents...
More years at the institution	YEARS OF EXPERIENCE	New; little experience
Very Athletic	ATHLETICISM	Not very athletic
Suburban; valued region of U.S.	GEOGRAPHIC REGION	Rural; urban...less valued region
Light skin; European/Caucasian features	SKIN COLOR	Darker skin; African, Asian, Aboriginal features...
PHYSICAL CHARACTERISTICS		

from: Social Justice Training Institute break-out session at the White Privilege Conference (<https://sjti.org/>)



Each element represents a different piece of the full human experience. Addressing only one or two of these falls short on gaining, what I think is the full human experience — a sense of belonging.

BE THE SHIFT YOU WISH TO SEE IN THE WORLD

Diversity work in higher education focused on a triad of competence-building.

AWARENESS → KNOWLEDGE → SKILLS

This resulted in heavy reliance that attitudes determine competency.

In other words... “If I don’t feel like I am a certain way, everything is okay.”

Shift from COMPETENCE to CONSCIOUSNESS as our foundation

self-awareness and emotional intelligence

STORY #1: ESPERANZA IS SORRY

How do you occupy spaces?

1. Think of an example of how you occupy space *abundantly*.
2. Think of an example of how you occupy space *cautiously*.



PRIVILEGE

FROM THE SELF TO THE INSTITUTION

Awareness of Internalized (White) Supremacy

e.g. resistance to change, paternalism, ignorance and misinformation, scapegoating/blaming/labeling, self-righteous anger, continued oppression, resistance to acknowledging/correcting the past, individualism...

Ally-ship to Marginalized Groups' Empowerment

movement from - to... “not white,” rage/depression, exclusion and immersion, self-awareness and investigation, challenging, collective action, community of resistance

STORY #2: RUTH IS COMMITTED

How have you completed information about a person from another group?

Racial Bias, Even When We Have Good Intentions

JAN. 3, 2015

Economic View

By SENDHIL MULLAINATHAN



In a 2003 study, “The same résumé was roughly 50 percent more likely to result in callback for an interview if it had a “white” name.”

“In a 2009 study, Devah Pager, Bruce Western and Bart Bonikowski, all now sociologists at Harvard, sent actual people to apply for low-wage jobs. They were given identical résumés and similar interview training. Their sobering finding was that African-American applicants with no criminal record were offered jobs at a rate as low as white applicants who had criminal records.”

http://www.nytimes.com/2015/01/04/upshot/the-measuring-sticks-of-racial-bias-.html?_r=0

PREJUDICE

FROM THE SELF TO THE INSTITUTION

Asking critical questions about the culture of your organizations...

- What are the values and norms, stated or unstated?
- Are people from marginalized groups welcomed in the organization only insofar as they assimilate into the existing organizational culture?
- Is white culture treated as the norm?
- Is discussion of racism and oppression normal and encouraged or seen to distract from the “real work?” Do people in leadership positions participate in and support discussion of power and oppression issues?

culture: the way things are



STORY #3: ANH IS CONFUSED

Identify one group you do not belong to that you'd like to learn to listen more intently to and one thing you can do to get there.



INCLUSION

FROM THE SELF TO THE INSTITUTION

Providing education about racism and oppression through your organization

and

Working in alliance with organizations that serve and are led by historically marginalized groups

Developing a commitment to move from concern to action through purposeful self-examination at the personal and institutional levels in order to create an organization that embodies Belonging

All White Club



Token or Affirmative Action Organization



Multi-cultural Organization



Anti-Racist or Liberation Organization

WHAT THIS SHIFT REQUIRES

Where there is Privilege we need to seek CULTURAL HUMILITY.

Cultural humility is a process-oriented approach that maintains an individual (particularly in helping professions) should be other-oriented (open to others and difference) regarding multicultural identities that are important to the person.

Cultural humility consists of three factors: commitment to lifelong self-evaluation, desire to fix power imbalances, and advocacy for others.

Cultural humility helps bridge between competence and consciousness in that it allows for ongoing development while also encouraging action.

CULTURAL HUMILITY HELPS US DEVELOP

- Self-awareness: to acknowledge and appreciate one's own cultural heritage and how that influences biases, values, beliefs, and emotional responses to culturally different populations; to recognize one's own limitation regarding competence
- Knowledge of difference: to acknowledge diverse beliefs and values, to have specific knowledge about others' cultural heritage and sociopolitical contexts, and familiarity with specific populations
- Interpersonal disposition: willingness to interact with diverse others, develop relationships in which multiple perspectives exist, sustain intergroup friendships, and embrace multiple sources of identity

POP QUIZ - REVIEW

- Esperanza is sorry

*Privilege

How do you occupy spaces?

- Ruth is committed

*Prejudice

How do you fill in information about others?

- Anh is confused

*Inclusion

How can you position yourself to listen more intently?



...questions, comments, complaints



Thank you!

Ruth de Jesús, M.Div.

simplyruth75@gmail.com

DEIB and ally-ship educator
spiritual direction companion
advocacy and retention practitioner