



DEVELOPING INCLUSIVE PRACTICE



TOOLS FOR EVERY DAY:

I. Power Dynamics: Race and Culture

II. Internalized Racism and The White Gaze

III. Inclusive Practice



Introductions



- Anna Vo
 - Gender pronoun: “they”
- Trained and Consulted with organizations and universities about Inclusive Practice in the UK, USA, Finland, Sweden, Germany, the Netherlands, Australia, Nepal, Vietnam and Mexico.
- Writes publications around race and transformative justice
 - Survivor



Power Dynamics

Race and Culture



What do I mean by Power Dynamics?



Manifestations of structural hierarchies that play out daily in our workplace:

- with co-workers

- with clients/service users



Disclaimer: Potential reactions by trainees

(AKA What to dispel in order to create a safe space
when organizing with POC)



How people have approached
Inclusive Practice around the
election?

-as individuals

-as an organization



DISCUSSION ON INCLUSION IN THE LAST FEW WEEKS:

In response to concerns brought up by clients since last week, here is some info for any members of the community, asking for guidance around this:

Know Your Rights (in Spanish):

<http://www.nwirp.org/wp-content/uploads/2016/01/NILC-KYR-at-Home-and-Work-Pamphlet-Spa.pdf>

How To Be Prepared for an Immigration Raid (in Spanish):

https://www.nilc.org/get-involved/community-education-resources/know-your-rights/prepararedadas_2007-03-27/

Other recommendations include:

- If in possession of a Green Card, to apply for Permanent Resident card
- **Employees and families are not required to disclose citizenship/immigration status unless pertinent to your work**

U nonimmigrant status (U visa): Victims of Criminal Activity:

On <https://www.uscis.gov/> website



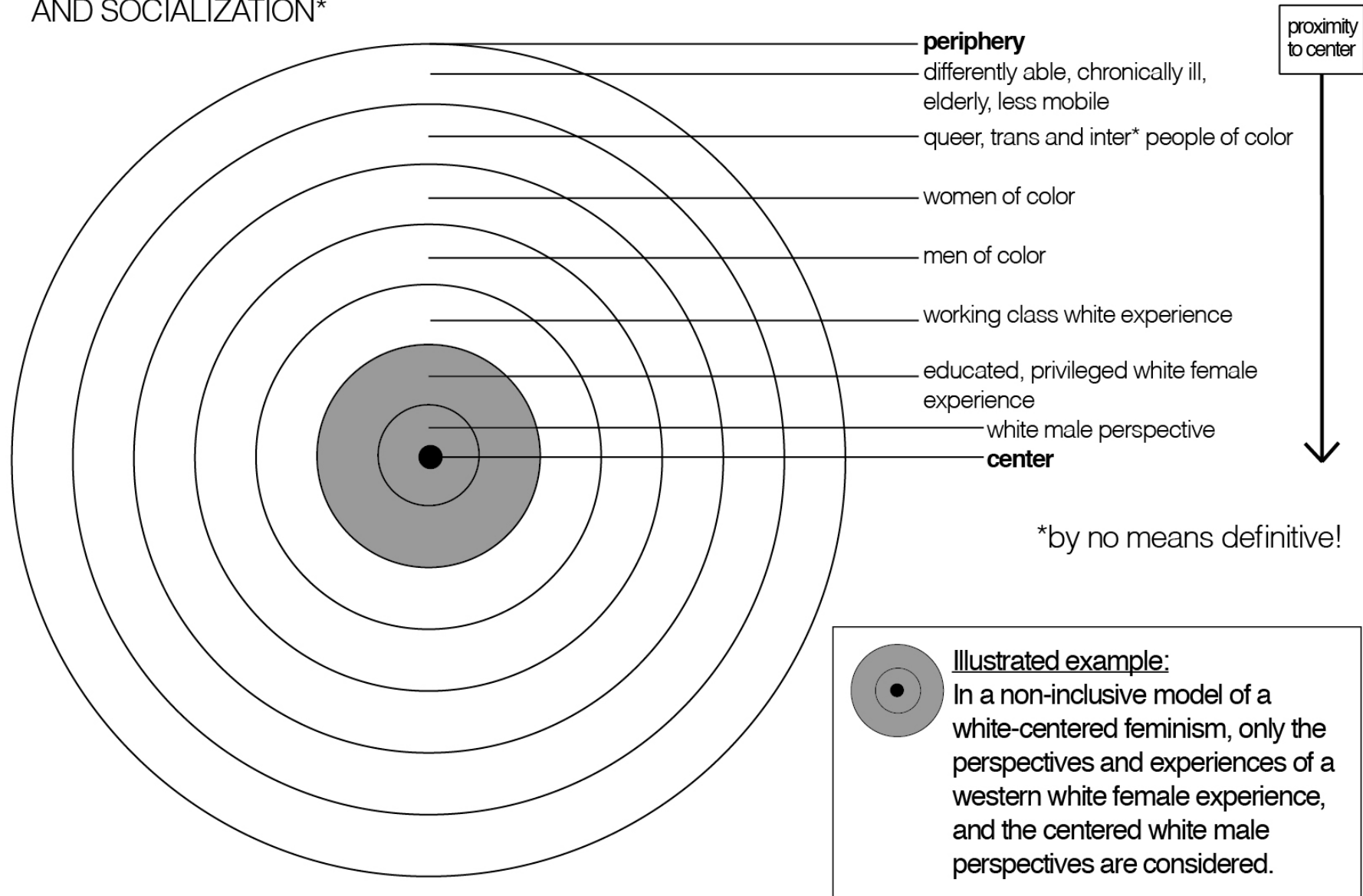
Activity (Iceberg)

- WHAT INFORMS YOUR PROFESSIONAL PRACTICE?
- WHAT INFORMS HOW YOU COMMUNICATE?

NARROWNESS OF SCOPE

POLITICS OF INCLUSION IN WHITE-DOMINATED, DEVELOPED ECONOMIES:

A ROUGH GUIDE TO WHO OR WHAT IS CONSIDERED, BASED ON EXPERIENCE, EXPOSURE AND SOCIALIZATION*





The following are examples of the kinds of challenges that trigger racial stress for white people:
Suggesting that a white person's viewpoint comes from a racialized frame of reference (challenge to objectivity);

People of color talking directly about their own racial perspectives (challenge to white taboos on talking openly about race);

People of color choosing not to protect the racial feelings of white people in regards to race (challenge to white racial expectations and need/entitlement to racial comfort);

People of color not being willing to tell their stories or answer questions about their racial experiences (challenge to the expectation that [people of color will serve us](#));

A fellow white not providing agreement with one's racial perspective (challenge to white solidarity);

Receiving feedback that one's behavior had a racist impact (challenge to white racial innocence);

Suggesting that group membership is significant (challenge to individualism);

An acknowledgment that access is unequal between racial groups (challenge to meritocracy);

Being presented with a person of color in a position of leadership (challenge to white authority);

Being presented with information about other racial groups through, for example, movies in which people of color drive the action but are not in stereotypical roles, or multicultural education (challenge to white centrality).



Perceived microaggressions:

eg. differences in treatment/attention/service



“Reverse racism”

Colorblindness



Exploitation of labor



Tokenism



Fetishization



“White savior” complex



Paternalism / Maternalism



The following topics will be covered:

- Covering Oppressional Power Dynamics
- Race and Culture

maps.googleapis.com... akdown of Microaggressions

Thursday February 4th, 2016
10:00 am – 1:00 pm

YWCA of Greater Portland
1111 SW 10th Avenue



Colonialism



Co-optation:

By businesses, corporations, etc

Appropriation:

Dress, behavior, speech, interests



Internalized Racism and The White Gaze



What is meant by Internalized Racism?



White-washing



Colorism



Lateral aggression



Refugee or immigrant situation



The White Gaze



Dominance and subservience



Survivors of violence and abuse



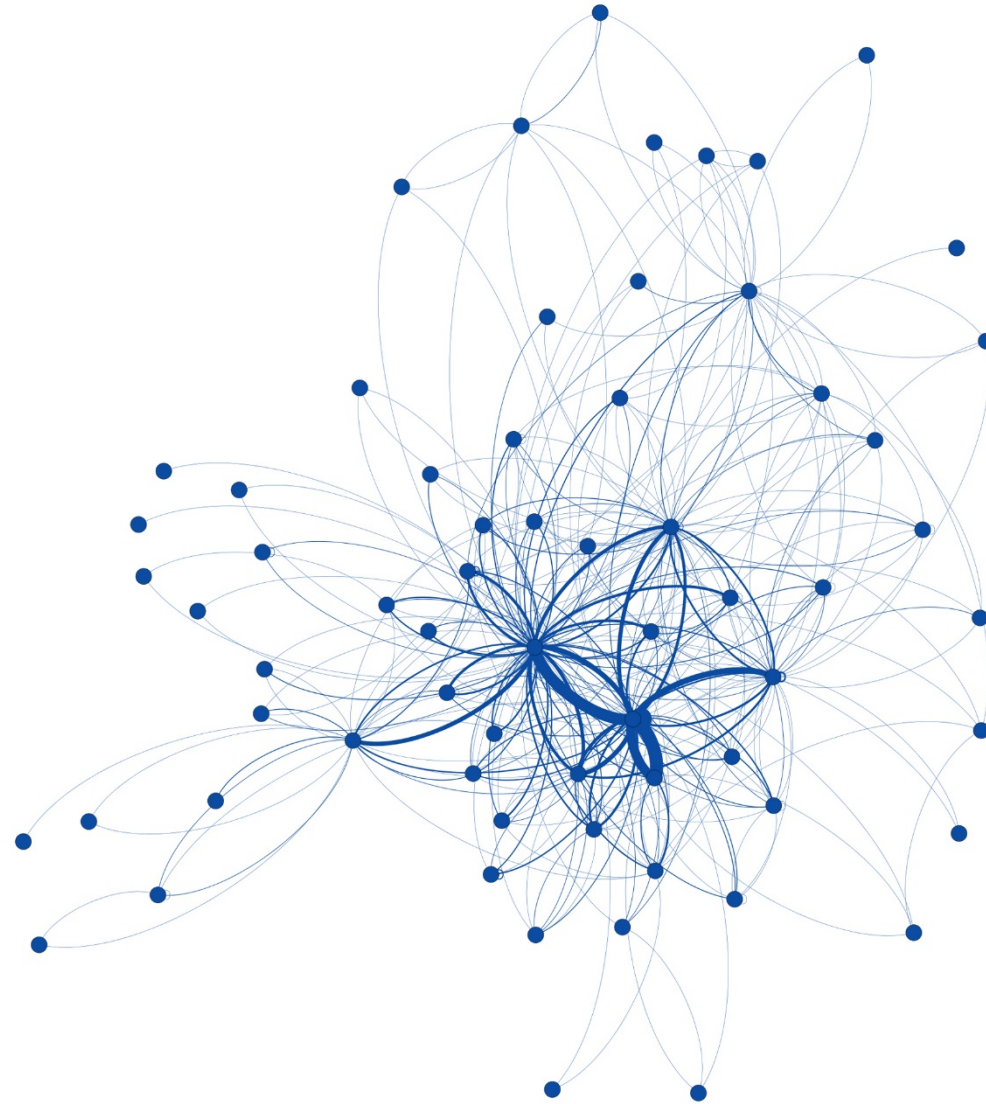
Prejudice and stereotypes



Self- educate, further research, be better listeners



Inclusive Practice





LOOKING AT ACCESSIBILITY

Working in spaces that involve refugees or immigrant communities intended to be inclusive

Working in organizations with intentions to be “diverse”

Who is visible, connecting with community, and how is the communication and use of language?



Two or three examples?



Activity: Case studies



- If your resources are limited, then plan within those limits. This is more sustainable and helpful in the long run.
- Prioritize and be clear about your policies and politics before entering into a community.
- Establish firm ground for theoretical and practical approaches, and refer back to core intentions and mission statement



IF INCLUSION IS A GOAL, then:

Who is on the Board?

Who are in the management positions?

Who is responsible for the decision-making?



Transparency and Access



Feedback Loop



Wrap Up / Questions

THANK YOU!