Cultural Humility and Intersectional Identity

What does this mean and how does it affect my work?
Cultural Competence

- End Product
- “I’m the expert.”
- Objective Best Practices
Cultural Humility

- Lifelong Process
- “You’re the expert.”
- Subjective Best Practices
Pursuing Cultural Humility

- Listening
- Compassion
- Move away from our own lived experience
- Self-evaluation
integrating identities
What are your identities?
Race?
Gender?
Age?
Class?
Ability?
Citizenship?
Sexual Orientation?
Educational Attainment?
Faith?
What is privilege?

We can define privilege as a set of unearned benefits given to people who fit into a specific social group.
Which of your personal identities or attributes are privileged in dominant US culture and which are potentially marginalized or oppressed?
Intersectionality is a concept often used in critical theories to describe the ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. The concept first came from legal scholar Kimberlé Crenshaw in 1989.
Implicit Bias

The brain’s automatic, instant association of stereotypes or attitudes toward particular groups without our conscious awareness.
What can we do?
Acknowledge issues exist
Learn and read
Bring awareness
Do something - speak up, change policies, be an ally, advocate, activist
Work with others

Allan Johnson
“What Can We Do? Becoming Part of the Solution”
EVERY GIRL  EVERY BOY

For every girl who is tired of acting weak when she is strong, there is a boy tired of appearing strong when he feels vulnerable. For every boy who is burdened with the constant of expectation everything, tired of people not trusting her intelligence, who is tired of being called over-sensitive, who fears to be for every boy competition is to prove his there is a girl femininity, who is called un femininity for every girl her E-Z-Bake oven, there is a boy who wishes to find one. For struggling not to let advertising dictate his desires, there is a girl facing the ad industry’s attacks on her self-esteem. For every girl who takes a step toward her liberation, there is a boy who finds the way to freedom a little easier.
Resources

http://www.tolerance.org/intersectionality

http://nationalseedproject.org/white-privilege-unpacking-the-invisible-knapsack

http://www.tolerance.org/article/disability-awareness-were-it-together

https://implicit.harvard.edu/implicit/takeatest.html


https://www.cabrillo.edu/~lroberts/AlanJohnsonWhatCanWeDO001.pdf