

Being Culturally Responsive and Promoting Racial Equity in Our Work with Families



Presented by:

Angel Harris and

Gilda Montenegro-Fix of

Celebrate Diversity!



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Oregon Home Visiting Professional Development Meeting 2020

HANDOUT

PACKAGE



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Course Objectives:

As a result of taking part in this workshop, participants will:

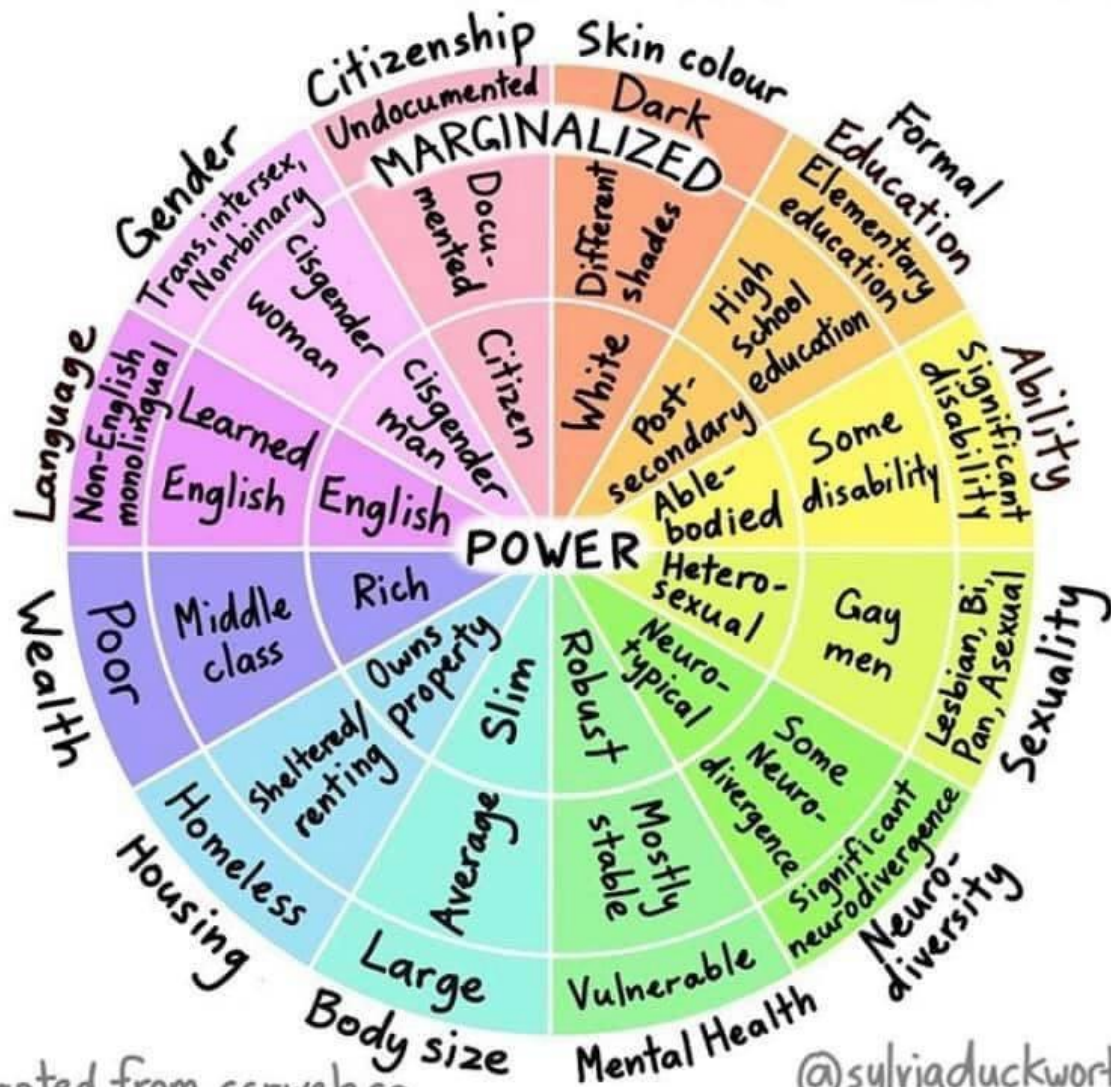
1. Better understand current social justice events within a frame of social systems
2. Learn and practice tools and skills to interrupt individual, institutional, and systemic inequities.
3. Develop a sense of belonging and resilience through peer support and share these strategies with families served.



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WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylvriaduckworth



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Interrupting Oppression on an Individual Level

- Do not let offensive behavior go by.
- See the incident as a teaching opportunity.
- No shame, no blame.
- Maintain a positive and non-judgmental tone.
- Use strategies to reduce defensiveness.
- Listen actively.
- Be firm in asserting that everyone must treat each other with respect.
- Share helpful tips with others.

-Adapted from Morningside Center



10 Things We Can Do When Bias Incidents Occur

1. **ACT.** Do something. When faced with racism, negativity or hatred, apathy will be interpreted as acceptance or consent. Sometimes just saying you are uncomfortable with what just happened is enough to interrupt, while you think what else needs to happen.
2. **UNITE.** Get your colleagues to support your action, join forces, create teams.
3. **SUPPORT THE VICTIMS.** Standing by someone being harassed or attacked can be very helpful and speaking to them, asking if they want you to call someone or letting them know you are there for them can make a huge difference. Offering to walk away from the perpetrator with you is also a great option.
4. **SPEAK UP.** Draw attention away from hate or negativity and towards unity. Exposing and denouncing negative words and actions can help take away their power.
5. **EDUCATE YOURSELF.** Learn more about others, get to know the circumstances, beliefs and concerns of marginalized groups and individuals. It takes a desire to learn to be an effective ally.
6. **CREATE ALTERNATIVES.** Work to promote what you love instead of bashing what you don't want. Build bridges of connection.
7. **PRESSURE LEADERS.** Ask that your organization's leaders walk this journey with you, that they support and take positive action.
8. **STAY ENGAGED.** Stay aware and active even after things calm down if you want to be part of systemic change. This is a journey.
9. **MODEL INCLUSION.** Beyond teaching tolerance and acceptance, we can model what inclusion looks like, extend past our comfort zone reaching out to others.
10. **DIG DEEPER.** Look inside yourself for prejudice and build your own cultural agility. Then keep working to create change at all levels.

Adapted from "10 ways to fight hate. A Community Response Guide" from the Southern Poverty Law Center.



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Interrupting Bias Conversation Starters

1. Could you explain to me what you mean when you say... or -what did you mean when you said...
2. Did you know that members of that group find that hurtful?
3. Where did you get that information?
4. I don't think you meant to offend me, but you did, and let me tell you why... or – I don't think you meant that but how I felt was...
5. I'm going to interrupt what you are saying because you've just offended me
6. What you just said could be perceived as prejudiced.
7. Excuse me? (said with disbelief) or OUCH!
8. I can't believe you just said that
9. I don't like that! Or that is not funny!
10. Do you believe what you just said? Or- Do you realize what you just said?

Other ideas:



Self-Care for the Equity-Conscious Home Visiting Professional, in 2020

First, do no harm:

- Withdraw from negative “information”, media, conversations, as often as you need, to be able to stay present and well.
- Monitor negative self-talk: “I should, I shouldn’t, I have to, I can’t”, or any other expression of self-doubt or low self-value.
- De-activate polarization (and judgement) in yourself as soon as it emerges or as soon as possible.

Come back to Center

Establish practices of Self Love
(warm washcloth with a drop of lavender)

Fill your cup, affirm your worth

Give yourself the gift of time

Model self-care from the inside out

Educate yourself and stay open and curious

Learn about others’ life experiences

If you feel called to be an advocate, notice your emotional state, and see if it is possible to come from love. Wait if necessary. Breathe. What would love do?

Practice advocacy that nurtures you and others

See beauty, strength, resilience, they are all around us!

Do it how you can

The world needs the beauty only YOU can bring!



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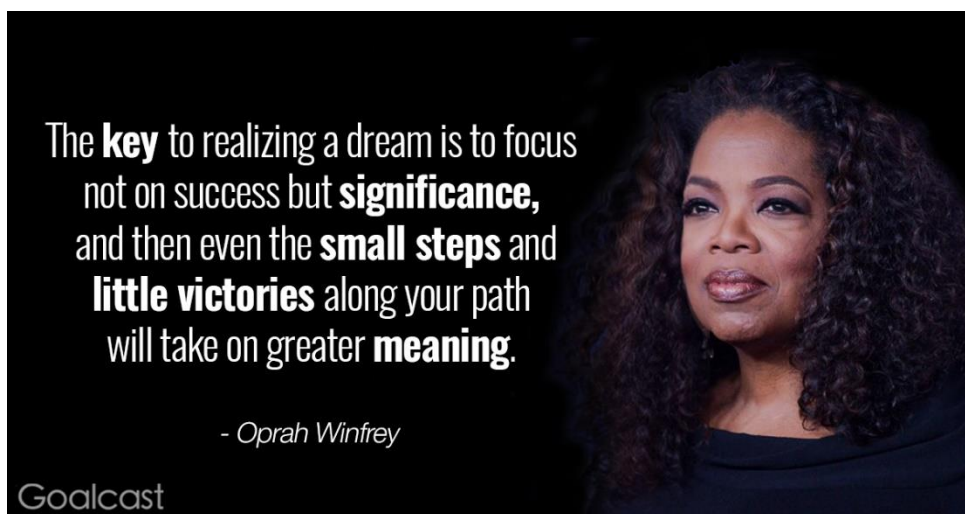
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My top 3 Next Steps (ACTION PLAN) on how to implement what I am learning today:

1.

2.

3.



R E S O U R C E S

Articles and videos recommended by Angel Harris:

Racism Is A Public Health Crisis, Say Cities and Counties

<https://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2020/06/15/racism-is-a-public-health-crisis-say-cities-and-counties>

Racism is not about the needs and feelings of white people

<https://www.theguardian.com/commentisfree/2019/mar/28/confronting-racism-is-not-about-the-needs-and-feelings-of-white-people>

Oregon Black History Timeline - Audio Commentary – Walidah Imarisha

<https://www.youtube.com/watch?v=fo2RVOunsZ8&t=39s>

Why Aren't There More Black People In Oregon A Hidden History presented by Walidah Imarisha

<https://www.youtube.com/watch?v=7Lcm1LDZZXg>

Videos recommended by Gilda Montenegro-Fix and other resources: **(The first two will be discussed during our session, PLEASE WATCH)**

A Brief History of White Privilege, Racism and Oppression in America

<https://www.youtube.com/watch?v=YFjKQVZLk1g&t=49s>

Systemic Racism – Laci Green

<https://www.youtube.com/watch?v=4TZb2n-XLRU>

Bryan Stevenson's BOOK: "Just Mercy". The movie by the same name was released in 2020.

Equal Justice Initiative: www.eji.com

Bryan Stevenson narrates From Slavery to Mass incarceration

https://www.youtube.com/watch?v=r4e_djVSag4

Bryan Stevenson's TED Talk: We need to talk about an injustice

<https://www.youtube.com/watch?v=c2tOp7OxyQ8>

"There is no more neutrality in the world. You either have to be a part of the solution, or you're going to be a part of the problem."
Eldridge Cleaver



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