



Building Multicultural Allies

Social Justice Implications

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MICROTRAINING
And Multicultural Development



Dedicated to Mary Arnold



With thanks to:

Jon Carlson
Stuart Chen-Hayes
Michael D'Andrea
Hugh Crethar
A. J. Franklin
Anita Jackson
Thomas Parham
Derald Wing Sue



Overview

- Introduction
- Who and what is an ally?
- What is multiculturalism?
- What is social justice action?
- Respectful cube
- Definition of Oppression/Prejudice
- Forms of Oppression
- Actions for an ally
- Active Witnessing Model
- 11 Types of Active Witnessing Responses





Who and What is an Ally?

- **We are all potential allies.** Most of us work regularly with persons who experience some form of oppression.
- **Attitude:** We support other people and groups against discrimination and oppression.
- **Action:** We do something.
- **Serious action:** We do something every day.
- **Awareness and growth:** Those who act will make mistakes, but will learn from them.
- **assive bystanders:** Those who only have a positive attitude and take no action are part of the problem. They are passive bystanders.



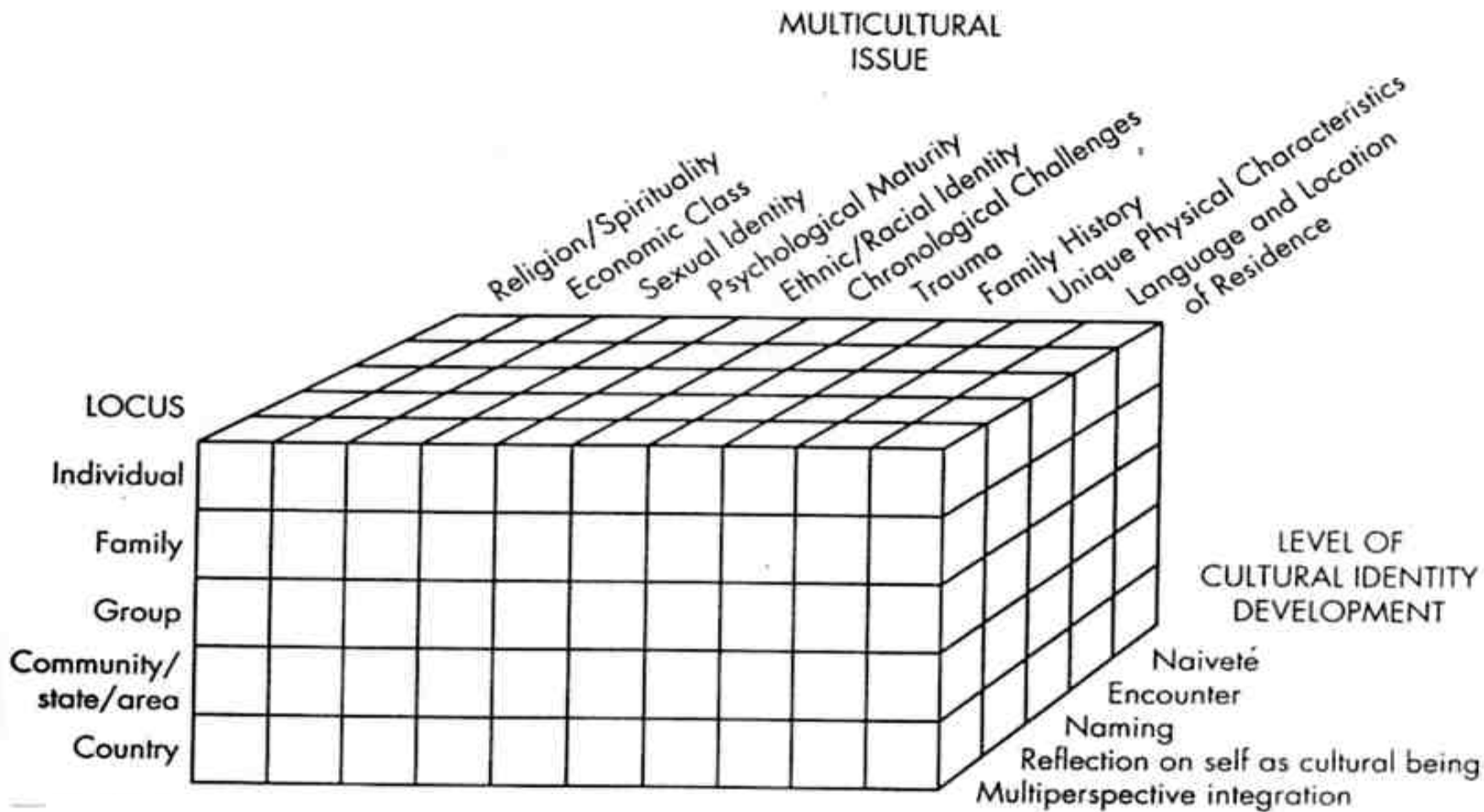
What is Multiculturalism?

- Group differences need to be recognized
- But, we **must not stereotype** groups or individuals
- We are all multicultural beings
- Multiculturalism enhances individual uniqueness
- **ALL COUNSELING, TEACHING, AND THERAPY ARE MULTICULTURAL**



What is social justice action?

- Work with clients in the session to help work through oppression and encourage action in community.
- Help more privileged clients to understand and encourage change and action.
- Never be a bystander—always speak up for what is right.
- Work with groups in the community such as:
 - Organizing/participating in planned protests
 - Establishing programs for youth and parents
 - Volunteering in soup kitchens and helping agencies
 - Constantly observing and learning what is going on



THE RESPECTFUL CUBE — M. D'Andrea, J. Daniels



Oppression's Multiple Forms

- **R**eligion/spirituality: Religious prejudice
- **E**conomic Class: Classism, Invisible working poor
- **S**exual identity: Heterosexism, Sexism
- **P**sychological maturity, cognitive maturity: Elitism
- **E**thnic/Racial identity: Racism, Ethnic Prejudice
- **C**hronological challenge, Life span: Ageism, Kidism
- **T**rauma: Denial of the trauma's importance
- **F**amily History: Failure to consider
- **U**nique physical issues: Ableism
- **L**anguage & location of residence: Linguism, Elitism

If we live long enough, all of us
will experience some form of
oppression.

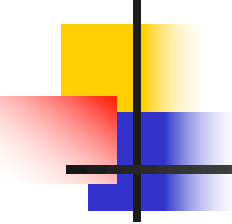




MCT Cardinal Rules

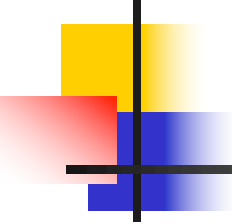
“We are all ethnics.”

- Discover yourself as a multicultural being.
- Learn about and become sensitive to groups different from your own.
- Never make an assumption or stereotype an individual based solely in cultural understanding.
- Treat each person first and foremost as an individual.
- And-ALWAYS consider the multicultural and social context of any person or client.



Towards a definition of Oppression: **Prejudice**

- Pre-judge = prejudice
- Negative or positive attitudes toward an individual or group without sufficient knowledge or just grounds



Towards a definition of Oppression: **Power**

- ✓ The ability to exercise control, access to systems and resources
- ✓ May be conscious or unconscious
- ✓ Those in privileged positions (race/gender/social class) benefit from institutionalized power that gives them additional power over individuals.



Definition of Oppression

Prejudice

(multiplied by)

Power

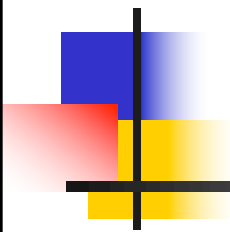
= OPPRESSION



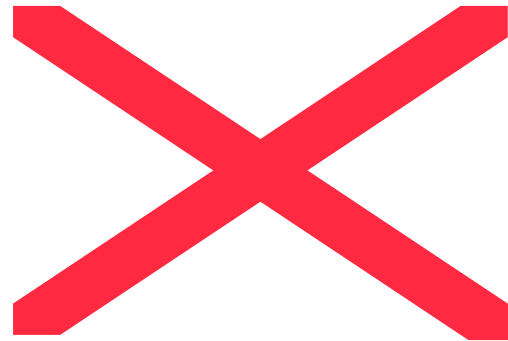
Oppression

- ✓ Each respectful dimension contains elements that might result in oppression.
- ✓ Racism, Sexism, Heterosexism, and so on...
- ✓ In each case the power and privilege is held by the dominant group

**Five “faces” of oppression:
violence, exploitation, marginalization,
powerlessness, and cultural imperialism
(Marion Young)**



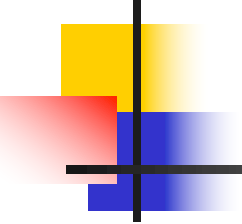
Racism
Sexism
Heterosexism
Ethnic prejudice
Class
Poverty/hunger
Mental state
Age
Political party/beliefs
Authoritarian/domination
Religion/spirituality



What are you doing about these issues?

- Can you recognize negative assumptions?
- When you hear an oppressive joke?
- When you hear oppressive language?
- When you see harassment?
- Are you passive and silent?





*We are all
oppressors and we
are all oppressed in
some way.
And, we all can be
allies.*

Mary Arnold



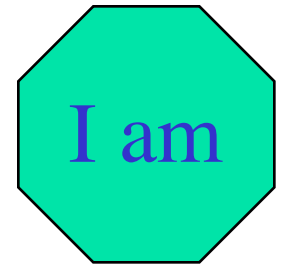


Anti-Oppression Work: Six Assumptions

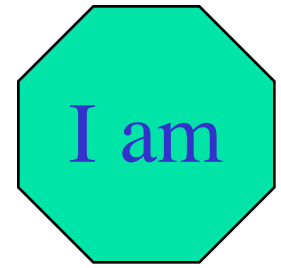
- Oppression is pervasive. It hurts everyone.
- Oppression is not our fault. It is our responsibility to notice it.
- It is not differences that separate us, it is our **ATTITUDE** toward differences that keeps us apart.
- We all stand in the shoes of the oppressor and the oppressed.
- Oppression is learned--and can be unlearned.
- Working against oppression is a life-time process.



Invisibility: The Silent Oppressor



- One's abilities and individuality are disregarded and not seen
- Successful African Americans in New York--ignored in restaurants, by cabs
- Girls and women not recognized in classroom
- Anger at a clerk at Wal-Mart, telephone tree
- The failure to see the unique person



Invisibility

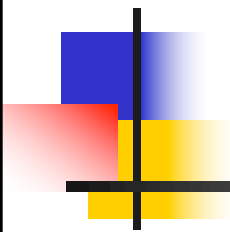
*“I am a man of substance, of flesh and bone.
I am invisible, understand, simply because people
refuse to see me . . . They see only my surroundings,
themselves, or figments of their imagination--
indeed everything and anything except me.”*

Ralph Ellison, Invisible Man, 1952

Results of the Microaggressions of Invisibility (A. J. Franklin)

- Research--racist microaggressions result in high blood pressure (and later illness)
- Anger -- "in" or "out"
- Lack of self-confidence, self-blame
- Hopelessness
- Set up for bad relationship
- Lower achievement and success

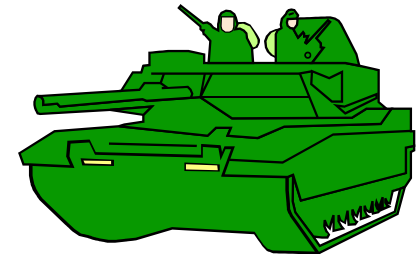
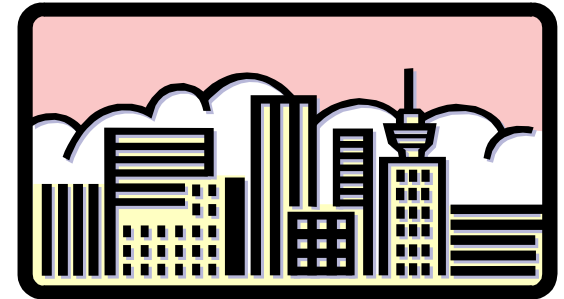




If we live long enough,
all of us will experience
some form of oppression.

Oppression is also Systemic

- Banks and loans
- Car agencies
- Management
- Opposition to affirmative action
- Armed services economics
- Neighborhood segregation
- Schools, Churches
- Media
- The professional helping field





Cartoon image of a Jew,
Der Stermer, 1933.



Cleveland Indians Baseball T
logo 1993.



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Privilege

- An unearned advantage given because a person is born into a certain group in society.
- White privilege, male privilege, class privilege, heterosexual privilege are examples.
- McIntosh: “Privilege is a package of unearned assets that members of privileged groups can count on cashing in on every day.”

White Privilege: Unpacking the Invisible Knapsack



Peggy McIntosh

Wellesley Centers for Women

106 Central Street

Wellesley, MA 02481

Tel: 781-283-2520

Fax: 781-283-2504

Email: mmcintosh@wellesley.edu



White Privilege

- If I should need to move, I can be pretty sure renting or purchasing housing in an area which I can afford and in which I would want to live.



White Privilege

- I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.



White Privilege

- I can do well in a challenging situation without being called a credit to my race.



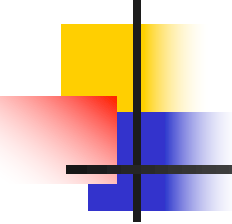
White Privilege

- I am never asked to speak for all the people of my racial group.

Are you willing to do one thing daily to support anti-oppression work?

- If each of us increased our effort by 5%, it would make an immense difference.





*If you are not part of the
solution, you are part of
the problem.*

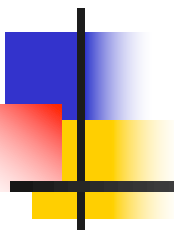
Eldridge Cleaver



Actions for an Ally



1. Learn about yourself as a multicultural being
2. Get accurate information -- books, personal experience, consider a cultural guide
3. Fight the invisibility syndrome
4. Parent for a multicultural world
5. Listen to, live with, and participate with non-dominant groups -- home, job, community groups, minority business
6. Show up and speak up
7. Apply multicultural competencies and active witnessing in practice

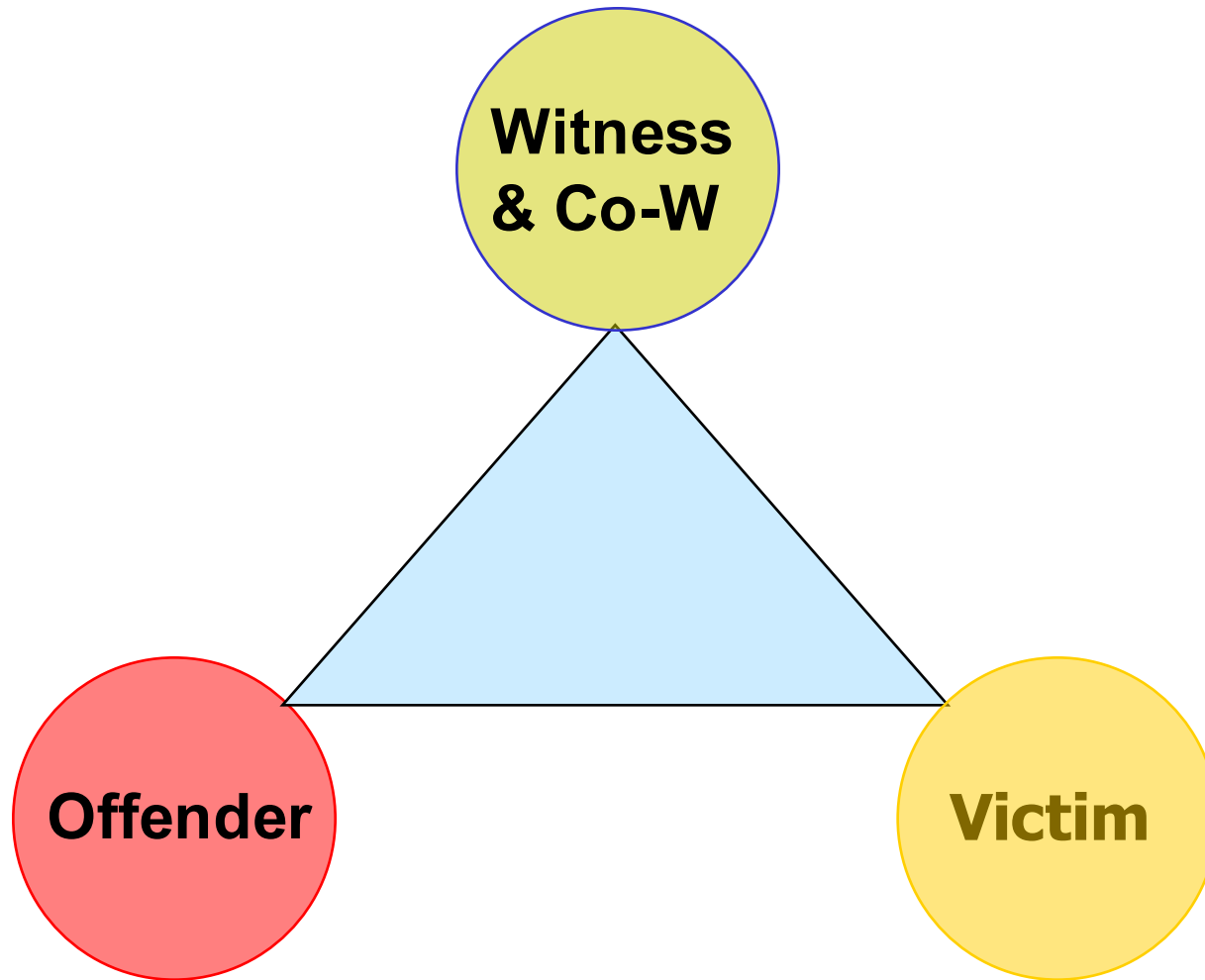


Anti-discrimination Response Training (A.R.T.) Program

An Active Witnessing Approach to
Prejudice Reduction and Community
Development

Ishu Ishiyama, Ph.D.
Faculty of Education, UBC.

Active Witnessing Model (1)





Active Witnessing

Four Levels of Witnessing

1. *Dis-witnessing Denial or direct negative action*
2. *Passive Witnessing Bystanders*
3. *Active Witnessing*
4. *Ethical Witnessing with Social Action*



Active Witnessing Model: Four Levels of Witnessing (#1)

Level 1: Dis-witnessing

- Joining the offender, blocked awareness, disengagement, avoidance, dismissal, denial
- *“No hear, no see, no feel, and no do”*



Active Witnessing Model: Four Levels of Witnessing (#2)

Level 2: Passive Witnessing

- Covert responding, silenced witnessing, hesitation to act, preparation for active witnessing
- *“Hear, see, feel, but no do”*



Active Witnessing Model: Four Levels of Witnessing (#3)

Level 3: Active Witnessing

- Overt behavioral responding, immediate or delayed responding
- *“Hear, see, feel, and do”*



Active Witnessing Model: Four Levels of Witnessing (#4)

Level 4: Ethical Witnessing with Social Action

- Ethical social action, recognizing social injustice and taking action at social level for confronting and educating others, becoming an agent for societal and institutional change
- *“Moving beyond Hear, see, feel, and do”*



Let's watch a short skit.

1. Please identify who are:

- *Victim*
- *Offender*
- *Witness*

2. Is anyone practicing active witnessing?



Active Witnessing Responses

1. Turn to the victim (receiver)
2. Turn to the offender (initiator)
3. Turn to co-witnesses at the scene
4. Turn to others outside the scene



11 Types of Active Witnessing Responses

1. ***Interrupt***

- Please stop it.
- Wait a moment.

2. ***Express upset feelings***

- I can't believe you are saying this.
- I'm surprised to hear you say such a thing.

3. ***Call it "discrimination"***

- Sounds like a form of discrimination.

4. ***Disagree***

- I disagree.
- I don't think it is quite true.



11 Types of Active Witnessing Responses

5. ***Question the validity***

- Always? Everybody?

6. ***Point out the hurtful nature***

- Ouch!
- Do you realize how hurtful it is to hear such a comment.

7. ***Put the offender on the spot***

- Could you repeat what you have just said?

8. ***Help the offender to self-reflect***

- You sound really annoyed. What's going on?
- Tell me what's bothering you.



11 Types of Active Witnessing Responses

9. Support the victim

- You are not alone. I'm with you.
- I'll come with you. So, let's get help.

10. Approach other witnesses at the scene

- Did you hear what I have just heard?
- Should we let it go on like this?

11. Ask others for involvement and help

- We need your help. This is what happened today.



Let's look at a scenario.

- Generate a story or example in your group. Role play.
- How would you respond to this situation as an active witness?
- Remember that you can direct your response to the offender, the victim, and/or the co-witness, or approach someone outside the scene.



Objectives of A.R.T. Program

1. Increasing awareness of prejudice and discrimination (in self, others, & society)
2. Learning the active witnessing model and recognizing a range of optional response types
3. Developing and improving skills of active witnessing
4. Reinforcing participants' social responsibility and ethical commitment to fighting prejudice and discrimination of any type in society



Unique Features of the A.R.T. Program

1. Avoids a winner-loser or victim-offender dichotomy
2. Encourages everyone to participate, without the fear of social stigmatization (e.g., victim group, "bad guy")
3. Offers practical and learnable responses
4. Facilitates a positive group norm to support each other against discrimination
5. Offers transferable skills to other interpersonal situations
6. Stimulates increased awareness and ethical judgment
7. Contributes to organizational change and community development from an interpersonal level to a systemic and collective level



Program Evaluation Research

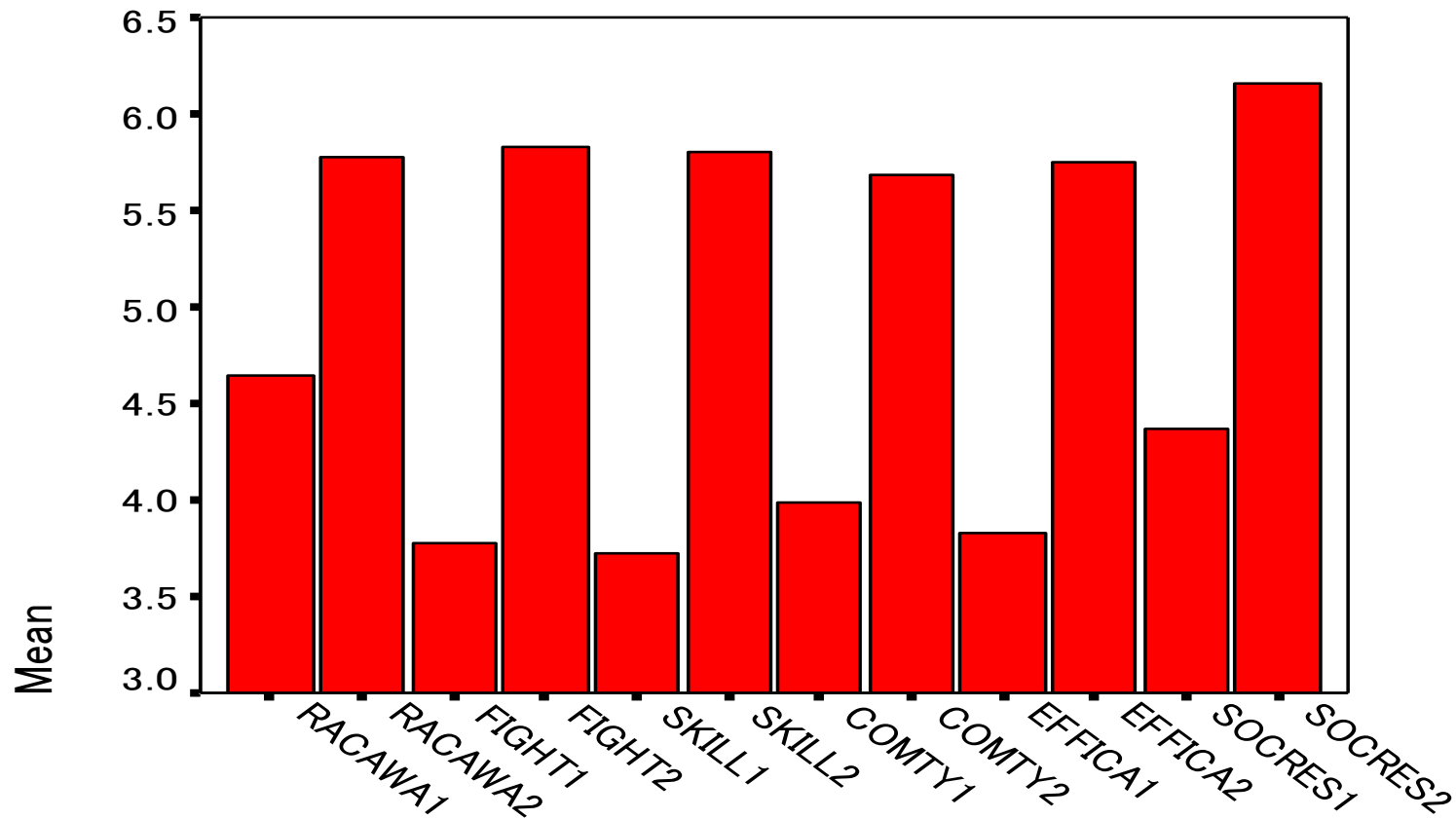
Findings on Pre- & Post-training differences showing significant improvements in:

- Awareness of racism
- Knowledge of how to fight racism
- Active witnessing skill level
- Ability to improve community (school, workplace)
- Self-efficacy in fighting racism
- Feeling responsible to act on racism situations

*Based on data from high school students and adults in separate statistical analyses

Pre & post ratings ($n=94$ adults) in 6 areas: (1) awareness of racism, (2) knowledge of how to fight racism, (3) active witnessing skill level, (4) ability to improve community, (5) self-efficacy in fighting racism, (6) social responsibility

Pre and Post Means on 6 Variables





The Power of Ten

Active witnessing is everyone's choice and responsibility. It can help build a better community of the human race, based on mutual respect and commitment to humanity. If one active witness can encourage and empower ten other individuals to also become active witnesses in one year, it is the power of ten each year. If one individual can show the right direction to ten others, and if each of these ten individuals can do the same, and so on. We can start such a chain reaction leading to positive social change from right where we are, with a small action and a big heart in our daily life.

by Ishu Ishiyama

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