

Cultural Competency Amongst Providers: Navigating Social Privilege


Christina Garcia, Ilyas El-Amin, Joel Berdie



The background is a solid blue color. On the right side, there is a series of overlapping, semi-transparent geometric shapes, including rectangles and parallelograms, arranged in a way that creates a sense of depth and movement. One of these shapes is a light green parallelogram, which stands out from the blue ones.

This conversation is
HARD...
This conversation is
ONGOING

Goals for today

- Spark dialogue
 - Recognize impact of disparities on client/provider relationships, program outcomes
 - Identify ways to navigate disparities in privileges between client and provider
- 



Key Terms

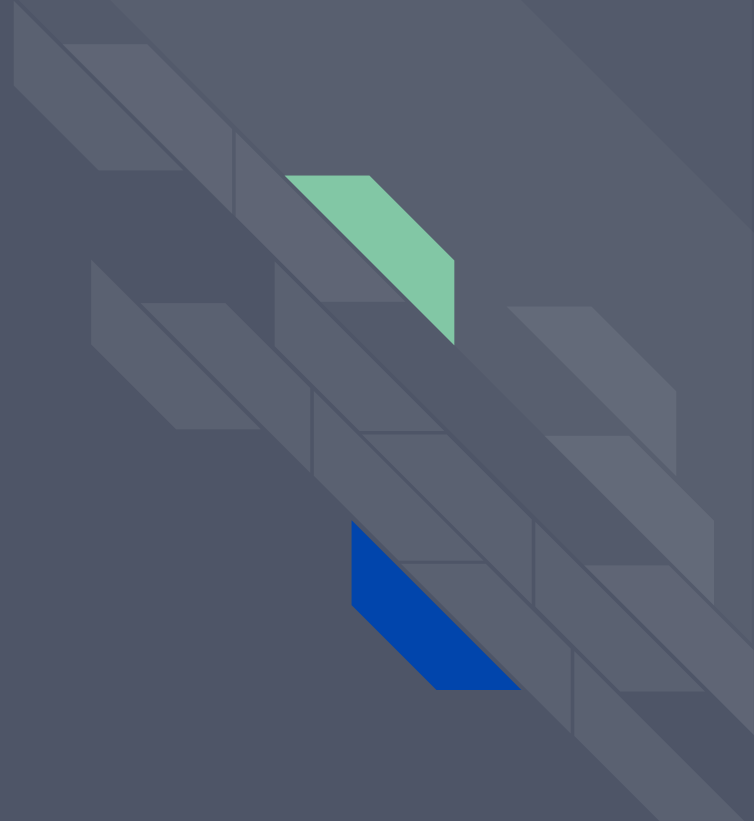
- Oppressed/Marginalized vs. Minority
- Social Capital- the interpersonal relationships, institutions, and other social assets of an individual or group that can be used to gain advantage
- Empowerment vs. Choice vs. Enablement
- Intersectionality- holding privileged and oppressed identities simultaneously
- Layered Marginalization- holding multiple oppressed identities simultaneously
- Shared Space- concept of space shared by both those with privileged and marginalized identities




Matching Game - Test Your Knowledge

1. Power
2. Privilege
3. Oppression
4. Race
5. Ethnicity
6. Identity
7. Gender
8. Sexual Orientation
9. Class

Recognize your biases





Please access this link on your phone and follow these prompts...

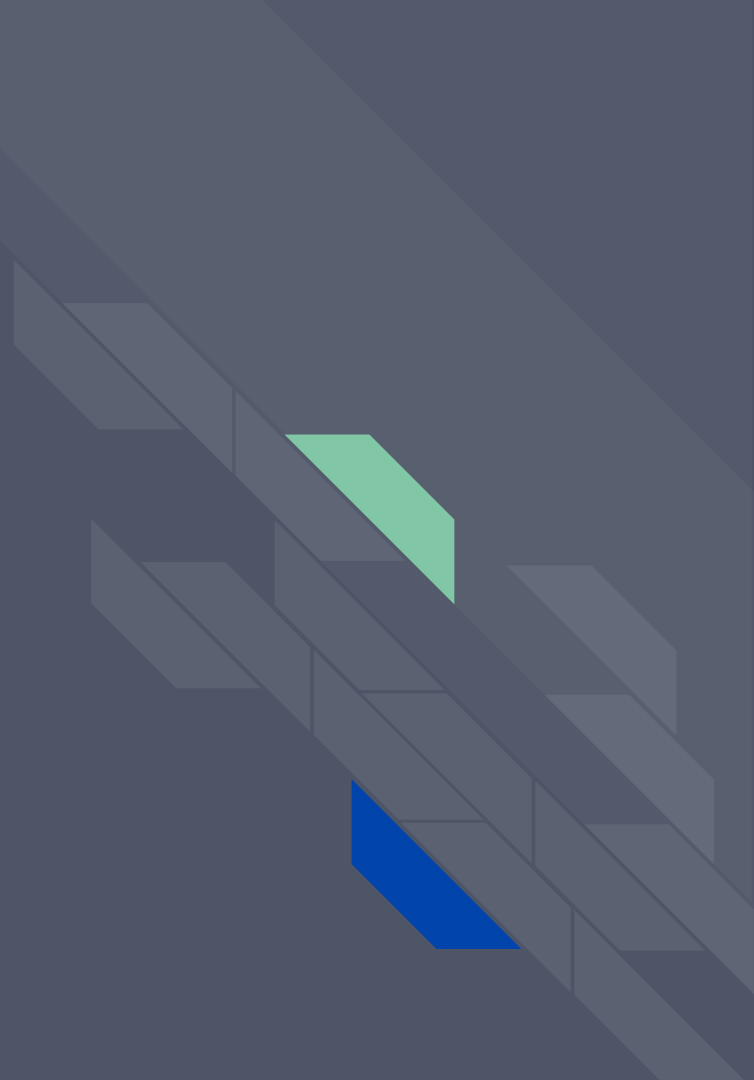
Wifi: Hilton Honors Meeting

Pass: HFPC2018

<https://implicit.harvard.edu/implicit/>

- Click: "Project Implicit Social Attitudes"
- Click: "I wish to proceed" to consent to the quiz
- Click: "Race IAT"
- Complete Quiz: duration ~ 5 minutes

Recognizing your privileges





Small Group Discussion

Which of the privileges were the most difficult to identify with? Why?

How have your biases and privileges affected relationships with those you serve?

How about with those you work with?

Recognizing marginalized identities





Small Group Discussion

Acknowledging the discrepancies between provider vs. client identities, how are you able to effectively connect with those you serve?

What actions can you take that will create a more equitable relationship with those you serve?

Reflections?

The background is a solid blue color. On the right side, there is a series of overlapping, semi-transparent geometric shapes. These shapes are primarily blue and green, arranged in a way that suggests a 3D perspective or a series of steps. A prominent green parallelogram is visible, tilted at an angle, and surrounded by other blue and green rectangular and parallelogram shapes that create a sense of depth and movement.

Further Exploration

- Community Groups

- SURJ (<http://www.showingupforracialjustice.org/>)
- Next Door

- Readings

- *Explaining White Privilege to a Broke White Person*
- *Supporting Partnerships for Anti-Racist Communities* (<http://center4si.com/sparc/>)
- Racism Triangle

- Speeches

- *The Pathology of White Privilege* ~ Tim Wise
- *Catalyst Series for Social Justice: White Fragility* ~ Dr. Robin DiAngelo

"If you are neutral in situations of injustice, you have chosen the side of the oppressor."

~Desmund Tutu



Thank you!

Contact Info:

Joel Berdie - jberdie@coloradocoalition.org

Ilyas El-Amin - ielamin@coloradocoalition.org

Christina Garcia - cgarciac@coloradocoalition.org



*When 'I' is replaced with 'We',
even 'Illness' becomes
'Wellness'.*

~ Malcolm X

