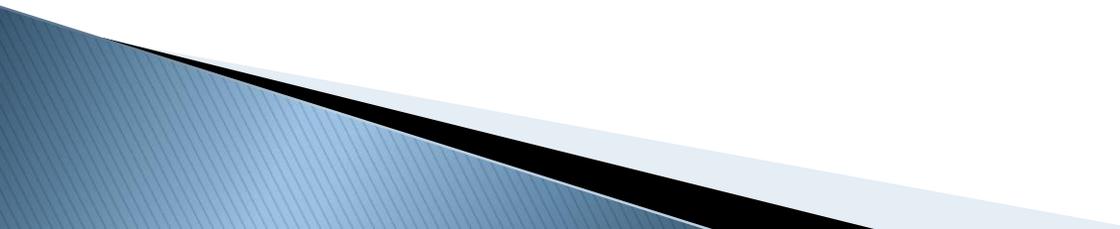


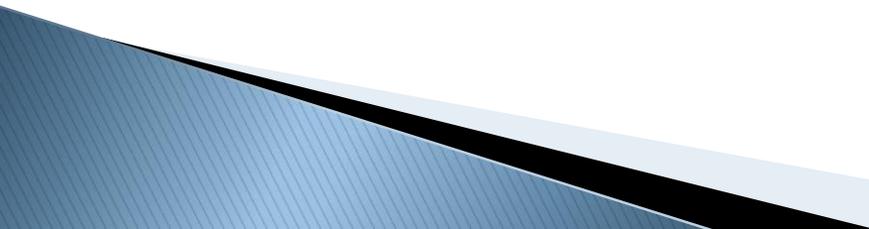
Racism of the Well-Intended RPC-SPF SIG Cultural Competency Training

Arthur H. Woodard, Jr., MSW
Soulhelp@me.com
Jim Wuelfing, NRPP
Jim.Wuelfing@gmail.com

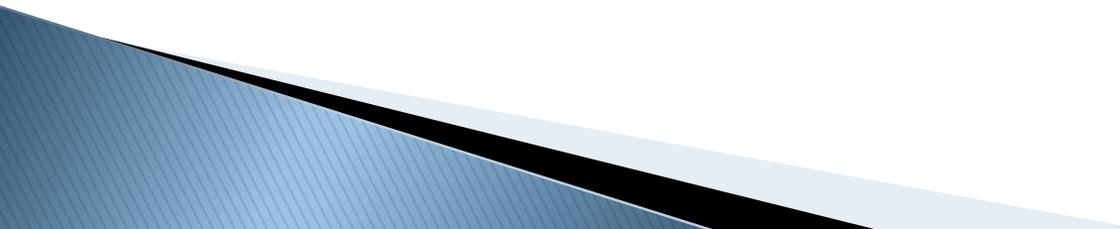
Introductions

- ▶ Name?
 - ▶ From where?
 - ▶ Doing what?
 - ▶ Why here?
- 

Working Agreements

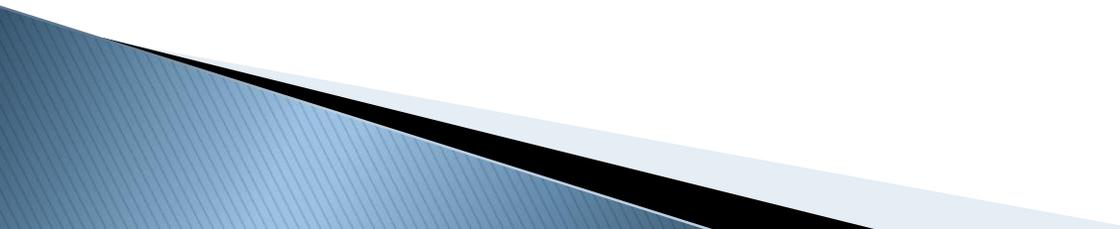
- ▶ Respect
 - ▶ Be open
 - ▶ Self-responsibility
 - ▶ Participate at your own comfort level
 - ▶ Take risks
 - ▶ Confidentiality
 - ▶ Practice good listening
 - ▶ “Ouch” rule
 - ▶ “Stretch” rule
- 

Racism

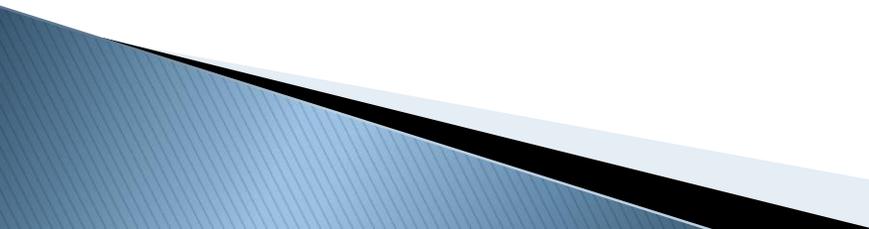
- ▶ **R**ELATIONSHIPS
 - ▶ **A**FFECTED by
 - ▶ **C**OLOR
 - ▶ **I**NTOLERANCE
 - ▶ **S**TEREOTYPES &
 - ▶ **M**IS-UNDERSTANDING
- 

RACISM

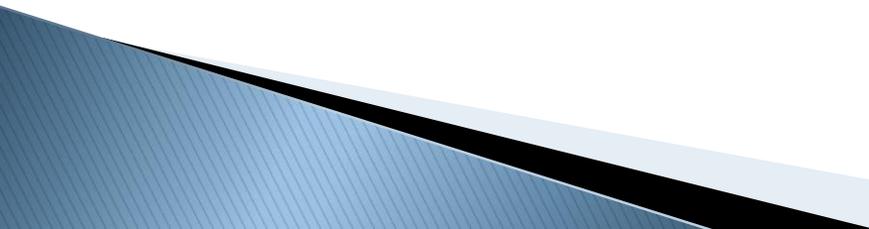
Racism – any attitude, action or institutional structure which lessens or denies the power to be or do of a person or group because of their race.



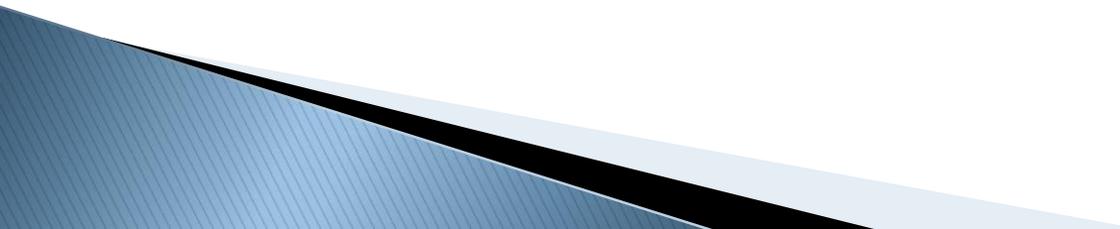
White Privilege Discussion Questions

- ▶ What were your feelings when the topic was raised?
 - ▶ What were your feelings at the end of the presentation?
 - ▶ If you can identify with “I didn’t know what I didn’t know”, what can you do about that?
 - ▶ If you can identify with “I didn’t know that you didn’t know what you didn’t know”, what can you do about that?
 - ▶ How do you think white privilege has effected your interactions with your service delivery to others?
- 

The Lessons of Racism of the Well-Intended

- ▶ The true power of power and privilege.
 - ▶ How deeply the privilege and power paradigm is engrained.
 - ▶ Paranoia or sensitivity?
 - ▶ Racism as an individual act of hatred.
 - ▶ Upward mobility is not the same for all.
 - ▶ Responsibility to move to another point of view.
- 

THE LESSONS OF RACISM OF THE WELL INTENDED

- ▶ **POWER**
 - ▶ **PRIVILEGE**
 - ▶ **PERSONAL RESPONSIBILITY**
 - ▶ **PARTNERSHIP**
- 

POWER

- **The “isms” Lesson/Lessen/Deny Humanity (the Power to Be)**
- **The “isms” Lesson/Lessen/Deny Opportunity (the Power to Do)**
- **We Affirm/Accept/Act with our Power**
- **We negate/Deny/”Give our Power away”**

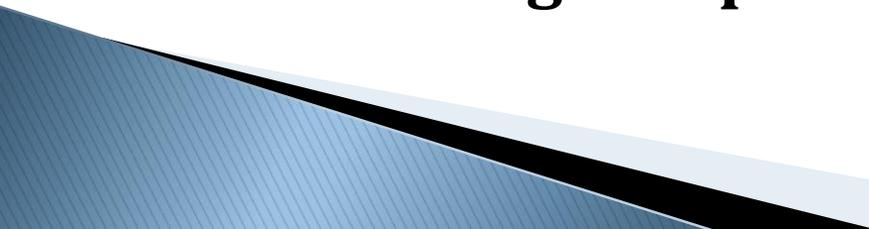
PRIVILEGE

- **The Both/Andness of White Privilege: A Blessing & A Curse**
- **The Both/Andness of Under privilege: Opportunity & Oppression**

▶ **PERSONAL RESPONSIBILITY**

- **Developing Positive Identity**
- **Developing Social Competency**
- **Discovering/PrACTicing A Way of Living Wellness**
- **Commitment to Personal Growth & Learning**

▶ **PARTNERSHIP**

- **Aligning Our Power**
 - **Relationship Building vs. Relationship Destroying**
 - **Co-Creating Competent Cultures/Environments**
- 

Medicine Wheel Teachings for Healthy Communities and Organizations

▶ Relationship Destroying

- Ego Thought System
 - “I can win if I attack or produce conflict.”
 - Fear-based way of thinking.
 - “I am the captain of the world.”

▶ Relationship Building

- Higher Power Thought System
 - “We seek unity and peace of mind.”
 - Love-based way of thinking.
 - “We need each other.”



Action Planning

- ▶ Please use the handout “Action Planning Tool” at the end of your handout packet. There is room for up to three goals that you have for yourself to be a partner in overcoming racism. These goals can be personal or professional or both. Remember that SMART goals are essential: **S**pecific, **M**easurable, **A**ttainable, **R**ealistic and **T**ime Related.