



Speaking Up: Interrupting Acts of Prejudice

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Cultural competence?

- Can we call ourselves culturally competent yet still not speak up when we hear expressions or jokes that are offensive to others or ourselves?
- Probably not....
- Yet many of us are reluctant or afraid to say something when we hear others in our community, work place or family use stereotypes, racial, ethnic, homophobic or otherwise stigmatizing slurs or jokes. Additionally—we may not speak up when we hear people refer to someone as a diagnosis

Agenda

- Define our principles and values
- What do miss, dismiss and avoid have to do with interrupting acts of prejudice
- Explore what roles we do play and can play
- Look at the limits of our interactions
- Learn about implicit bias and steps we can take to over-ride it
- Speak up—commit to six steps we can take

Why did you choose this workshop

- What do we value...what are our principles
- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

prejudice

- **Noun**

preconceived opinion that is not based on reason or actual experience.

"English prejudice against foreigners"

synonyms: preconceived idea, preconception, prejudgment

"male prejudices about women"

- **Verb**

give rise to prejudice in (someone); make biased.

"the statement might prejudice the jury"

Synonyms: bias, influence, sway, predispose, make biased, make partial, color

"the article could prejudice the jury"

U SEE THAT THE DEFINITION OF PREJUDICE IS A PRECONCEIVED OPINION THAT IS NOT BASED ON REASON OR ACTUAL EXPERIENCE----BUT WHERE DO THESE BIASES AND STEREOTYPES COME FROM? HOLD THAT THOUGHT

Fast facts

- Thirty percent of workers say they've heard colleagues use racial or ethnic slurs in the last 12 months. The same number report hearing sexist comments
- Twenty-one percent of workers say they've overheard age-related ridicule, and 20% of workers report hearing jabs aimed at sexual orientation
- One in 10 students say that someone at school has called them a derogatory word related to race, religion, ethnicity, disability, gender or sexual orientation in the past six months

If, for example, we look at the racial breakdown of the people who control our institutions, we see that in 2016-2017:

Congress: 90%

whiteGovernors: 96%

whiteTop military advisers: 100%

whitePresident and vice president: 100%

whiteCurrent POTUS cabinet: 91%

whitePeople who decide which TV shows we see: 93%

whitePeople who decide which books we read: 90%

whitePeople who decide which news is covered: 85%

whitePeople who decide which music is produced: 95%

whiteTeachers: 83%

whiteFull-time college professors: 84%

whiteOwners of men's pro-football teams: 97% white

These numbers are not a matter of "good people" versus "bad people." They are a matter of power, control, and dominance by a racial group with a particular self-image, worldview, and set of interests in the position to disseminate that image and worldview and protect those interests across the entire society.

ANY SURPRISES HERE FOR YOU? WHAT HAS YOUR OWN EXPERIENCE BEEN

Unintentional bias

- What is implicit bias—or unintentional bias (that might conflict with your stated values)
- How does it happen
- How do we overcome it
- Why does it matter
- How does it affect us
- Assumptions
- Patricia Devine: detect, reflect, reject

In fact, studies demonstrate bias across nearly every field and for nearly every group of people.

If you're Latino, you'll [get less pain medication than a white patient.](#)

[If you're an elderly woman, you'll receive fewer life-saving interventions than an elderly man.](#)

[If you are a man being evaluated for a job as a lab manager, you will be given more mentorship, judged as more capable, and offered a higher starting salary than if you were a woman.](#)

[If you are an obese child, your teacher is more likely to assume you're less intelligent than if you were slim.](#)

[If you are a black student, you are more likely to be punished than a white student behaving the same way.](#)

[There are thousands of these studies. And they show that at this moment in time, if person A is white and person B is black, if person X is a woman and person Y is a man, they will be treated differently in American society for no other reason than that their identities have a cultural meaning. And that meaning clings to each person like a film that cannot be peeled away.](#)

Racial microaggressions in everyday life. Sue D.W. Capodilupo

When you are a victim of micro aggression by someone you know and even like you question whether it actually happened.

Robin DiAngelo, White Fragility

Patricia Devine—on kicking the prejudice habit—
creating long term change. People will say they are
not prejudice—it is socially unacceptable. yet on
tests developed by _____ people do
have stereotypic thoughts that come to mind and
unintentional uncomfortable feelings---the
incest/flower word association test



Exercise

- Where, when, how? Share our experiences
- Meet with one other person and share examples from family, friends, work, community
- Now join with two other people
- The 4 of you discuss and flip chart examples
- Come back to full group: flip chart
- Commonalities?

We have all had these experiences

Lets flip chart them and put them in catagories

Family

Friends

Work

School

Social

Social

We will move on to talk about how to intervene in different situations





Miss, dismiss, avoid

- **Are we missing it?**
 - Went over our head—didn't think we heard right?
- **Are we dismissing it?**
 - Just a joke---they didn't mean what it sounded like
- **Are we avoiding it?**
 - Someone else will say something—I'm reluctant/afraid to say something

Winning/losing

- What do I stand to lose if I say something?
- How might I benefit?
- Weighing the pros and cons---the relationship, the place, the future, my feelings



SPEAK UP
EVEN IF
YOUR VOICE
SHAKES

Six steps

- **1. Be Ready.**
- You know another moment like this will happen, so prepare yourself for it. Think of yourself as the one who will speak up. Promise yourself not to remain silent. "Summon your courage, whatever it takes to get that courage, wherever that source of courage is for you," said Dr. Marsha Houston, chair of the Communication Studies Department at the University of Alabama. To bolster that courage, have something to say in mind before an incident happens. Open-ended questions often are a good response. "Why do you say that?" "How did you develop that belief?"

Six steps

- **2. Identify the Behavior.**
- Sometimes, pointing out the behavior candidly helps someone hear what they're really saying: "Janice, what I hear you saying is that all Mexicans are lazy" (or whatever the slur happens to be). Or, "Janice, you're classifying an entire ethnicity in a derogatory way. Is that what I hear you saying?" When identifying behavior, however, avoid labeling, name-calling or the use of loaded terms. Describe the behavior; don't label the person. "If your goal is to communicate, loaded terms get you nowhere," said Dr. K.E. Supriya, associate professor of communications at the University of Wisconsin, Milwaukee, and an expert in the role of gender and cultural identity in communication. "If you simply call someone a racist, a wall goes up."

Six steps

- **3. Appeal to Principles.**
- If the speaker is someone you have a relationship with — a sister, friend or co-worker, for example — call on their higher principles: "Bob, I've always thought of you as a fair-minded person, so it shocks me when I hear you say something that sounds so bigoted." Appeal to their better instincts. Remember that people are complex. What they say in one moment is not necessarily an indication of everything they think.

Six steps

- **4. Set Limits.**
- You cannot control another person, but you can say, "Don't tell racist jokes in my presence anymore. If you do, I will leave." Or, "My workspace is not a place I allow bigoted remarks to be made. I can't control what you say outside of this space, but here I ask that you respect my wishes." Then follow through. "The point is to draw a line, to say, 'I don't want you to use that language when I'm around,'" Bob Carolla, spokesman for the National Alliance for the Mentally Ill. "Even if attitudes don't change, by shutting off bad behavior, you are limiting its contagion. Fewer people hear it or experience it."

Six steps

- **5. Find an Ally/Be an Ally.**
- When frustrated in your own campaign against everyday bigotry, seek out like-minded people and ask them to support you in whatever ways they can. And don't forget to return the favor: If you aren't the first voice to speak up against everyday bigotry, be the next voice. "Always speak up, and never be silenced out of fear," said Shane Windmeyer, founder and coordinator of Campus PrideNet and the Lambda 10 Project. "To be an ally, we must lead by example and inspire others to do the same."

Six steps

- **6. Be Vigilant.**
- Remember: Change happens slowly. People make small steps, typically, not large ones. Stay prepared, and keep speaking up. Don't risk silence. "There's a sense of personal disappointment in having not said something when you felt you should have," said Ron Schlittler, acting executive director of the national office of Parents, Families and Friends of Lesbians and Gays. Carolla put it this way: "If you don't speak up, you're surrendering part of yourself. You're letting bigotry win."

Go back to your group of 4

- Choose an example from your experiences
- Write: what would the benefits be, what might the risks be, what's my plan or action howreport back



Closing exercise

- Head
- Heart
- Feet

references

- Robin DiAngelo, PhD, Critical Radical and Social Justice Education
- Invisiabilia episode The Culture Inside, June 15, 2017 (podcast)
- Speak Up: Responding to Everyday Bigotry, The Southern Poverty Law Center, Jan. 2015
- Patricia Devine, On Kicking the Prejudice Habit, YouTube



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