

I Don't See Color!



Presented by
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Introduction

- ▶ This presentation is not to solve the mystery of race and its importance but to help you consider the population you serve when accepting and assigning your volunteers. I want you to think about the National CASA Mission and how the belief systems & social constructs of your volunteers as it relates to race, biases, and prejudices.
- ▶ Child Welfare Licensed Specialist, CASA Advocate 4 years (July 22nd 2018), Masters of Social Work (May 7th 2018)
- ▶ Who's in the room! (social workers? Advocates? Teachers? Therapist? Attorneys? (Name, profession & Program)

Cultural Humility

- ▶ **Cultural humility** is a term coined by Melanie Tervalon and Jann Murray-Garcia in 1998 to describe a way of infiltrating multiculturalism into their work as healthcare professionals. Replacing the idea of cultural competency, cultural humility was based on the idea of focusing on self-reflection and lifelong learning.
- ▶ Cultural Humility is not about your examination of the client's belief system, but rather is about giving careful consideration to your own assumptions and beliefs that are embedded in your goals for the client. Rather than learning to identify and respond to sets of culturally specific traits (stereotyping), a culturally humble and culturally collaborative teacher "interviews" the family and explores similarities and differences between his/her own and the family's priorities, goals, capacities and approaches.
- ▶ Culture is ever changing! It is not possible to predict the beliefs and behaviors of someone based on their race, ethnicity or national origin.

Phraseology: Words, Usage, Terminology

- ▶ What are some words or phrases you have heard when describing people of color?
- ▶ I don't see color! You have good hair! What are you having for dinner? Fried Chicken?
- ▶ I don't even think about it! She's a strong character!
- ▶ We're all equal! We're the same! God made Race!

Colors: Black-Brown-Carmel-Mocha-light

▶ What color is this

DIVERSITY



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Understanding: All Races Are Identical : Wrap-up

- ▶ Let's look at a clip: <https://www.youtube.com/watch?v=dcY9w3lj1bU>
- ▶ On TLC's "Understanding Race," we learn that humans are more than 99% genetically identical and that differences arise not because of race, but because of random genetic mutations, new gene introduction through conquest, and environmental adaptation. 2.50 min
- ▶ What do people think about this?

Cultural Small Group Discussion

- ▶ Small Group Discussion For the next 5 minutes, get into small groups and discuss at least one question below:
- ▶ What are your own cultural and family beliefs and values?
- ▶ Describe your own personal culture/identity?
- ▶ Describe a time when you became aware of being different from other people?

CASA Advocate & other Disciplines

- ▶ How does this relate to your work?

What class are you?

- ▶ Classism game - Deck of Cards
- ▶ 2-4 = Lower Class
- ▶ 5-8 = middle class
- ▶ 8-face card = upper class
- ▶ Take a minute to recall biases and stereo types you have heard used when talking to someone based on class.



Conclusion
Why is any of this important?
