Disclosure to Participants

Notice of Requirements For Successful Completion
Please refer to learning goals and objectives
Learners must attend the full activity and complete the evaluation in order to claim continuing education credit/hours

Conflict of Interest (COI) and Financial Relationship Disclosures:
Presenter: Peter Thomas, PhD - No COI/Financial Relationship to disclose

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The Breakdown of 100
57 Asians
21 Europeans
14 from the Western Hemisphere, both north and south
8 Africans
52 would be female
48 would be male
70 would be non-white
70 would be non-Christian
30 would be white
70 would be Christian

Understanding Diversity
Our Client’s and Our Own

What does diversity look like?
Age
Race
Ethnicity
National Origin
Religion/Spiritual Practices
Class
Relationship Status
Sexual Orientation
Gender Identity
Veteran Status
Immigration Status
Size
Physical/Mental Ability
Professional Status
The Breakdown of 100
89 would be heterosexual
11 would be homosexual
6 people would possess 59% of the entire world’s wealth and all 6 would be from the U.S.
80 would live in substandard housing
70 would be unable to read
50 would suffer from malnutrition
1 would be near death; 1 would be near birth
1 (yes, only 1) would have a college education
1 would own a computer

APA Guidelines on Multiculturalism
We are encouraged to recognize that, as cultural beings, we may hold attitudes and beliefs that can detrimentally influence their perceptions of and interactions with individuals who are ethnically and racially different from themselves.

Multicultural Competence
- Cultural Humility
- Capacity to create opportunities to talk about and weave our client’s cultural background into the intervention process
- Create a degree of comfort in having these conversations

APA Guidelines on Multiculturalism
We are encouraged to recognize the importance of multicultural sensitivity/responsiveness, knowledge, and understanding about ethnically and racially different individuals.

Privilege
"...uneamed assets that I can count on cashing in each day, but about which I was ‘meant’ to remain oblivious... like an invisible weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools and blank checks."
- Peggy McIntosh

Privilege Discomfort
- A person that encounters difference and perceives that difference as threatening can shift, psychologically, into a place of Defense Against the Difference. At this point, learning can be difficult, as all new information is processed through a filter of mistrust, hostility, and xenophobia.
- Common statements or thoughts that are connected to the Defense Against Difference mode:
  - Why do we have Black History month? Where’s is white History month?
  - Why are we having a Pride Parade? I don’t see us having a Straight Parade!
  - I don’t have anything against gay people, just as long as they don’t hit on me.
Privilege Discomfort

- A person that encounters difference and either actively or unconsciously fails to acknowledge that difference as real and meaningful can shift into a place of denial of that difference, this failing to take into consideration important information about that person. Common statements or thoughts that are connected to this Denial Of Difference are:
  - We’re all Americans… that’s all that matters.
  - We all need someone to love, you’re just like me.
  - What’s the big deal? Bring your partner to the office Christmas party.

Privilege Walk

- Take 1 step forward if the answer to the following statement is true for you.

Privilege Discomfort

- The fallacy of colorblindness

Privilege Walk

- If you were born in the USA

Privilege Exercise

- If you were born in Texas
Privilege Walk

• If you are a male

Privilege Walk

• If you NEVER felt that you were passed over for a job or felt unsure that you would make the same money as others doing the same job because of your gender or race

Privilege Walk

• You can arrange to be in the company of people of your own race when you want to

Privilege Walk

• If you grew up in a home with both your parents living there

Privilege Walk

• If you can be sure that you can easily find products for your kind of hair or that most stylist will know how to cut or take care of your hair

Privilege Walk

• If you feel like you can go to a auto mechanic and not have to bring another man with you
Privilege Walk

- If you can easily enter any building and not first check for its “accessibility”
- (e.g., ramp or automatic doors)

Privilege Walk

- If you attend a program or workshop, you don’t have to worry if you will need an interpreter

Privilege Walk

- If you can easily buy magazines, greeting cards, dolls, DVD movies that match people or relationships like you

Privilege Walk

- If you can be sure that your primary language will be spoken most places you go

Privilege Walk

- If you can display a picture of your partner on your desk at work without fears of losing your job or being judged

Privilege Walk

- If you can be sure that your ideas and opinions will NOT be discounted because of your age
Privilege Walk

• If, growing up, you had strong role models from your gender or sexual orientation

• If you can feel comfortable bringing your partner to your company picnic or church without feeling judged negatively

• If, growing up, you had positive media images of people with whom you can identify with

• If you can walk into the break room at work and be certain that you won’t overhear a joke being told about your ethnicity or race

• If you can be sure that airplane seats, restaurant booths, movie theater seats, and car seats will accommodate your size comfortably

• If you can act assertively in a situation without someone calling you a bitch or asking you if it’s “that time of the month”
Privilege Walk

• If it was just assumed you would go to college

• If you have NEVER had to defend your sexual orientation

• If you were taught in school by teachers who spoke the same language as you

• If you could read stories when you were younger about your culture and racial heritage

• If the schools you attended recognized your religious holidays and closed those days

• If you could access the internet at this moment without difficulty
Privilege Walk

• If you could do well in a challenging situation and not be called “a credit to your race” or “gender”

Privilege Walk

• If you could be fairly sure that when you ask to talk with someone in charge, you will be facing a person of your own race

Privilege Walk

• If it was NEVER assumed that you were born in a foreign land because of the way you look or talk

Privilege Walk

• If you are under the age of 55

Privilege Walk

• If your gender is an option on forms you fill out
Privilege Walk

• If you can easily find clothes that fit and not worry about special sizing or special alterations

Privilege Walk

• If you can assume that when you go to the doctor that they will consider your specific cultural, gender, and religious beliefs about your treatment