

INSTINCTIVE ASSUMPTIONS

UNDERSTANDING PREJUDICES ABSORBED IN SOCIETY

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Honoring Native Lands

We recognize the communities native to this region including the Pawnee, Ponca, Oto-Missouria, Omaha, Dakota, Lakota, Arapaho, Cheyenne, and Kaw Peoples, as well as the relocated Ho-Chunk, Iowa, and Sac and Fox Peoples as well as others whose memories may have been erased by violence, displacement, migration, and settlement. We thank them for their strength and resilience as stewards of this land and are committed to creating and maintaining a living and learning environment that embraces individual differences, including the indigenous peoples of our region.

You can honor native lands wherever
you go: Text your zip code to
1-907-312-5085

Agenda



Let's Define it...Let's see it in action.



Discussing social habitus, modalities of power, and the isms of oppression.



Discuss Privilege, Advocacy rooted in representation, and why cultural awareness matters for CASAs advocacy.

Let's Define It



Implicit:
implied though not plainly
expressed (internal).

Bias:
to feel or show inclination
or prejudice for or against
someone or something

Implicit Bias

A preference for (or aversion to) a person or group of people.

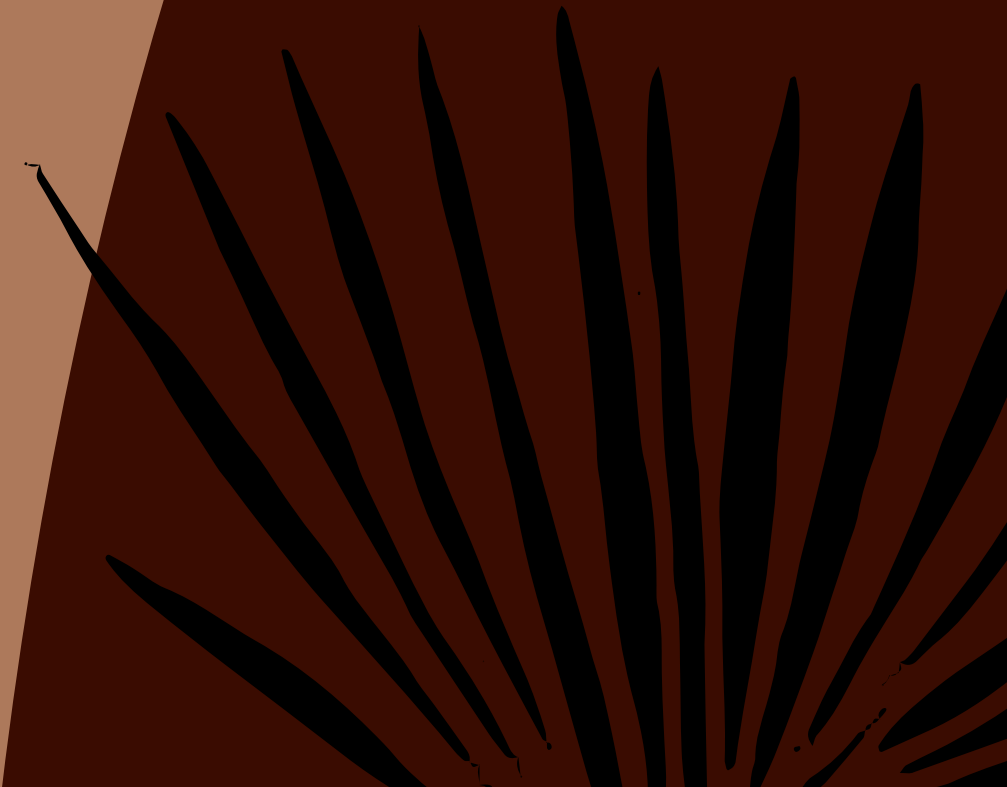
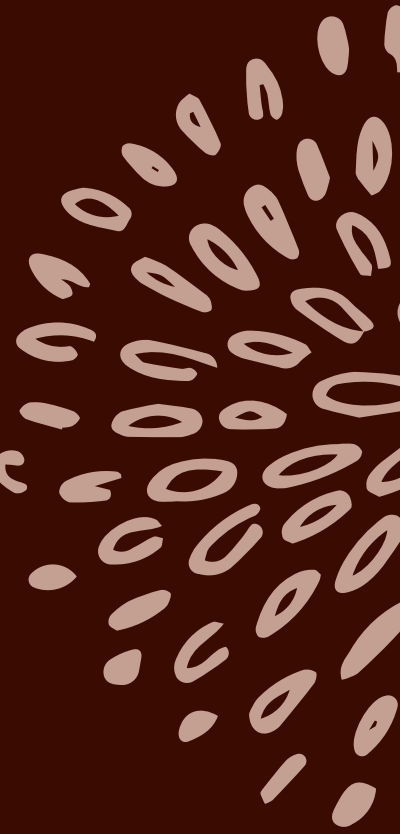
When we have attitudes towards people or associate stereotypes with them without our conscious knowledge.

Instinctive:
relating to or prompted by
instinct; apparently
unconscious or automatic

Assumption:
a thing that is accepted as
true or as certain to
happen, without proof

Instinctive Assumptions:

The fact or quality of possessing innate behavior patterns and emotions, both negative and positive, toward a people or group.

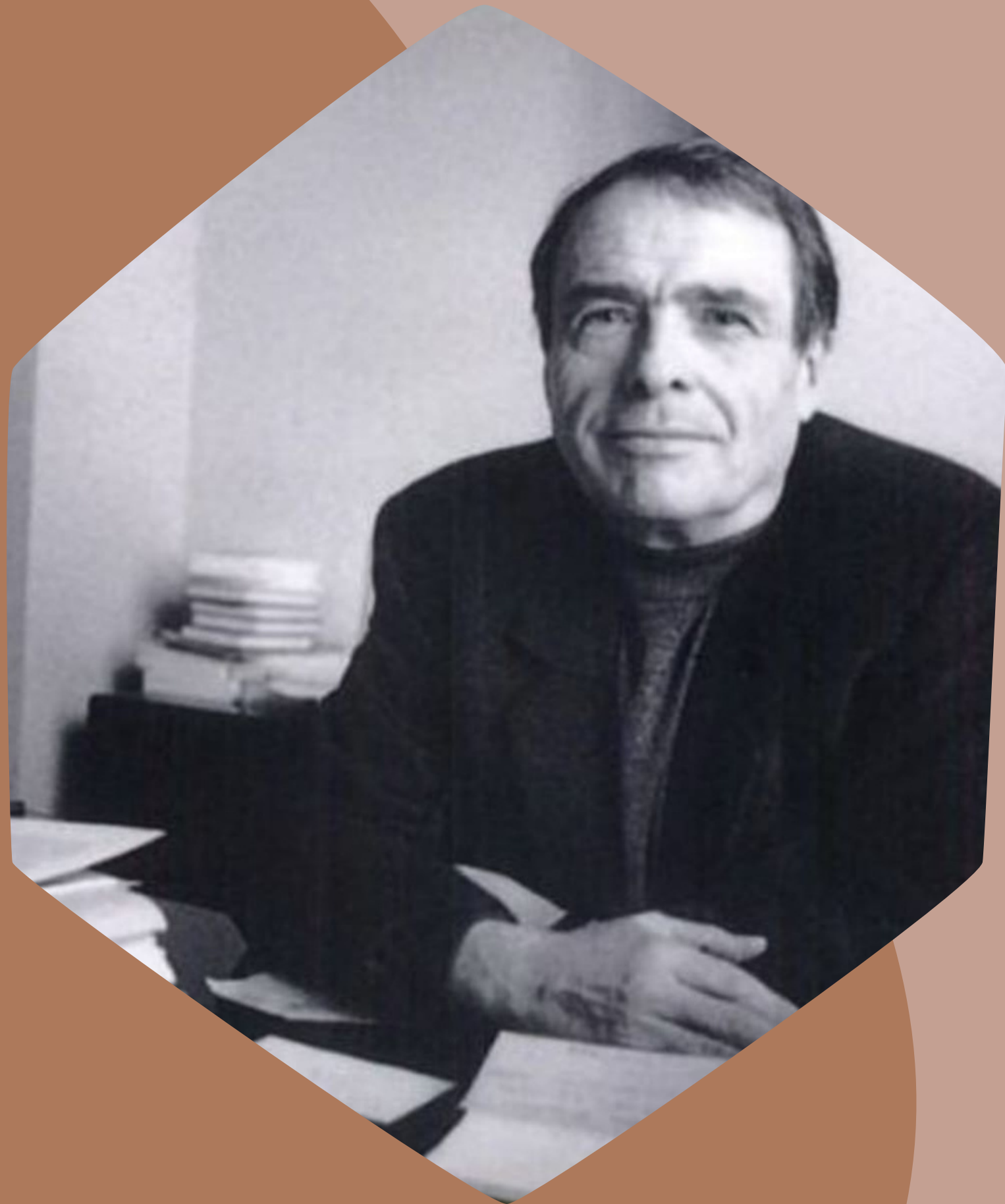


Kirwan Institute



Understanding Social Habitus





Habitus represents the way group culture and personal history shape the body and the mind... thus shaping the present social actions of an individual.



The way society becomes deposited in persons in the form of lasting dispositions, or trained capacities and structured propensities to think, feel and act in determinant ways, which then guide them.

- Wacquant, Loïc 2005

Modalities of Power



- **Interpersonal Power**, whereby people interact with one another based on each other's social capital and status.
 - **Hegemonic Power**, whereby cultural ideologies permeate social habitus and give way to structural and disciplinary domains of power.
 - **Disciplinary Power**
Whereby institutes of varying authority such as schools, churches, and local organizations defend and support destructive governmental and bureaucratic ideologies and implementations.
 - **Structural Power**, whereby governmental policies keep marginalized communities in constant disadvantage.
- 



Collectivism & Individualism



Hofstede Who?

Geert Hofstede was a Dutch social psychologist, IBM employee, and Professor Emeritus of Organizational Anthropology and International Management at Maastricht University in the Netherlands, well known for his pioneering research on cross-cultural groups and organizations.



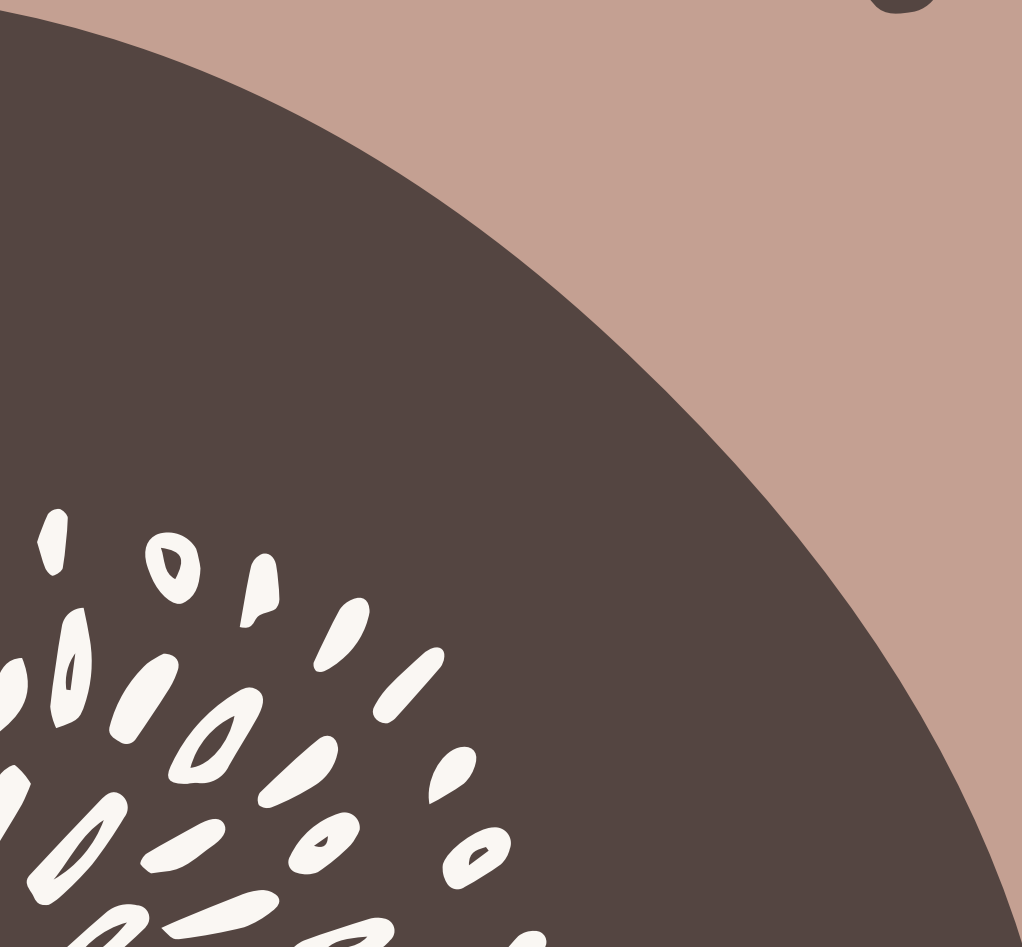
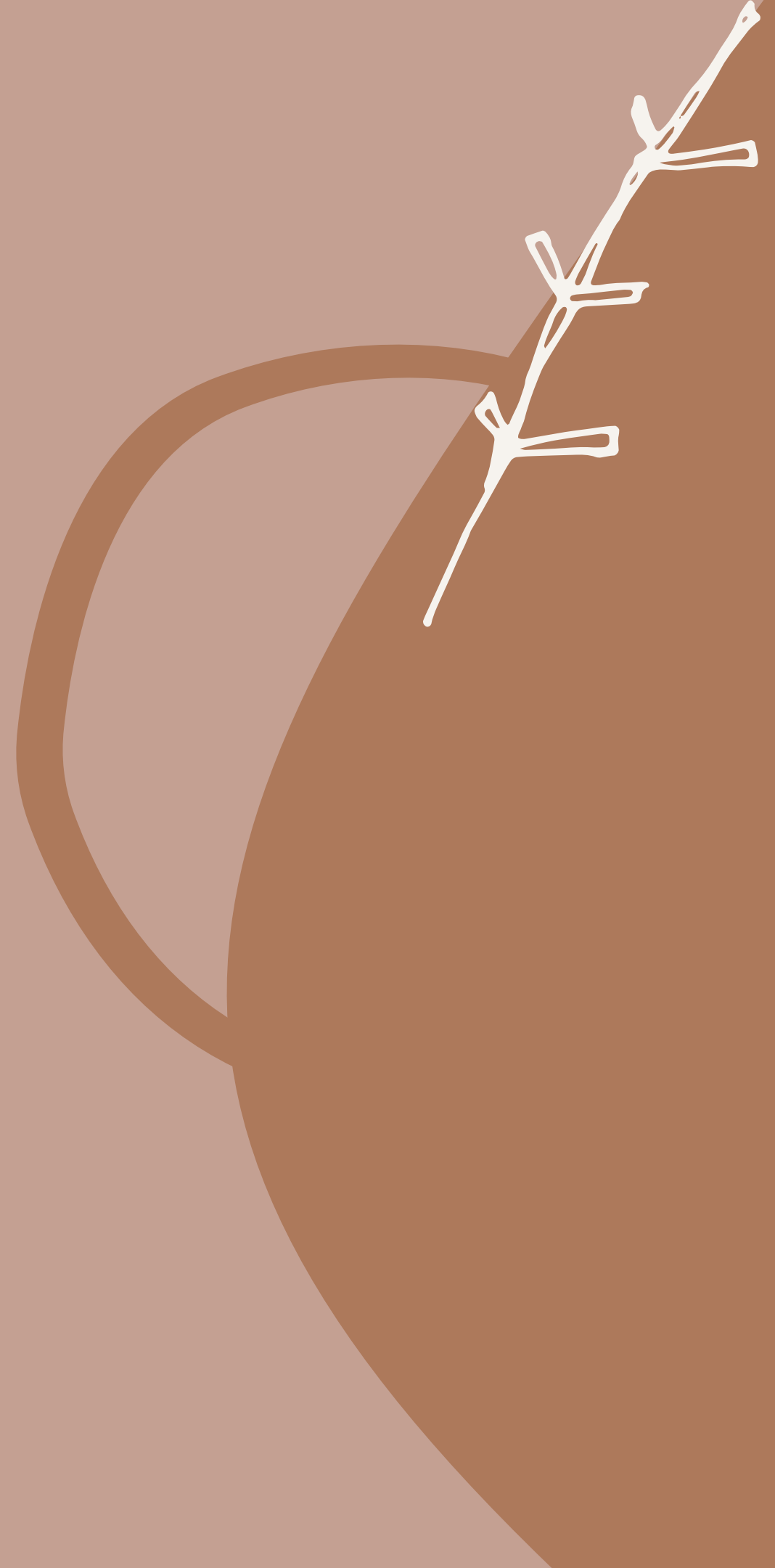
individualism



collectivism

Individualism

- Individualism can be defined as a preference for a loosely-knit social framework.
- A society's position on this dimension is reflected in whether people's self-image is defined in terms "I".

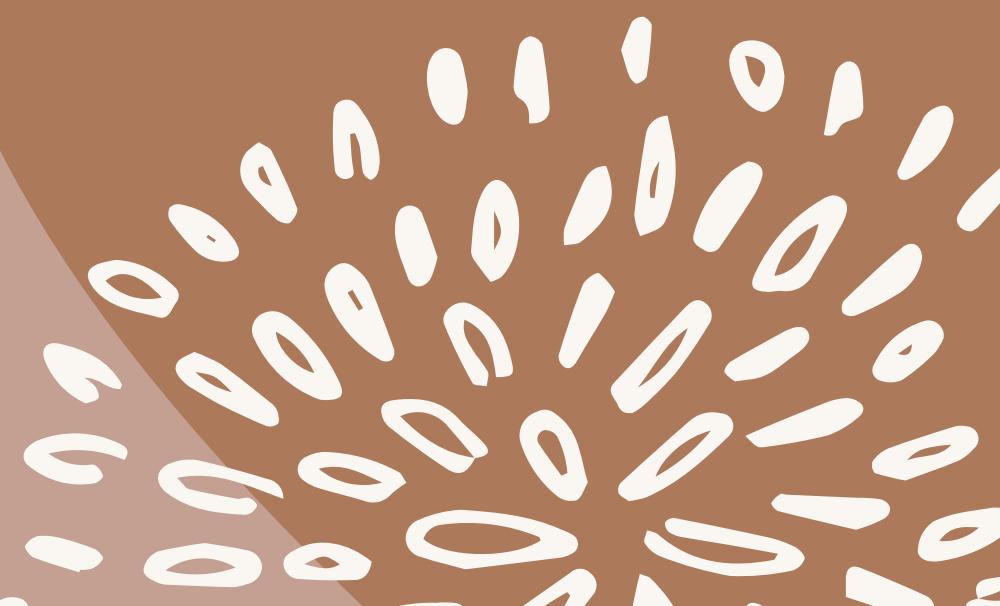




Collectivism

- Collectivism represents a preference for a tightly-knit framework in society.

A society's position on this dimension is reflected in whether people's self-image is defined in terms "we."



ISMS OF OPPRESSION

colorism, classism, heterosexism, ethnocentrism, religious oppression,
ableism, racism, sexism/genderism, and ageism... the list goes on.

STORY

SEXISM/GENDERISM

Sexism

- 1: prejudice or discrimination based on sex *especially* : discrimination against women
- 2: behavior, conditions, or attitudes that foster stereotypes of social roles based on sex

Genderism

The systematic belief that people need to conform to their gender assigned at birth in a gender-binary system that includes only female and male.

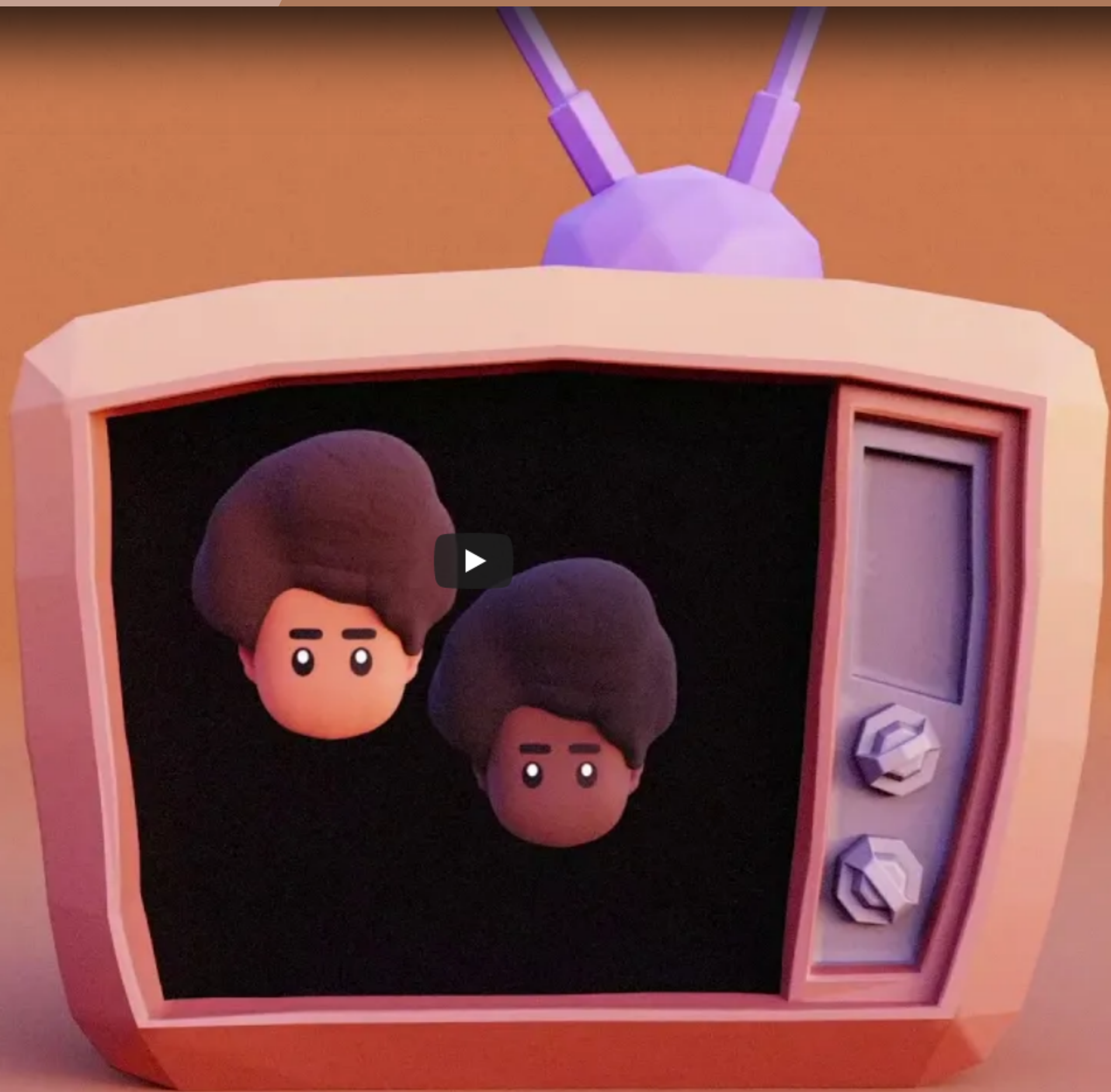
CLASSISM

The institutional, cultural and individual set of practices and beliefs that assign differential value to people according to their socioeconomic class; and an economic system that creates excessive inequality and causes basic human needs to go unmet.

SOURCE:
NATIONAL CONFERENCE FOR
COMMUNITY AND JUSTICE

Colorism/Shadism





Colorism

Discrimination based on skin color, also known as colorism or shadeism, is a form of prejudice or discrimination usually from members of the same race in which people are treated differently based on the social implications from cultural meanings attached to skin color.

SOURCE

EN.WIKIPEDIA.ORG/WIKI/DISCRIMINATION_BASED_ON_SKIN_COLOR

RACISM

a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority or inferiority of a particular race.

SOURCE: MERRIAM-WEBSTER, GLSEN

HETEROSEXISM

Heterosexism is the assumption that heterosexuality is the social and cultural norm as well as the prejudiced belief that heterosexuals, or “straight” people, are socially and culturally superior to lesbian, gay, bisexual, transgender, Two-Spirit and queer (LGBTTQ) people.

SOURCE: RAINBOWRESOURCECENTRE.ORG

RELIGIOUS OPPRESSION

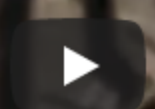
Religious persecution is the systematic mistreatment of an individual or a group of individuals as a response to their religious beliefs or affiliations or their lack thereof. The tendency of societies or groups within societies to alienate or repress different subcultures is a recurrent theme in human history.

SOURCE: WIKIPEDIA

AGEISM

Ageism refers to the stereotypes (how we think), prejudice (how we feel) and discrimination (how we act) towards others or oneself based on age.

SOURCE: WORLD HEALTH ORGANIZATION

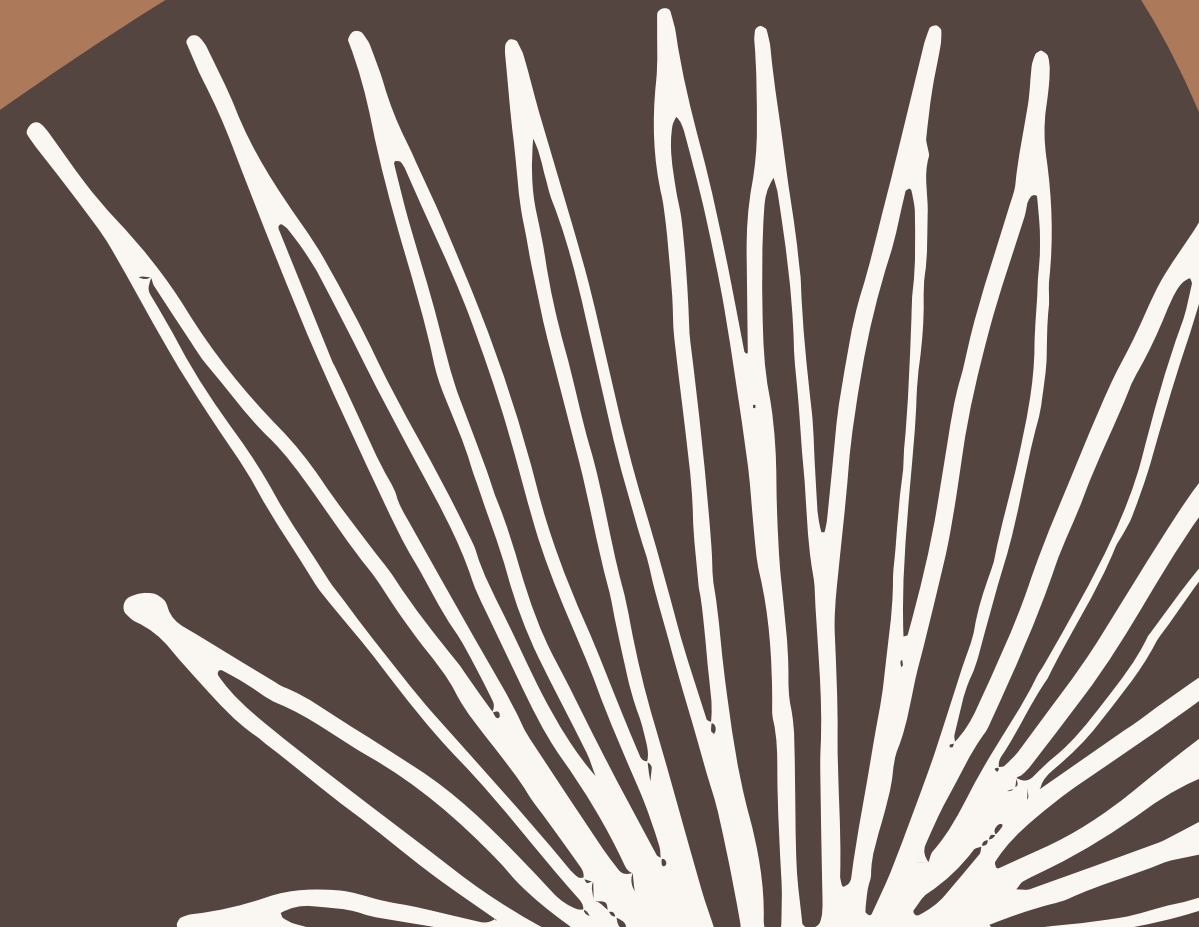


ABLEISM

Ableism is the discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. At its heart, ableism is rooted in the assumption that disabled people require 'fixing' and defines people by their disability.

SOURCE: [ACCESSLIVING.ORG](https://www.accessliving.org)

Privilege



Privilege refers to a special advantage or right possessed by an individual or group; gained by birth, social position, effort, or concession.

Privilege

White privilege, or light skin privilege, is the societal privilege that benefits white people/light skinned people over non-white people in some societies, particularly if they are otherwise under the same social, political, or economic circumstances.



**Developmental
disability**

**Socioeconomic
status**

Indigenous heritage

Privilege

Gender

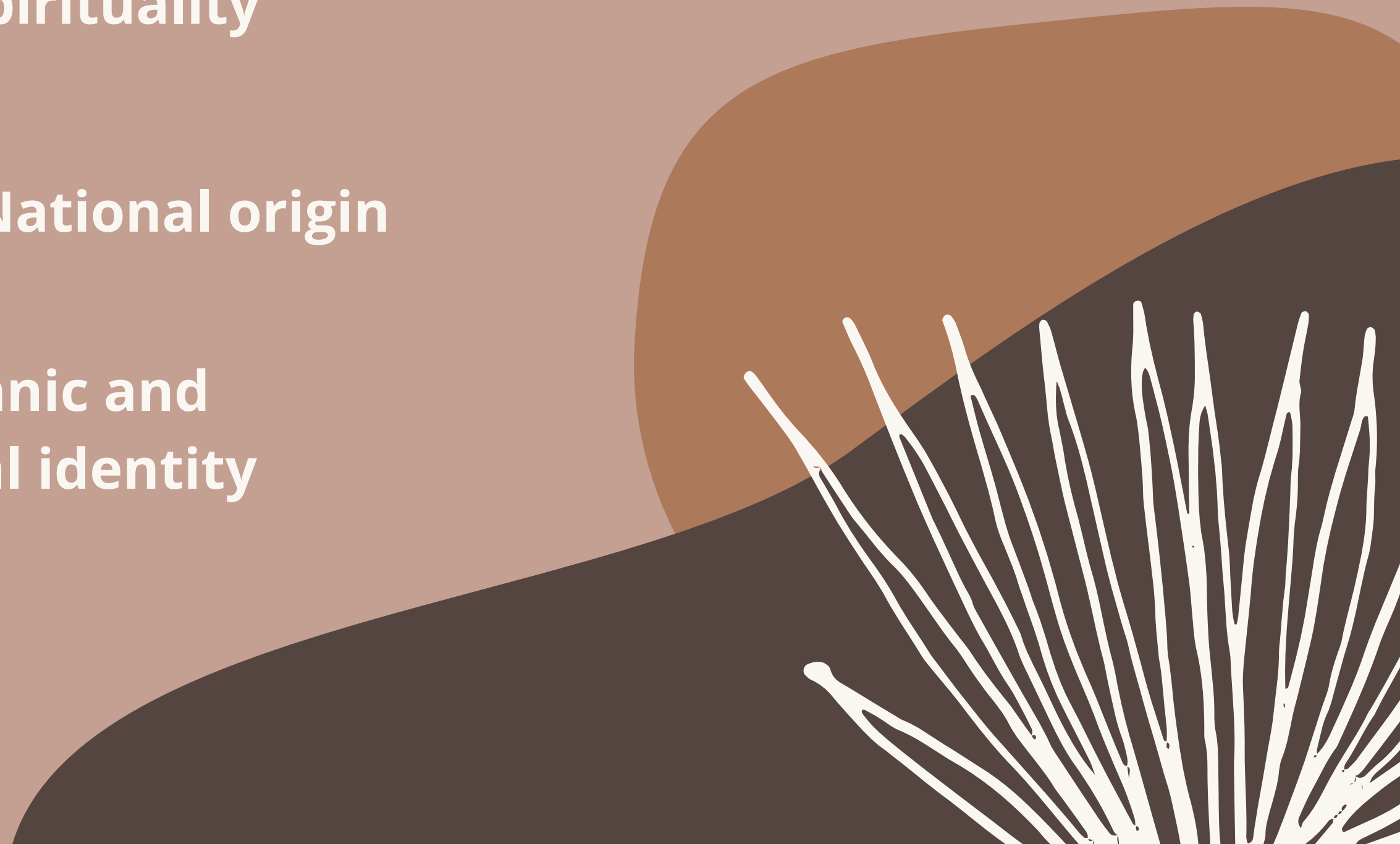
**Religion or
spirituality**

**Age and
generational
influences**

National origin

**Ethnic and
racial identity**

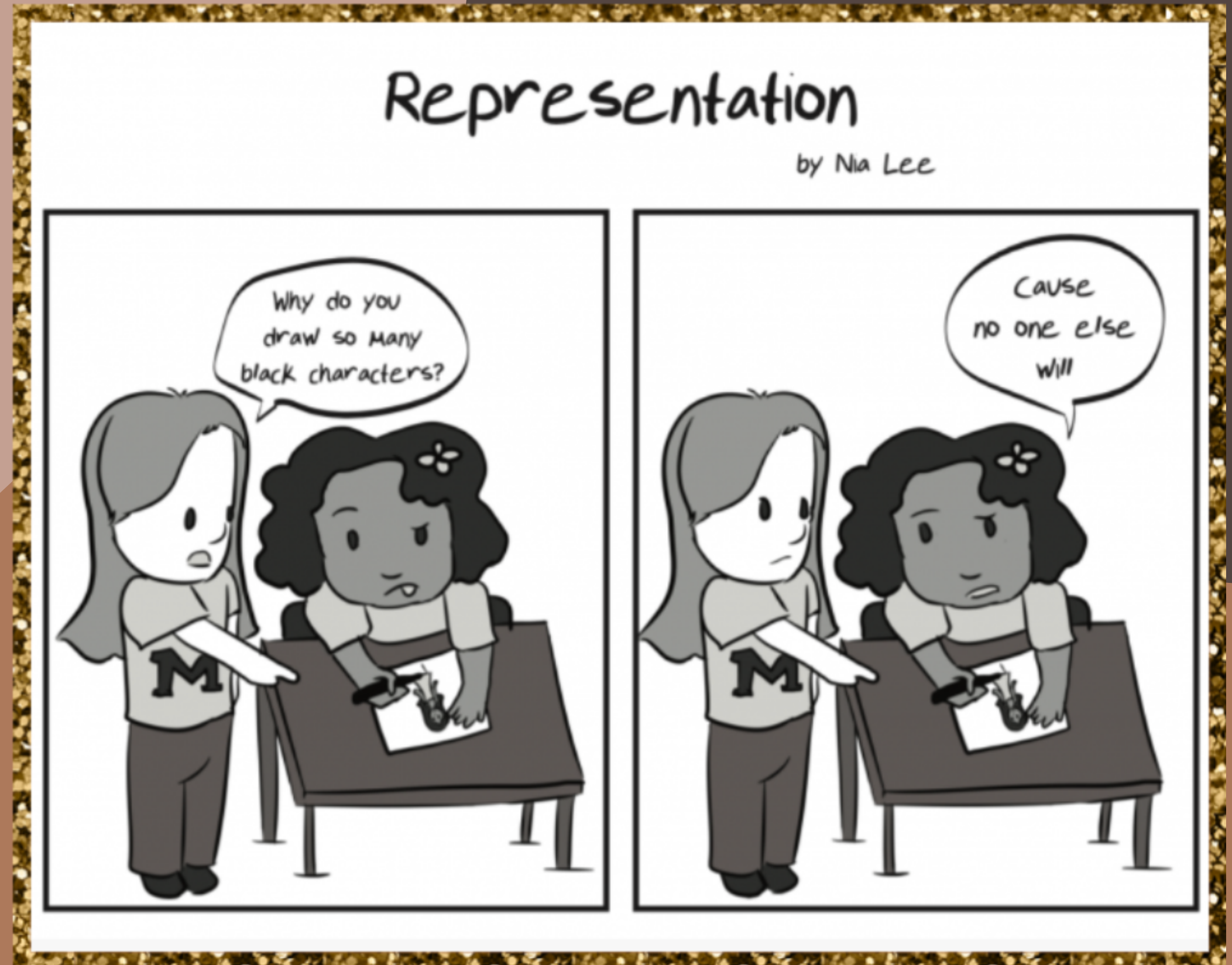
Sexual orientation



Advocacy Rooted in Representation



- Merriam-Webster: the action or fact of one person standing for another so as to have the rights and obligations of the person represented
- Cambridge: a person or organization that speaks, acts, or is present officially for someone else



“

Each to each a looking glass,
reflects the other that doth pass.

I am not **who** I think I am.
I am not **who** you think I am.
Rather, I am **who**
I think you think I am.

-Cooley, Charles Horton

”



Q&A



Debrief



- What was one of the challenges of being a part of this conversation?
 - What was one positive thing about that challenge?
 - How will your interactions with self and others change as a result of this conversation?
- 