



Maine Intercultural
Communication Consultants

Identities and Privileges:

*What they are, what they're not, and why they matter
for Maine Communities*

March 17, 2020

1:00 - 2:00 p.m.

Amanda Manning

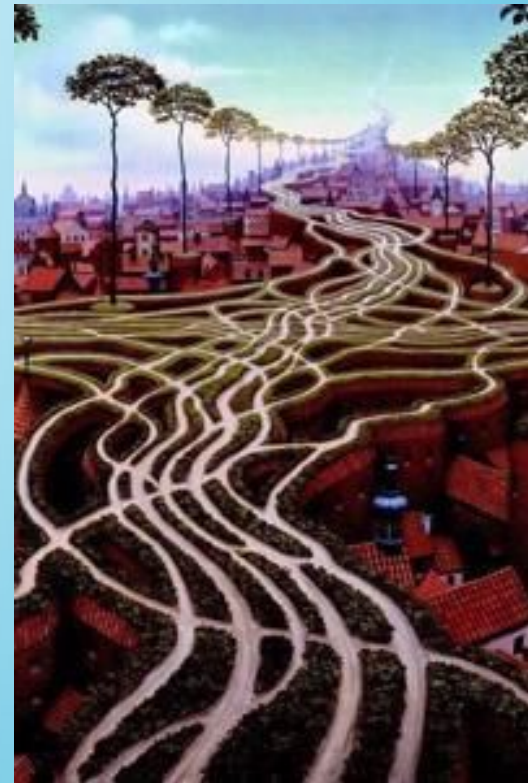
Today's Agenda

- Checking in and “setting the stage”
- Icebreaker Activity
- Defining core intercultural terms:
 - assumptions, cultural identity, privilege
- Reflection
- How does this apply to Maine communities?
- Now that we know, what do we do?



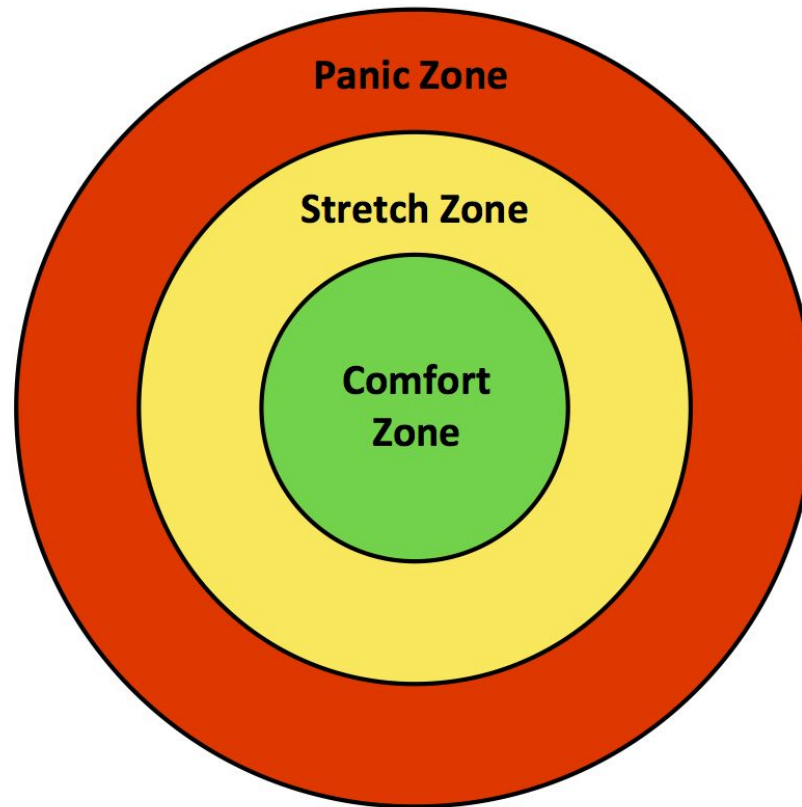
Today's Session...

- Can be thought of as a **starting point** or **point of access/entry** in an ongoing journey



Our Time Together...

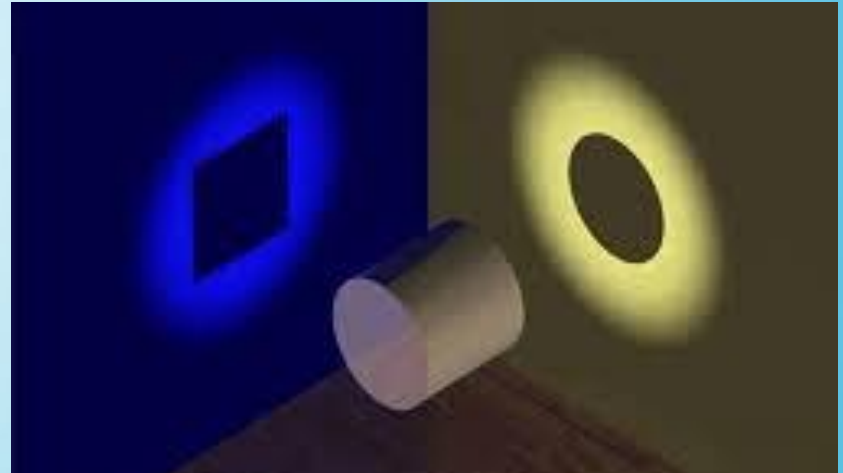
- Will encourage “stretching”.



Grab a pen and a piece of paper.



Core Intercultural Concept: **Assumptions**



“What assumptions am I making, that I’m not aware I’m making, that gives me what I see?”

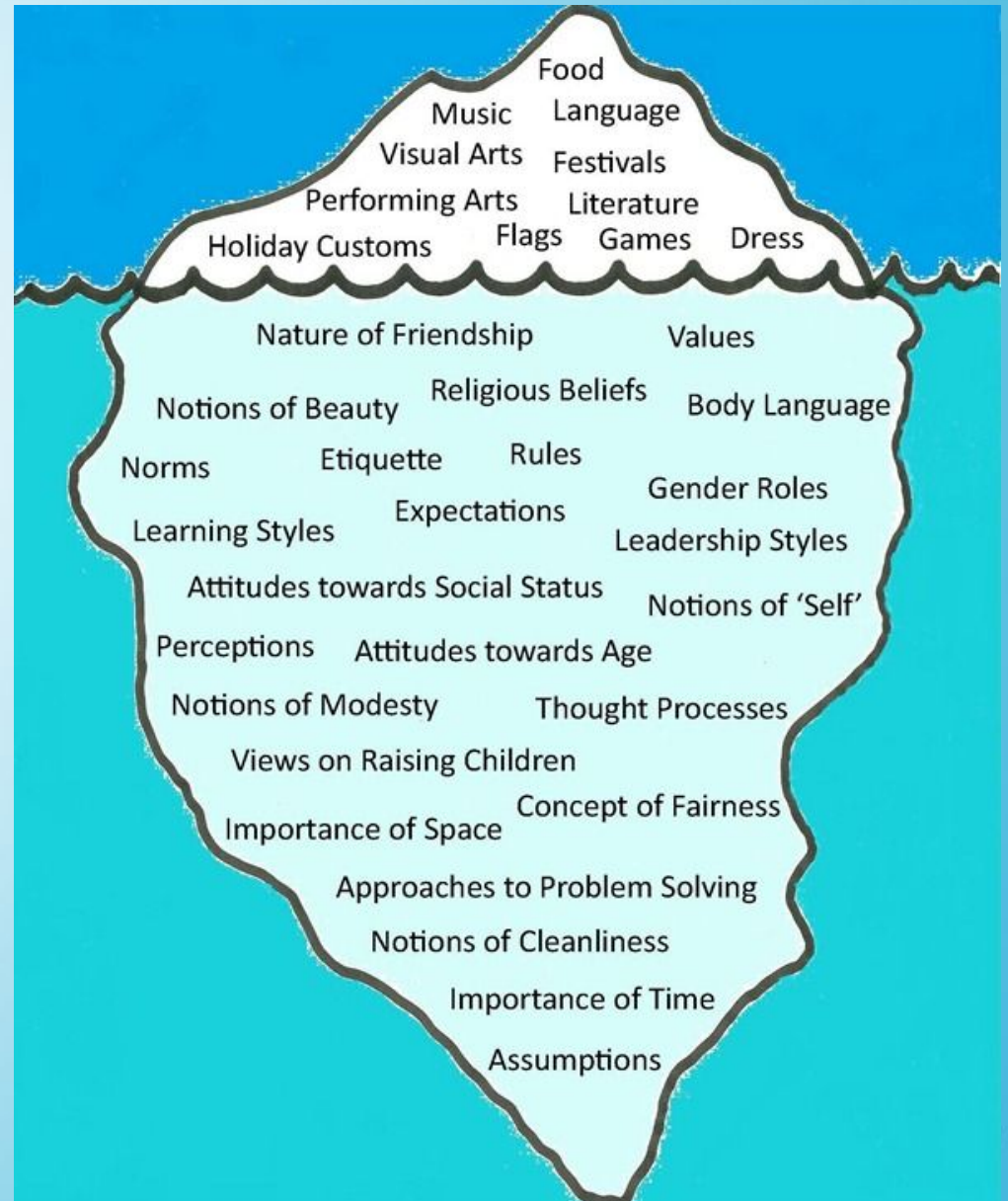
-The Art of Possibility, Zander and Zander



Core Intercultural Concept: Culture

“The *learned* and *shared* values, attitudes, beliefs, and behaviors of a group of interacting people”

-Dr. Janet Bennett





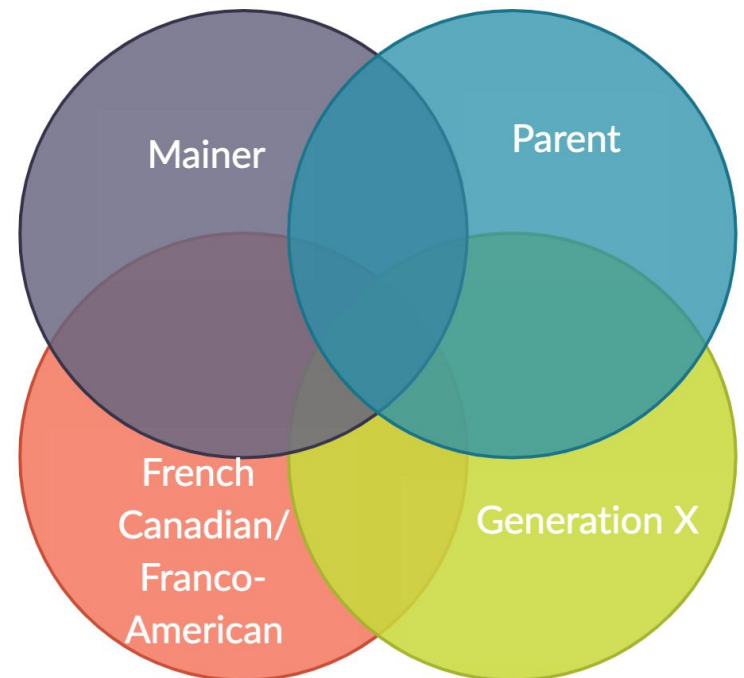
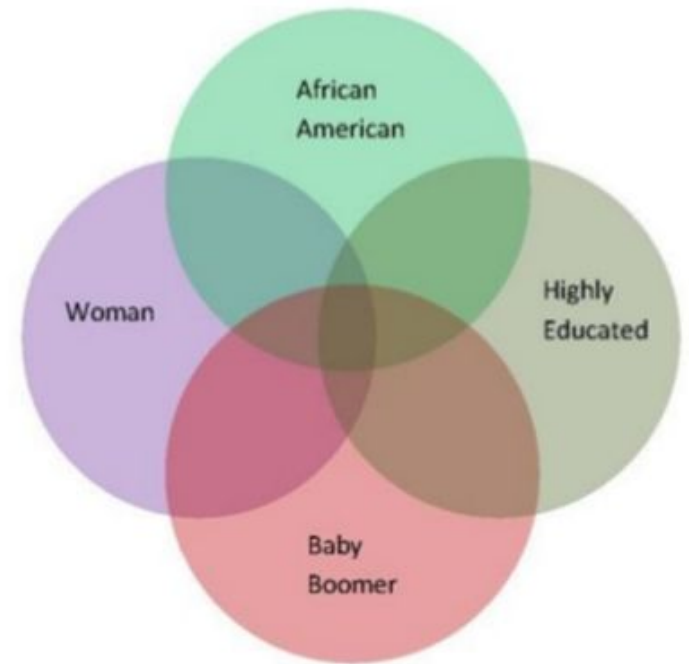
http://web.jhu.edu/dlc/resources/diversity_wheel/index.html

www.maineintercultural.com

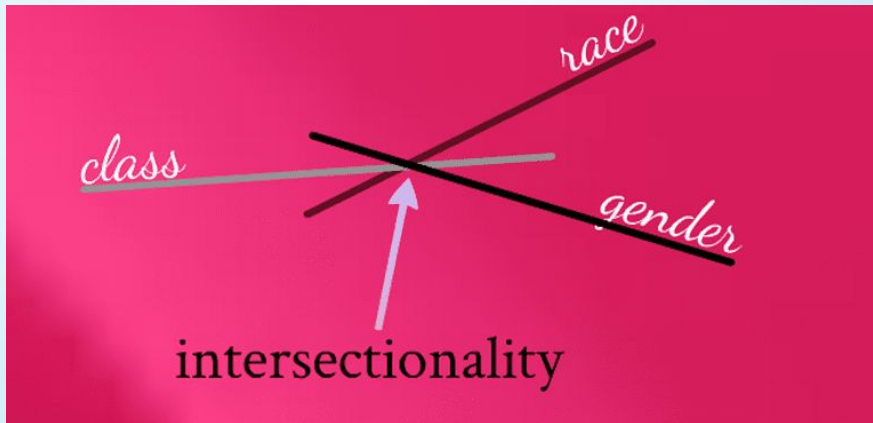
Core Intercultural Concept:

Cultural Identity of an Individual

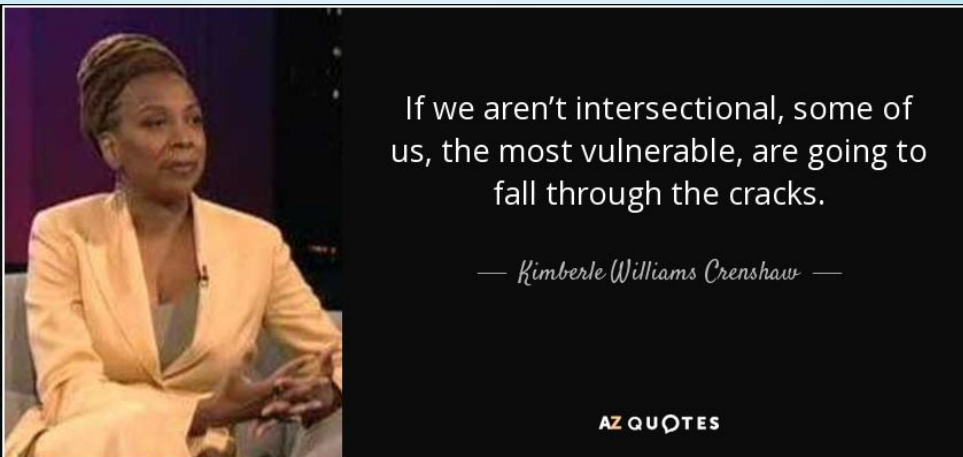
The unique way in which an *individual person* weaves together the different cultural groups of which we are a part

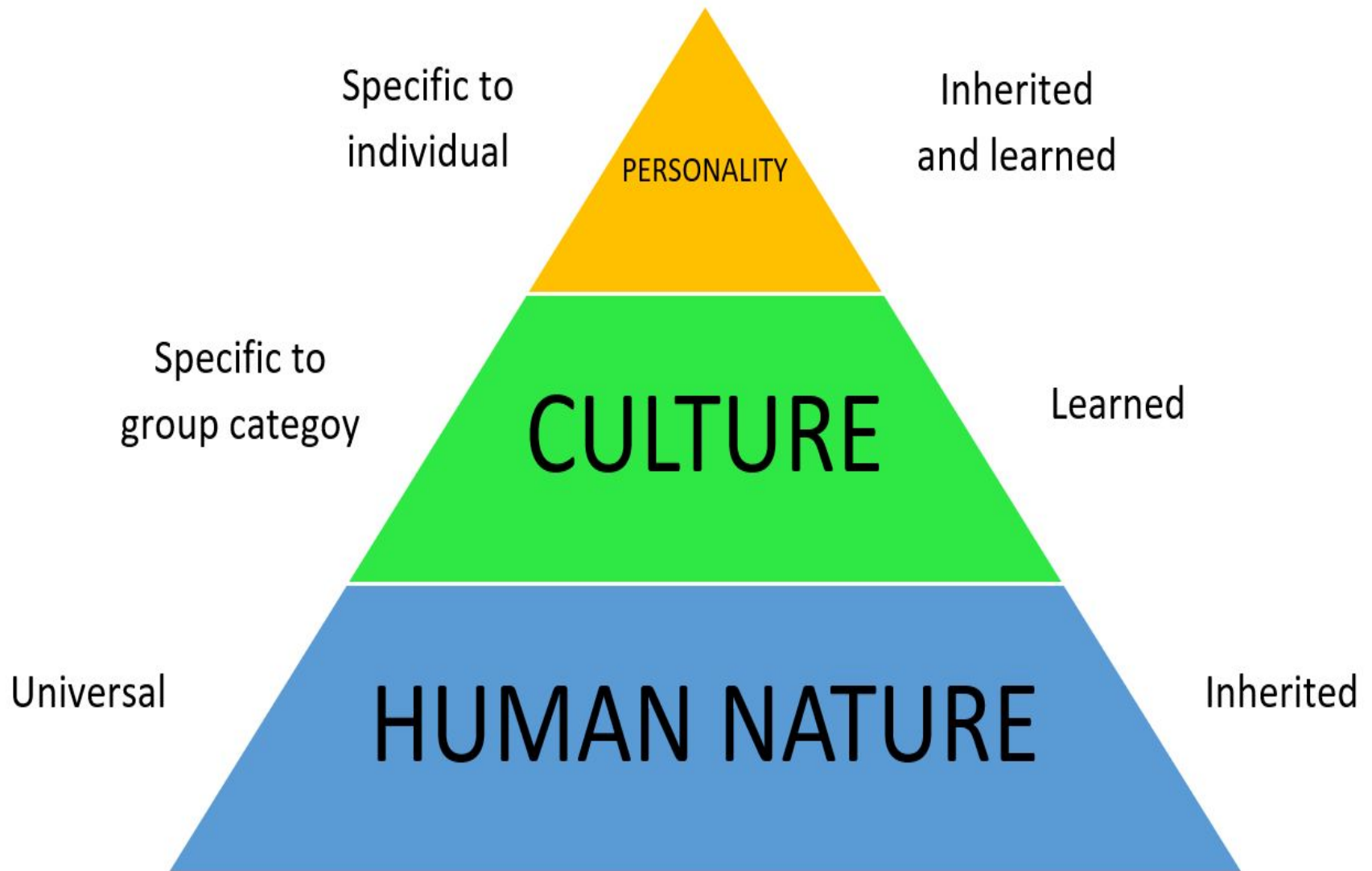


Core Intercultural Concept: Intersectionality



- “This ‘intersection’ exposes different types of discrimination and disadvantage that occur as a consequence of the combination of identities.”
— Kimberle Crenshaw





What is Privilege?

- It doesn't mean you haven't had it hard or worked hard.
- But it does mean that you haven't had to work *extra* hard to:
 - overcome negative or unfair assumptions about groups you belong to
 - overcome barriers and challenges specific to that group
- There can be areas in which you have privilege and areas in which you don't.
 - Consider the impact of visible and non-visible identities
- A set of unearned advantages; ease; safety
- Not having to think about the groups you belong to as part of your survival
- Things are usually designed with you in mind



Considering Ease and Safety

- When and where do you experience a sense of ease, safety, and/or belonging?
- When and where do you NOT experience a sense of ease, safety, and/or belonging?
- Could the cultural groups you belong to influence that? How?



Universal Design

- Consider the person with the least privileges, and design things with them in mind; it can benefit everyone!



CLEARING A PATH
FOR PEOPLE WITH SPECIAL NEEDS
CLEARS THE PATH FOR EVERYONE!



Maine Intercultural
Communication Consultants

Universal Design

НЕ КУРИТЬ

NO SMOKING

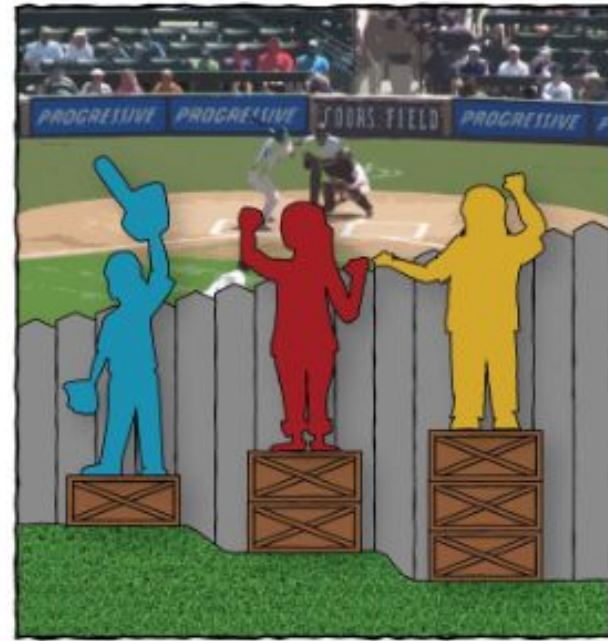


Why it matters for communities

- We may have blind spots, seeing things from only one perspective, often as a result of the cultural groups we belong to.
- As a result, we may serve people **equally** but not **equitably**.



EQUALITY



EQUITY

Equality

- Everyone gets the same, focus on equal distribution. Asks, “What works for me or has worked in the past?”
- **Golden rule**
 - Treat others as **you** want to be treated



EQUALITY

Equity

- Asks, “What is the goal?” And, “What needs to happen, what needs to be added, for that goal to be met?”
- **Platinum rule**
 - Treat others as **they** want to be treated



EQUITY



Maine Intercultural
Communication Consultants

Intention vs. Impact



How might the groups I belong to create blind spots?

What can I do about that?

- Learn
 - About your own identities
 - For example, what does it mean to be white?
 - *Waking Up White* by Debbie Irving
 - » TED Talk also
 - About the cultural identity of others, and their resulting experiences
 - For example, what does it mean to be an immigrant or speak English as second, third, or fourth language?
 - *Call Me American* by Abdi Nor Iftin
 - » This American Life episode also
- Listen
 - When people who are different from you tell you their perspective and experience in your municipality

www.maineintercultural.com



Maine Intercultural
Communication Consultants

Our policies, decisions, and “the way we do things” show who and what we value...and who and what we don't.



Reflection, Connection, and Intention

How will you connect what you have learned in this workshop to your work?

What is one intention you are walking away with today?



Please be in touch!

Interested in learning more about Maine Intercultural Communication Consultants? Please reach out! We have lots we would love to collaborate on, including both synchronous and asynchronous training options! We can be reached at:

info@maineintercultural.com

207-200-7198

Or check out our website at www.maineintercultural.com



Maine Intercultural
Communication Consultants

www.maineintercultural.com

Image References

<https://www.awai.com/2017/07/find-the-starting-point-on-your-writing-journey/>

<https://www.ntaskmanager.com/blog/growth-vs-fixed-mindset/>

<https://pvsiidentity.files.wordpress.com/2014/11/bridge-gap.png>

<http://www.squaretwo.co.uk/blog/post/from-comfort-zone-to-panic-zone/>

<http://nineaudience.blogspot.com/2013/10/eye-contact-and-movement.html>

https://upload.wikimedia.org/wikipedia/commons/3/3c/3_levels_of_uniqueness_in_Mental_Programming.png

