Cultural Bias & Intersectionality
Alameda County Health Care for the Homeless

Date: October 12, 2022
Facilitator: Niki Khanna, LMFT
Hello & Welcome!

Brief Introductions: Name, Pronouns, and Role
Agenda

- Welcome
- Community Guidelines
- Allyship
- Identity & Intersectionality
- Bias & Racism
- Questions
- Closing

Credit: TRANS LIFE & LIBERATION ART SERIES/MICAH BAZANT
Community Guidelines & Practices

- Take care of yourself so you can stay present
- No one knows everything and together we know a lot
  - Ask questions
  - Share your ways of knowing
  - Use the chat / raise your hand
- No assumed shared identity or experience ("I" statements)
- Move up, move back
- Expect and accept a lack of closure
Breakout & Group Discussion Guidelines & Practices

Breakout Room Discussion:
- Turn on video
- Introduce yourself (name, pronouns, agency)
- Share space: Move up, Move Back (breakout room discussions are brief, make sure every voice that wants to share has an opportunity to share)
- Speak from your own experience
- Be mindful of your positionality

Large Group Discussion:
- Share the lessons (not the details): Share about what you learned/are taking away from the breakout discussion
When Last We Met.....LGBTQIA+ 101: Gender, Sex, & Sexuality

- Defining LGBTQIA+ Communities
- A Brief Cultural History
- Stressors & Presenting Concerns
- Risks & Vulnerabilities
- Defining Sex, Sexuality, & Gender
- The Acronym
- Language Use
Allyship
Defining Allyship

an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group
Who has power?
Practicing Allyship

- Signal intolerance for ignorance, hate, harm, discrimination
- Call out homophobia and/or transphobia
- Signal culture of acceptance
- Model inclusive language
- Speak up and act out (no such thing as a silent ally)
- Share your own pronouns when meeting people

Ask friend(s), colleague(s), client(s) if they would like you to correct folks who may misgender (use the wrong pronouns) in public and if given the ok, correct others when they use the wrong pronouns.
<table>
<thead>
<tr>
<th><strong>NO</strong></th>
<th><strong>YES</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Miss, ma’am, sir, ladies, gentlemen (in a customer service setting)</td>
<td>Folks. Friends. Or simply, “Good evening.” “Welcome.”</td>
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<tr>
<td>Ladies and gentlemen (addressing a crowd)</td>
<td>Distinguished guests, gentlefolk, gentlebeings</td>
</tr>
<tr>
<td>Waiter/Waitress</td>
<td>Server</td>
</tr>
<tr>
<td>My dudes, my girls</td>
<td>My people</td>
</tr>
<tr>
<td>Girlfriend, boyfriend, husband, wife</td>
<td>Friend, sweetheart, partner, life partner</td>
</tr>
<tr>
<td>He/Him, She/Her</td>
<td>They/them, first names. Nicknames. “The person in the pink sweatshirt,” “The person with the short hair.”</td>
</tr>
<tr>
<td>Ms./Mr./Mrs.</td>
<td>Mx.</td>
</tr>
<tr>
<td>Boys and girls</td>
<td>Children, kiddos, littles</td>
</tr>
<tr>
<td>Boy/girl lines (at school)</td>
<td>Last names beginning with A-M/N-Z “Count off 1, 2, 1, 2 …, ones over here, twos over there.” “Make two equal lines.”</td>
</tr>
<tr>
<td>Mom and dad</td>
<td>Parents, guardians, “Your folks.”</td>
</tr>
<tr>
<td>Brothers, sisters, uncles, aunts</td>
<td>Siblings, kin, family</td>
</tr>
</tbody>
</table>

**Gender-neutral and Inclusive Language Chart**

Q: Identify a time when you needed an Ally:

Who showed up? In what ways? How did that impact you, the situation and/or other group members? Did the actions and responses meet your needs? If not, how would you have liked for it to have been different?
Q: Identify a time when you were asked to show up or could have taken an opportunity to show up, but didn’t:

What were the lasting effects? How did that impact the person / group? How has that impacted or stayed with you? Why did you choose not to or why were you unable to show up? What might you do differently today? Why?
Identity & Intersectionality

Defining the words and terminology.
Defining Intersectionality

“Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects.”

~ Kimberlé Williams Crenshaw
What is Intersectionality?
Bias

The impact of social conditioning.
Cultural & Individual Bias

Our identity markers inform our positionality and the various lenses with which we experience and perceive the world.

This creates biases.

Biases lead to actions that reinforce the connections between structural, systemic and individual racism.
**Types of Bias**

**Affinity Bias**
the tendency people have to connect with others who share similar interests, experiences and backgrounds.

**Confirmation Bias**
the inclination to draw conclusions about a situation or person based on your personal desires, beliefs and prejudices rather than on unbiased merit.

**Attribution Bias**
a phenomenon where you try to make sense of or judge a person’s behavior based on prior observations and interactions you’ve had with that individual that make up your perception of them.

**Conformity Bias**
the tendency people have to act similar to the people around them regardless of their own personal beliefs or idiosyncrasies — also known as peer pressure.
Racism
Defining Racism

“Racism refers to a variety of practices, beliefs, social relations, and phenomena that work to reproduce a racial hierarchy and social structure that yield superiority, power, and privilege for some, and discrimination and oppression for others. It can take several forms, including representational, ideological, discursive, interactional, institutional, structural, and systemic.”

~ Niki Lisa Cole, PhD, 2019
The Context of Racism

- Historical
- Cultural
- Social
- Political

Keywords: Marginalization, Oppression, Power, Privilege, Access, Equity, Diversity, Inclusion, Values, Progress, Retrenchment
Racism

3 Interlocking Concepts

Systemic

Structural

Individual
Individual Racism

- **Overt/Conscious**: Physical, Verbal, Exclusionary
- **Covert/Implicit/Subconscious**: Automatic, Outside of Awareness, Creates Contradictions
Structural Racism

- Embedded Practices and Operational Biases
- Conscious & Unconscious Bias
- Enacted by Individuals
- Ex: Healthcare Inequities
Systemic Racism

- aka Institutional Racism
- Embedded in laws and regulations
- Seen across systems i.e. - housing, education, judicial, employment, health care, political, banking, etc.
- Ex: “Redlining” in bank mortgages
A Complex Understanding
**INTERSECTIONALITY** - coined by black feminist scholar Kimberlé Williams Crenshaw in 1989 in order to explore the many ways in which black women are erased in the single categorical axis framework of sex and race discrimination.

**PRIVILEGE** - an unearned ‘leg-up’ associated with an aspect of your identity. See also **FRAGILITY** - a function of the guilt and shame we can experience when discussing unearned privilege.

**OPPRESSION** - when people use their power and privilege to control others and treat others in unjust and unfair ways.

**PREJUDICE** - a preconceived opinion, belief, idea, bias [usually not based on reason or actual experience].

**RACISM** - practices, beliefs, social relations, and phenomena that work to reproduce a racial hierarchy and social structure that yield superiority, power, and privilege for some, and discrimination and oppression for others.

**DISCRIMINATION** - the unjust and/or prejudicial treatment of different categories of people or things.
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Reflection

Identity & Positionality

Growth Edges

Q: Given this new information, what are some of your personal and professional growth edges or challenges?

Q: What are some ways you and your workplace can be more inclusive of LGBTQIA+ people?

Make ONE goal for yourself!
What’s next?

1. Survey & Evaluation: https://forms.gle/8Y CZbpxwGGK i2biQ9

2. Community Discussions
Contacts

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