

# I Don't See Color!



Presented by

LaFayette E. Young, Jr. MSW

# 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.

# Presentation Expectations

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What do you  
hope to gain  
from this  
presentation?

# 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, Masters of Social Work

Who's in the room! (social workers? Advocates? Teachers? Therapist? Attorneys?  
(Name, profession & Program)

# Learning Objectives

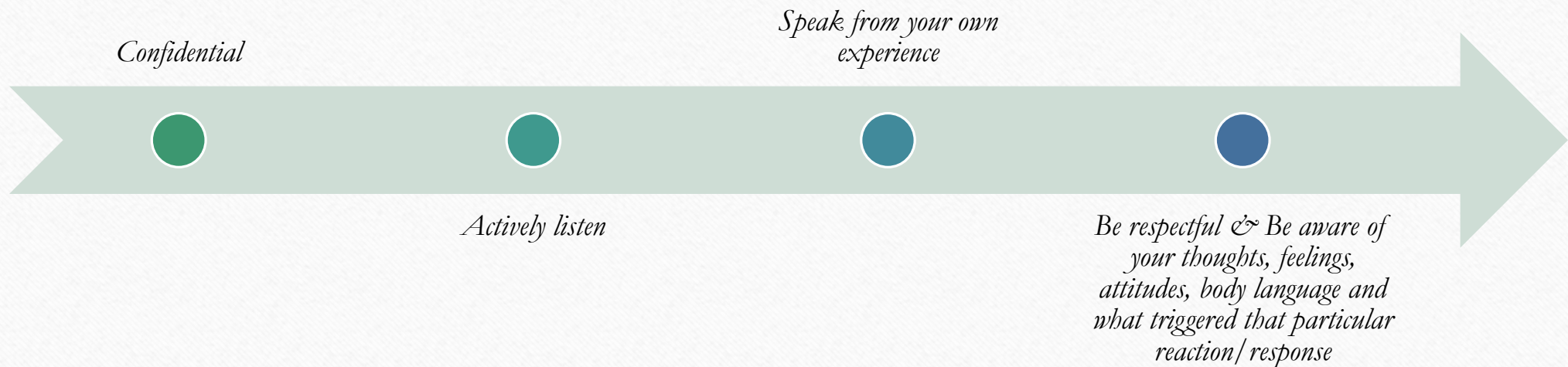
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Be aware of Self-Biases & Hidden Biases

Identify some ways micro & macro aggressions can negatively impact children & families we work with!

See color! Think about potential implications of being marginalized. Identify protective factors and consider how we build resiliency in our children.

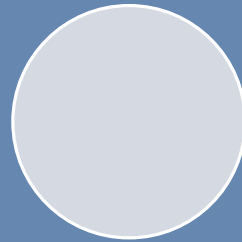
# Safe Space Dialogue & Self-Reflection



# Cultural Humility



Cultural humility is a term coined by Melanie Tervalon and Jann Murray-Garcia. Cultural Humility is based on the idea of focusing on self-reflection and lifelong learning.



Cultural Humility involves taking a step back from your personal and familial ideology on power dynamics, cultural themes, and isms. (LaFayette E. Young, Jr. MSW)



Culture is ever changing! It is not possible to predict the beliefs and behaviors of someone based on their race, ethnicity or national origin.



# Cultural Competence

Can you be entirely competent in someone else's culture?

What about the culture of child welfare? Can we determine a biological parent's outcome based on how they look, or behave?

Should we determine their outcome or should they be initially treated as a candidate for a positive outcome such as return home?



# 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!

# Phraseology: Words, Usage, Terminology

What are words  
use to describe  
parental figures,  
& caregivers who  
are hostile or non  
compliant?

Crazy!  
Manipulative!  
Difficult

Colors: Black-Brown-Carmel-Mocha-light

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**DIVERSITY**



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# Understanding: All Races Are Identical : Wrap-up

Let's look at a clip: <https://www.youtube.com/watch?v=dcY9w3Ij1bU>

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?

# Microaggressions?

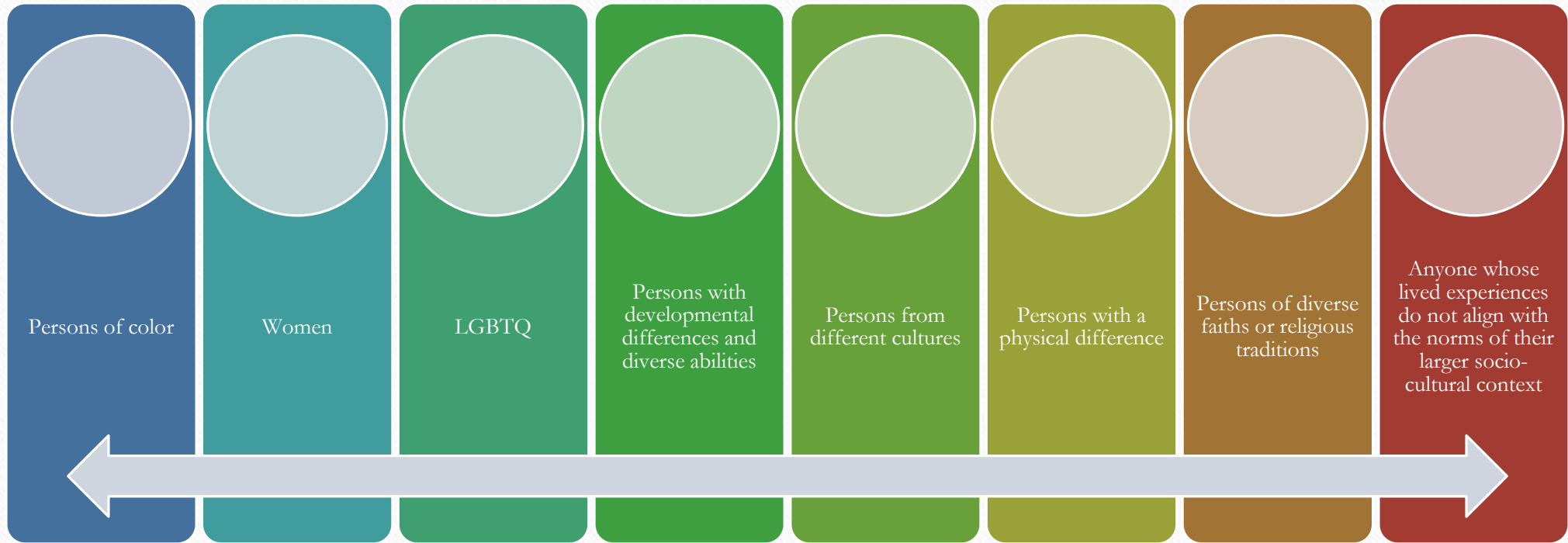
Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual orientation, gender identity or expression, religious, and other slights and insults to a target person or group. Sue, 2010; Palmer & Bohley, 2013.

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

People who perpetrate macroaggressions often are unaware that they have put down another person. Also, it often comes from an unconscious place of privilege.

Can anyone give any examples of encountering microaggressions? This can apply to race, gender, cultural practices, religion etc.

# Who experiences Microaggression?



# 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

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How can you  
make  
applicable  
Cultural  
Humility in  
your work?





# Conclusion

Why is any  
of this  
important?