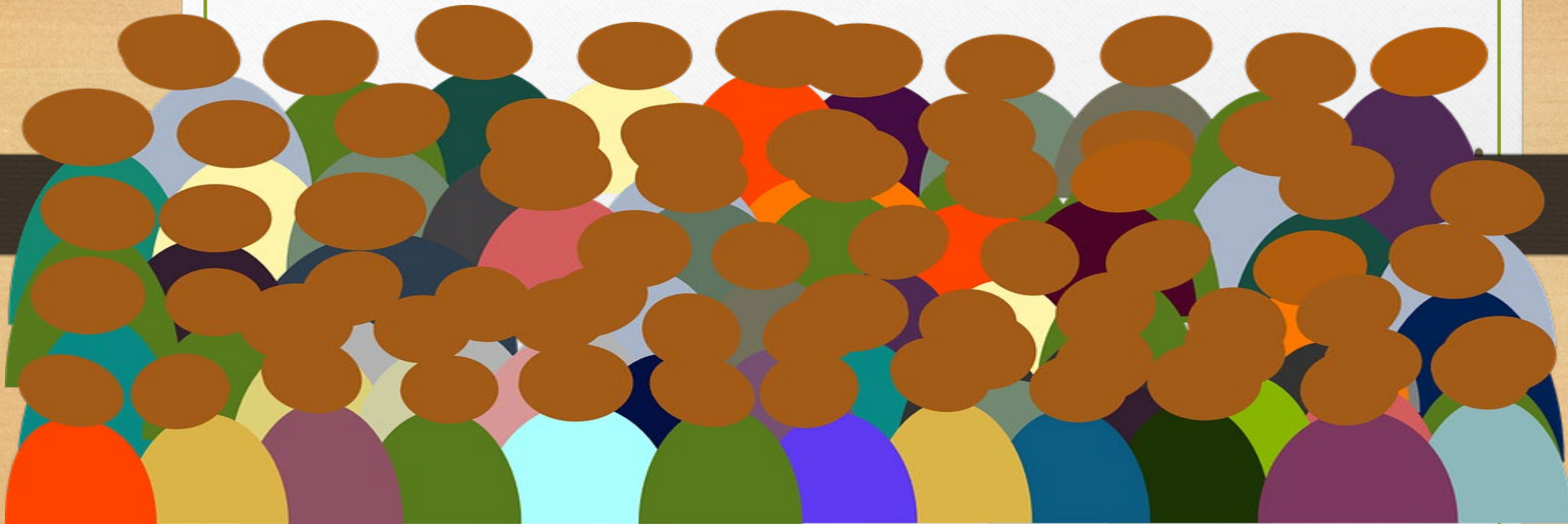


# I Don't See Color!



Presented by

LaFayette E. Young, Jr. MSW



# Common Stereotypes!

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Take a minute to recall biases and stereotypes you have heard used or experienced and write them under each heading.


# 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 consider the belief systems & social constructs of your volunteers as it relates to race, biases, and prejudices.



Equally, I want you to consider your audience, and their experiences based on stereotypes and systemic barriers.



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

# Learning Objectives

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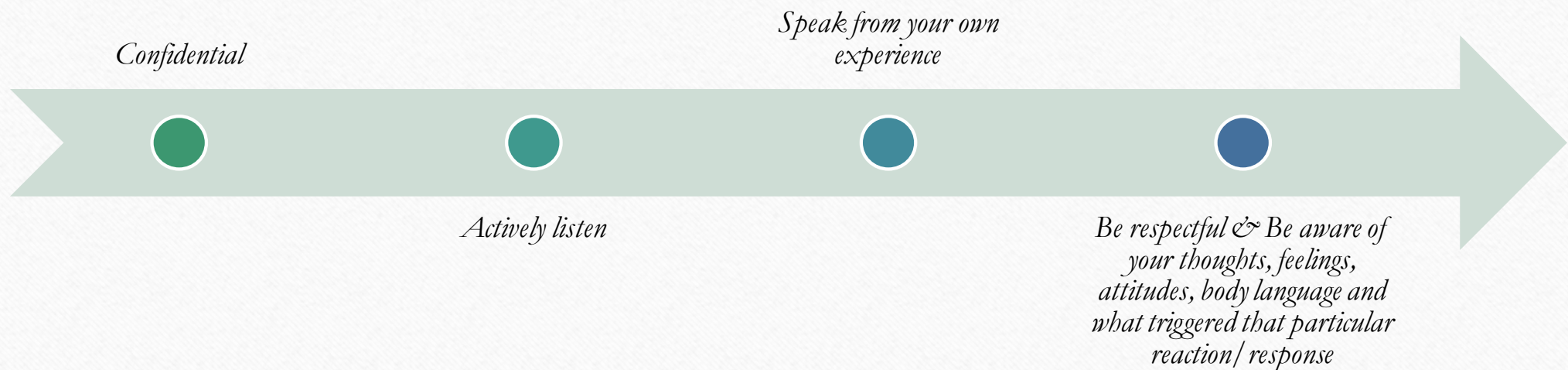
Be aware of Self-Biases, Hidden Biases, & Stereotypes

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



# Impressions

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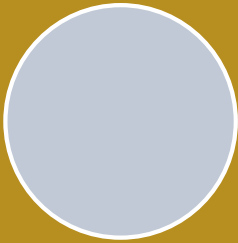
Return to the Flip Chart and choose two stereotypes that resonate with you. Return to seat and pair up with a peer and discuss your experience.

- Share your Impression

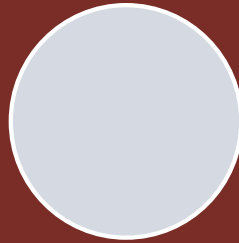
Highlight the intersectionality of multiple stereotypes. Be prepared to discuss with larger group.



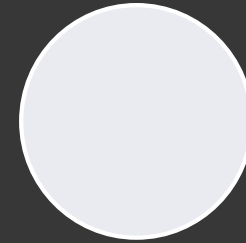
# Cultural Humility



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 an explorative look into your personal 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

This class will not make you entirely competent regarding one person's culture!

What about the culture of DFCS? 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?

# Foster Parents, Foster Children, CASA

How does each stereotype intersect and serve as a barrier to us furthering our Advocacy.

Do you Believe we all have  
stereotypes we believe to be  
facts?



# Phraseology: Words, Context, 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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# RACE: Why are we still talking about it?

- It was 1955 When Rosa Parks Refused to move to the back of the bus!
- 1964 President Lyndon Johnson prohibited discrimination in public places.
- 1965 ended discrimination with voting rights for people of color; although 1870 black men could vote if they passed an intelligence test.
- Jim Crow Laws 1877 – 1954 (Jumping Jim Crow) segregation and state-sponsored racism





# Understanding: All Races Are Identical : Wrap-up

Let's look at a clip:

<https://www.youtube.com/watch?v=dcY9w3Ij1bU> (we are all the same)

<https://www.youtube.com/watch?v=DWynJkN5HbQ> (where are you from)

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 microaggressions often are unaware that they have put down another person. Also, it often comes from an unconscious place of privilege. This is also a result of our belief in stereotypes.

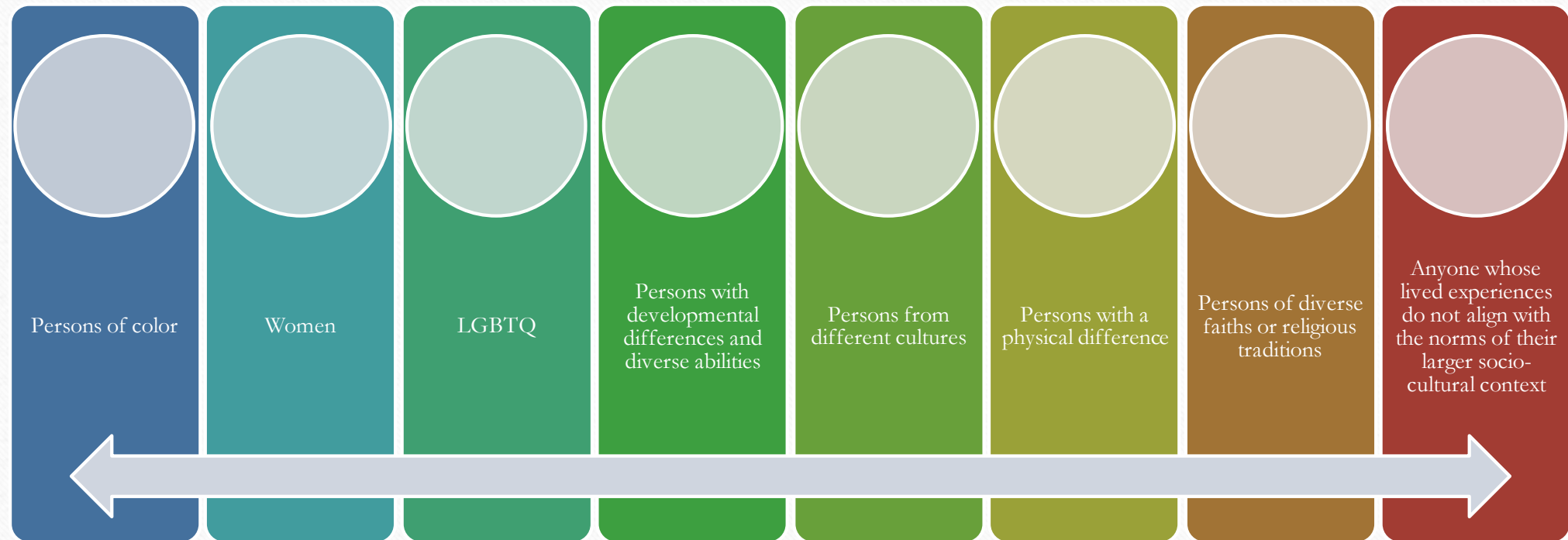
Can anyone give any examples of encountering microaggressions? This can apply to race, gender, cultural practices, religion etc.



# Microaggression like Mosquito bites!

- <https://www.youtube.com/watch?v=hDd3bzA7450>

# 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?