Lenny Zakim Fund
Self-Care: Strategies for
“Keeping on Keeping on Keeping on, Part II”

October 5, 2017

Emily Schatzow, M.Ed
Valerie Batts, Ph.D.
Goals

- Continuing support of participants in focusing on self-care as a critical element in their ongoing work during stressful times
- Continuing to support participants in developing strategies for addressing trauma as providers (and/or trauma within their client populations)
- Clarifying how institutional and cultural change are critical components of social wellness
- Supporting participants in developing next steps
Guidelines For Effective Cross-Cultural Dialogue

- “Try on”
- It’s okay to disagree
- It is not okay to blame, shame, or attack, self or others
- Practice “self-focus”
- Practice “both/and” thinking
- Notice both process and content
- Be aware of intent and impact
- Confidentiality
Multicultural Process of Change (at all levels)

**Monoculturalism**
- Rejection of differences and a belief in the superiority of the dominant group at the following levels:
  - Personal
  - Interpersonal
  - Institutional/Systemic
  - Cultural

**Pluralism**
- Acceptance, appreciation, utilization and celebration of similarities and differences at these levels:
  - Personal
  - Interpersonal
  - Institutional/Systemic
  - Cultural

**Monoculturalism**
- (“Melting Pot”)
- Assimilation
- Exclusion

**Pluralism**
- (“Salad Bowl/Fruit Salad”)
- Diversity
- Inclusion

*Designed by: Valerie A. Batts, Ph.D.; John Capitman, Ph.D.; and Joycelyn Landrum-Brown, Ph.D.*

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Three Dimensions of Change
Individual and Organizational

What: Concept
Why: Linkage
How: Strategies

Cognitive

Affective
Process
Emotions
Environment

Behavioral
Expectations
Actions
Results
Levels of Oppression and Change

**Personal**
- Values
- Beliefs
- Feelings
- Attitudes
- Opinions

**Institutional**
- Policies
- Practices
- Rules
- Procedures
- Systems

**Cultural**
- Worldview
- Stories
- Climate
- Shared Values
- Unwritten Rules

**Interpersonal**
- Treatment
- Relationships
- Behaviors
- Communications

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Levels of Oppression and Change

- **Personal**
  - values, beliefs, feelings

- **Interpersonal**
  - behavior

- **Institutional**
  - rules, policies

- **Cultural**
  - beauty, truth, right
Focus of Change Strategies

**Personal:**
- Aim is to change thoughts and feelings; increase awareness & openness to learning.

**Interpersonal:**
- Aim is to enhance skills, communication patterns; impact behavior and relationships.

**Institutional:**
- Aim is to identify structural barriers and create policies, practices, programs & processes that support equitable outcomes.

**Cultural:**
- Aim is to create environments representative of & welcoming to the organization’s diversity; celebrate & utilize differences.

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“Historically Included” Group Behaviors

Old Fashioned “ISMS”
- Use by members of historically included groups of non-“ism” related reasons for continuing to deny equal access to opportunity (e.g., use by whites of non-race related reasons... “it’s not the blacks, it’s the buses”).
- Well-intentioned, sometimes subtle behaviors that continue the historical power imbalance.

Modern “ISMS”

“Historically Excluded” Group Behaviors

Survival Behaviors

Internalized Oppression (IO)
- Internalizing attitudes about inferiority or differentness by members of historically excluded groups.
- The reaction to unhealed mistreatment over time.
Modern “ISM” and Internalized Oppression Theory

<table>
<thead>
<tr>
<th>Modern “ISM” Behaviors</th>
<th>Internalized Oppression Behaviors</th>
</tr>
</thead>
<tbody>
<tr>
<td>◆ Dysfunctional rescuing</td>
<td>◆ System beating</td>
</tr>
<tr>
<td>◆ Blaming the victim</td>
<td>◆ Blaming the system</td>
</tr>
<tr>
<td>◆ Avoidance of contact</td>
<td>◆ Antagonistic avoidance of contact</td>
</tr>
<tr>
<td>◆ Denial of differences</td>
<td>◆ Denial of cultural differences/heritage</td>
</tr>
<tr>
<td>◆ Denial of the political significance* of differences</td>
<td>◆ Lack of understanding of the political significance* of oppression</td>
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</tbody>
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*Political significance* includes the social, economic, historical, psychological and structural impacts of oppression.
Alternative Behaviors
for Modern “ISM” and Internalized Oppression Behaviors

- Functional Helping (instead of Rescuing)
- Problem Solving/Responsibility (instead of Blaming)
- Make Mutual Contact (instead of Avoiding)
- Notice Differences (instead of Denying Differences)
- Learn, Ask about, and Notice the Impact (instead of Denying the Impact)
- Confrontation/Standing Up (instead of System Beating)
- Take Responsibility (instead of Blaming)
- Share Information/Make Contact (instead of Antagonistic Avoiding)
- Notice and Share Information about one’s own Differences/Culture (instead of Denying cultural heritage)
- Notice, Ask, and Share Information about the impact of the “ism” on me and my target group (instead of Denying the Impact)

For all behaviors, personal and organizational problem-solving at the personal, interpersonal, institutional, and cultural levels to generate ongoing multicultural structures and processes.
Closure

- Appreciations
- Regrets
- Learnings or Re-learnings