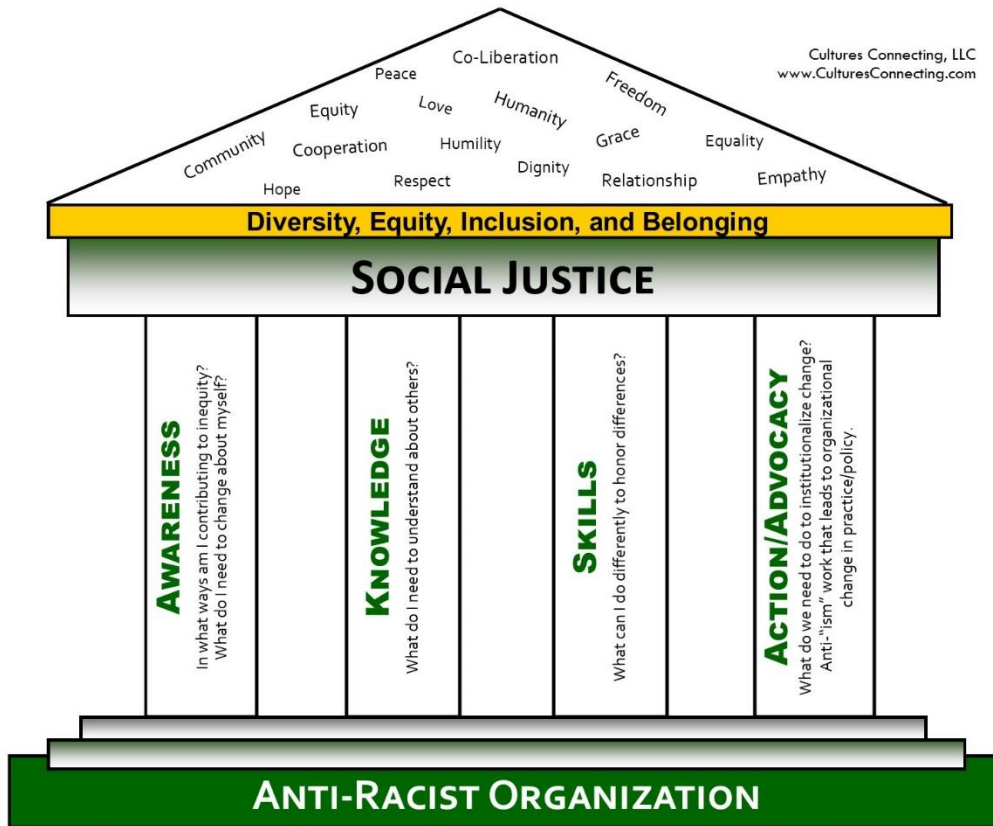


FOUNDATIONS OF SOCIAL JUSTICE



*Professionals who strive for social justice are **actively**...*

In the process of gaining **Awareness** of their own assumptions about human behavior, values, biases, preconceived notions, personal limitations, and so forth.

Attempting to understand the worldview of culturally diverse populations through increasing their **Knowledge** of others. They seek to learn about the values, assumptions, practices, communication styles, group norms, biases, experiences of marginalization, perspectives, and so on, of culturally diverse clients, colleagues, and communities.

Developing and practicing appropriate, relevant, and sensitive strategies and **Skills** in working with culturally diverse clients, colleagues, and communities.

To achieve social justice, professionals are utilizing their Awareness, Knowledge, and Skills to develop an equity lens and effectively engage across cultures.

Professionals work together to take **Action** and **Advocate** to address institutional and systemic racism on behalf of the clients, colleagues, and communities they work with and serve. This requires asking critical questions, removing barriers, creating welcoming and inclusive spaces, developing policies, hiring diverse staff and other measures to promote diversity, equity, and inclusion.

Achieving social justice is an active, developmental, aspirational, and an ongoing journey where institutions constantly assess and reassess its policies and practices with the goal of effectively serving those who historically have been marginalized and underserved.

AWARENESS

Awareness To cultivate self-awareness, professionals are...	<input checked="" type="checkbox"/> Check the box that most closely identifies where you are at in this work
<p><i>...moving from being culturally unaware to being aware and sensitive to their own cultural heritage and to valuing and respecting differences.</i></p> <ul style="list-style-type: none"> • Explores their values, beliefs, and assumptions about human behavior • Does not believe in the superiority of one's group • Learning about own cultural heritage 	<p>I _____ work towards becoming aware and sensitive to my own cultural heritage and valuing and respecting differences.</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p>
<p><i>...aware of their own values and biases and how they affect Black, Indigenous, and other People of Color (BIPoC).</i></p> <ul style="list-style-type: none"> • Avoids prejudices, unwarranted labeling, and stereotyping. • Actively challenges their own assumptions. 	<p>I _____ work towards becoming aware of my own values and biases and how they might affect Black, Indigenous, and other People of Color (BIPoC).</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p>
<p><i>...comfortable with racial differences between themselves and their constituents and colleagues.</i></p> <ul style="list-style-type: none"> • Does not profess color blindness. • Does not negate the existence of differences. • Differences are not seen as being negative or deviant. 	<p>I _____ feel comfortable with racial differences between me and my constituents and colleagues.</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p>
<p><i>...sensitive to circumstances that may dictate a referral of a client or employee to someone who can best serve them due to (personal biases; stage of racial, gender, and sexual orientation identity; sociopolitical influences, etc).</i></p> <ul style="list-style-type: none"> • Aware of one's limitations and at the same time not threatened by seeking help from other professionals, HOWEVER... • Willing to work with racially diverse clients and employees. • Does personal work to understand their own biases and assumptions. 	<p>I am _____ sensitive to circumstances that may dictate referral of client or co-worker to someone else, and at the same time I am committed to working effectively with culturally diverse clients, colleagues, and communities</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p> <p>I am _____ doing the personal work needed to effectively work with diverse populations.</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p>
<p><i>...aware of and accepts responsibility for their own racist, sexist, heterosexist, and other detrimental attitudes, beliefs, feelings, and behaviors.</i></p> <ul style="list-style-type: none"> • Does not deny that they have directly or indirectly benefited from individual, institutional, and cultural biases. • Attempts to deal with own racism, sexism, heterosexism etc., in a non-defensive, guilt-free manner. • Has begun the process of defining a new non-oppressive and non-exploitive attitude. 	<p>I _____ work towards becoming aware of and accepting responsibility for my own racist, sexist, heterosexist, or other detrimental attitudes, beliefs, feelings, and behaviors.</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p> <p>I _____ can identify where and when my privilege provides advantages in my life.</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p>

KNOWLEDGE

Knowledge To gain knowledge professionals are...	<input checked="" type="checkbox"/> Check the box that most closely identifies where you are at in this work
<p><i>...learning specific information about the groups they work with and serve.</i></p> <ul style="list-style-type: none"> • History, experiences, cultural values, lifestyles, issues. • The influence of institutional policies and practices. 	<p>I am _____ intentional in learning more about the cultural norms, values, beliefs, communication styles, history etc., of the racially diverse clients, colleagues, and communities I work with.</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p>
<p><i>...acquiring a good understanding of the socio-political systems operating in the U.S. with respect to treatment of marginalized groups in our society.</i></p> <ul style="list-style-type: none"> • The impact of racism, power, and oppression, e.g., education, health, housing, legal system, etc. • The role of ethnocentric monoculturalism on the development of identity and worldviews among BIPOC clients, colleagues, and communities. 	<p>I have _____ understanding of the sociopolitical systems operating in the U.S. with respect to treatment of racially marginalized groups in the U.S.</p> <p><input type="checkbox"/> A Strong <input type="checkbox"/> Some <input type="checkbox"/> Little <input type="checkbox"/> No</p> <p>I have _____ understanding of how White dominant culture plays out in our society and the impact on BIPOC clients, colleagues, and communities.</p> <p><input type="checkbox"/> A Strong <input type="checkbox"/> Some <input type="checkbox"/> Little <input type="checkbox"/> No</p>
<p><i>...acquiring clear and explicit knowledge and understanding of the general characteristics of individuals from diverse ethnic, racial, and socioeconomic backgrounds.</i></p> <ul style="list-style-type: none"> • Cultural values, beliefs, communication styles. • Theories and models that may be useful to working with BIPOC clients, colleagues, and communities. • Does not limit the potential of a person based on their race, class, gender, sexual orientation, or other identities 	<p>I _____ possess knowledge and understanding of the values, beliefs, communications styles of the diverse BIPOC that I work with and serve.</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p>
<p><i>...acquiring knowledge of institutional barriers that prevent diverse groups from accessing and using services.</i></p> <ul style="list-style-type: none"> • Location of services, transportation • Language Translation/Interpreters • Where services are publicized • Organizational climate • Hours and days of operation • Hiring practices • Other factors _____ 	<p>I am _____ knowledgeable of institutional barriers that prevent BIPOC clients, colleagues, and communities from accessing and using our services.</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p> <p>I am _____ knowledgeable of institutional barriers that prevent BIPOC communities from gaining employment in our company.</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p> <p>I am _____ knowledgeable of institutional barriers that prevent BIPOC employees from receiving promotions in our company.</p> <p><input type="checkbox"/> Usually <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely</p>

SKILLS

SKILLS To demonstrate skills professionals are...	Professional and/or Personal Examples in Your Life
<p><i>...able to effectively engage clients, colleagues, and communities from racially diverse backgrounds.</i></p> <ul style="list-style-type: none"> • Marginalized groups may learn to problem solve and respond differently than those from the dominant group. • The wider the repertoire of responses and pedagogy the professional possesses the more effective they will be. 	<p>I am _____ able to generate a wide variety of verbal and nonverbal responses with my diverse clients, colleagues, and community.</p> <p><input type="checkbox"/> Always <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never</p>
<p><i>...able to send and receive both verbal and nonverbal messages accurately and appropriately.</i></p> <ul style="list-style-type: none"> • Able to communicate thoughts and feeling as well as read messages received. • Considers the cultural cues that are operating. • Is knowledgeable and skillful with different styles of communication e.g., subtlety and indirectness vs. directness and confrontation. 	<p>I am _____ able to send and read both verbal and nonverbal messages accurately and appropriately.</p> <p><input type="checkbox"/> Always <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never</p>
<p><i>...able to exercise a variety of relationship building skills including but not limited to...</i></p> <ul style="list-style-type: none"> • Checking in clients, colleagues, and communities • Listens for understanding • Focuses on impact not intent • Engages in outreach • Acts as change agent 	<p>I _____ practice a variety of relationship building skills.</p> <p><input type="checkbox"/> Always <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never</p>
<p><i>...aware of their helping style, recognizes the limitations they possess, and can anticipate the impact on culturally diverse populations.</i></p> <ul style="list-style-type: none"> • Consults with others. • Participates in Social Justice Professional Development. • Able to communicate their desire to support. • Avoids paternalistic helping, i.e., empathy rather than sympathy, does with rather than for. 	<p>I am _____ aware of my helping style and recognize my limitations anticipating the impact on culturally diverse clients, colleagues, and communities.</p> <p><input type="checkbox"/> Always <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never</p>
<p><i>...taking risks and making mistakes, knowing that new learning occurs on the edge of their competence.</i></p> <ul style="list-style-type: none"> • Sees “mistakes” as an opportunity to grow. • Encourages others to take chances and learn from mistakes. • Models vulnerability and authenticity throughout the learning process. 	<p>I _____ take risks and am willing to make mistakes.</p> <p><input type="checkbox"/> Always <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never</p> <p>I _____ give up when I make mistakes, and the person I offended does not give me grace.</p> <p><input type="checkbox"/> Always <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never</p>

ACTION & ADVOCACY

ACTION & ADVOCACY To promote social justice, professionals...	<input checked="" type="checkbox"/> Professional and/or Personal Examples in Your Life.
Educate co-workers and close friends about racism and other forms of oppression.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Raise issues in the workplace with people in power and colleagues.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Advocate to change what normally appears on bulletin boards, walls, handouts, newsletters, and other materials to be inclusive.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Are a referral resource—direct people to those who might be of assistance	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Act as a role model, taking risks and questioning the dominant power structure.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Establish and/or support discussion groups and other activities around racism e.g., readings, films, exercises in my workplace.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Make sure that resources are allocated for enhancing the learning experience of Black, Indigenous People of Color (BIPoC).	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Assess the environment of their workplace to ensure that it reflects the diversity of clients, colleagues, and communities (e.g., assemblies, activities, décor, BIPoC).	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Allocate time and money to confront institutional racism.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Openly disagrees with racist comments, jokes, or actions of those around them.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Take the time to complain to those in charge when they notice racism in businesses e.g., greeting cards, toys, foods.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Seek out and actively participates in professional development aimed to enhance their awareness, knowledge, and skills in effectively working cross culturally and addressing racism.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Envision a world free of bias and work to restructure ideas and create alternatives.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Examine policies and practices within their organization to see if they meet the needs of diverse clients, colleagues, and communities.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Question the norms of meetings to ensure equity they are not based on dominant cultures values and norms.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Review how time and money are spent to ensure resources are allocated equitably.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Ensure the organization’s evaluation and assessment tools take into consideration issues of racism, power, privilege, and oppression.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never

Action & Advocacy To promote social justice, professionals...	<input checked="" type="checkbox"/> Professional and/or Personal Examples in Your Life.
Question to ensure inclusion of diverse representation in decision making.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
Question cultural relevance in all professional development.	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
<i>Add your own</i>	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never
	<input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never

“For a seed to achieve its greatest expression, it must come completely undone. The shell cracks, its insides come out and everything changes. To someone who doesn’t understand growth, it would look like complete destruction.”

Cynthia Ocelli

Adapted from Sue, D.W., & Sue, D (2003). Counseling the culturally diverse: Theory and practice, 4th Ed. New York: John Wiley.

Action/Advocacy Section Adapted from Katz, J.H. (1978) White awareness: Handbook for anti-racism training. Oklahoma Press.