Stand Up and Be An Ally

Presented by
Michael S. Liao, MSW
NICOS Chinese Health Coalition
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NICOS Chinese Health Coalition

**Mission:** To Enhance the Health and Well-Being of San Francisco's Chinese Community.

- **Northeast Medical Services (NEMS)**
- **Independent Practitioner’s Association (IPA) – Chinese Community Health Care Assoc.**
- **Chinese Hospital**
- **On Lok Senior Health**
- **Self Help for the Elderly**

- Founded in 1985
- Located in SF Chinatown
- Public-private-community partnership of 30+ groups
ICE BREAKER

- What is your name/nickname?
- Meaning, if any?
WORKSHOP OBJECTIVES

- Conceptualize culture as fluid, and evolving
- Appreciate the diversity of experiences people have as related to their cultural identities
- Understand the concepts of bias, discrimination, power, and privilege
- Commit to steps towards achieving greater cultural responsiveness
Create open learning environment

Practice self reflection

Be Honest

Uphold confidential discussion space

Step up/ Step back

WIDENING OUR PERSONAL LENS: Exploring Culture & Diversity
NICOS Chinese Health Coalition
VIDEO:
Derek Sivers on “Weird, or Just Different?”

http://www.ted.com/talks/derek_sivers_weird_or_just_different.html
All of us, no matter what our cultural background, tend to value our own world view above all others.
Youth Empowerment
Built On Equity
FROM: TOLERANCE FOR DIVERSITY
Destructiveness, Incapacity, Blindness

- Focus on “them;”
- Tolerate, assimilate, acculturate;
- Demographics viewed as challenge;
- Prevent, mitigate, avoid cultural dissonance and conflict;
- Stakeholders expect or help others to assimilate;
- Information added to existing policies, procedures, practices.

TO: TRANSFORMATION FOR EQUITY
Precompetence, Competence, Proficiency

- The focus on “us” and our practices;
- Esteem, respect, adapt;
- Demographics inform policy and practice;
- Manage, leverage, facilitate conflict;
- Stakeholders adapt to meet needs of others;
- Information integrated into, policies, procedures, practices.
What is the difference between Equality and Equity?
Why Identity Matters?

- Girls, starting at a younger age, experience more pressures to confirm to body image ideals
- Students of color face harsher punishments in school than their white peers, leading to a higher number of youth of color incarcerated.
- Lesbian, gay, bisexual & transgender youth are more likely to experiencing bullying in school related to sexual orientation or gender identity
- More than 50% of Transgender youth will have had at least one suicide attempt by their 20th birthday.
- Limited English Proficient (LEP) teens are more likely to drop out of school
- Undocumented teens are less likely to graduate from High School and to attend college due to resource limitations
Dynamics of Difference
WHAT IS BIAS?

Bias is a tendency or preference towards a certain perspective or ideology that may prevent us from being impartial.
STEREOTYPES

Stereotypes are beliefs or generalizations about a group of people.
Why do we have biases and stereotypes?
Are they sometimes true?
What’s the harm?
What about Positive Stereotypes?
PREJUDICE

Prejudice is an opinion or attitude toward members of a group based solely on their membership in that group.
Can We Overcome Prejudice?

• YES! Our brain is flexible!
• Common goals can help reduce between group conflicts!
  - Two groups that were required to work together to solve a common problem reduced tensions and fostered bonding
Reprogramming Our Brains

Us vs. Them can be redefined!

NYU Study: When white participants were told both black and white players are on their team, amygdala response to race disappears.

We can teach our brains to reduce racial bias!

Gun vs. Tool Image Response Study: Those with more positive attitudes toward Black people showed greater activity in the prefrontal cortex region.
### Stroop Task

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Social Inequality
DISCRIMINATION

Actual positive or negative actions toward the objects of prejudice

Bias (an inclination)
Prejudice (an attitude)
Discrimination (an action)
What is Discrimination?

Actual positive or negative actions toward the objects of prejudice

**Levels of Discrimination**

- **Global** (Inequalities from globalization, human trafficking)
- **Structural** (Institutionalized –ism’s, discriminatory policies)
- **Cultural** (Lack of services, no defense against damaging stereotypes)
- **Interpersonal**: (Unequal treatment, denial of services)
Stand and Deliver

• I’m going to read statements that indicate the complexity of diversity and experience. As I read each statement, please stand if you identify with that statement. Take time to observe and see:
  - who is standing or sitting with you
  - how you are feeling
Privilege
Examining Privilege

QUIT YOUR WHINING
IT'S THE SAME DISTANCE
The thing about privilege...

- Privileges are UNEARNED
- Privileges are often invisible to those who possess them
- Privileges are based on biases, prejudice, and inequality
- Even though “privilege” sounds good, no one really wins
“Unpacking the Invisible Knapsack”

Group Discussion: Read modified list of privileges.

• How did you feel reading the list?
• What unearned privileges do you have in your life?
Being an “Ally”

Someone who understands the many layers of oppression, can identify positions of privilege that they hold, and actively works to rectify inequity.
CASE SCENARIO
Conclusion
Practicing Being An Ally

1. **Challenge yourself to address racism, sexism, homophobia and transphobia directly**
2. **Challenge the behavior, not the person**
3. **Avoid generalizing feelings, thoughts, behaviors to an entire group**
4. **Recognize when someone offers critique of your oppressive behavior**
5. **Recognize privilege; don’t feel guilty, feel responsible**
6. **Accept that it’s a life-long process**
Thank You!

Michael Liao
Director of Programs
michaelliao@nicoschc.org

NICOS
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1208 Mason Street
SF, CA 94108
415-788-6426