

The background features a complex, abstract geometric pattern of overlapping, angular shapes. The color palette is primarily light blue and white, with a bright yellow and orange glow emanating from the upper right corner, suggesting a light source like the sun. The overall effect is one of depth and dynamic movement.

SYSTEMS OF POWER I

A WORKSHOP DISCUSSION ON PRIVILEGE:

THE MISUSE AND BENEFITS IN THE INTERPRETING WORLD

PLAN FOR THE DAY

- BRAVE SPACE: GROUND RULES FOR THE GROUP
- INTRODUCTIONS
- SYSTEMS OF POWER
- ACTIVITIES
- CASE STUDY APPLICATION

- I. BE PRESENT AND ENGAGED
- II. BE BRAVE AND OPEN MINDED
- III. BE RESPECTFUL AND BRIEF

“BRAVE SPACE”
GROUND RULES



MENTIMETER VOTING ON GROUND RULES



There are various privilege booths set up around the room

- Please visit each booth.
- Put a bead in your cup for each “Yes” answer.
- Please be thoughtful throughout the activity.
- No chatting.
- We will discuss how you felt afterwards.

EXPLORING PRIVILEGE ACTIVITY

INTRODUCTIONS

EPIPHANY DAVIS

JOY DALEN

CARRIE WILBERT



SOCIAL IDENTITIES

RACE/ETHNICITY

SEX/GENDER

SEXUAL ORIENTATION

RELIGION/SPIRITUALITY

AGE

BODY TYPE

DISABILITY

DEAF

HEARING

OTHER

PLEASE INTRODUCE YOURSELF 😊

- * WHAT ARE YOU HOPING TO GAIN FROM THIS WORKSHOP?
- * WHAT PRIVILEGE/S DO YOU IDENTIFY HAVING?
- * HOW DO YOU USE YOUR PRIVILEGE IN THE DEAF/HOH WORLD?

Definitions

PREJUDICE: PRE JUDGMENT, BIAS

DISCRIMINATION: PREJUDICE + ACTION

OPPRESSION: DISCRIMINATION + SYSTEMIC POWER
(SYSTEMIC ADVANTAGE BASED ON SOCIAL
IDENTITY.)

Definitions

RACE: THE SOCIALLY CONSTRUCTED MEANING ATTACHED TO PHYSICAL ATTRIBUTES SUCH AS SKIN AND EYE COLOR, HAIR TEXTURE, CRANIAL BONE STRUCTURE AND OTHER PHYSICAL FEATURES.

RACISM: THE BELIEFS AND OR ACTIONS THAT ARE CONSCIOUS OR UNCONSCIOUS, INTENTIONAL OR UNINTENTIONAL, THAT MARGINALIZE INDIVIDUALS OR GROUPS THAT ARE PERCEIVED TO HAVE LOWER RACIAL/ECONOMIC/GENDER/ABILITY/SEXUALITY/RELIGIOUS.... STATUS.

DEFINITIONS: TYPES OF RACISM

INTERNALIZED RACISM: *WITHIN INDIVIDUALS.*

REFERS TO PRIVATE BELIEFS AND BIASES ABOUT RACE AND RACISM.

INTERPERSONAL RACISM: *BETWEEN INDIVIDUALS.*

THE BIAS THAT OCCURS WHEN INDIVIDUALS INTERACT WITH OTHERS.

INSTITUTIONAL RACISM: *WITHIN INSTITUTIONS.*

POLICIES, PRACTICES, PROCEDURES & ORGANIZATIONAL CULTURES THAT WORK BETTER FOR WHITE PEOPLE AND WORK TO THE DETRIMENT OF PEOPLE OF COLOR, *OFTEN UNINTENTIONALLY OR INADVERTENTLY.*

STRUCTURAL RACISM: *ACROSS ALL SOCIETY*

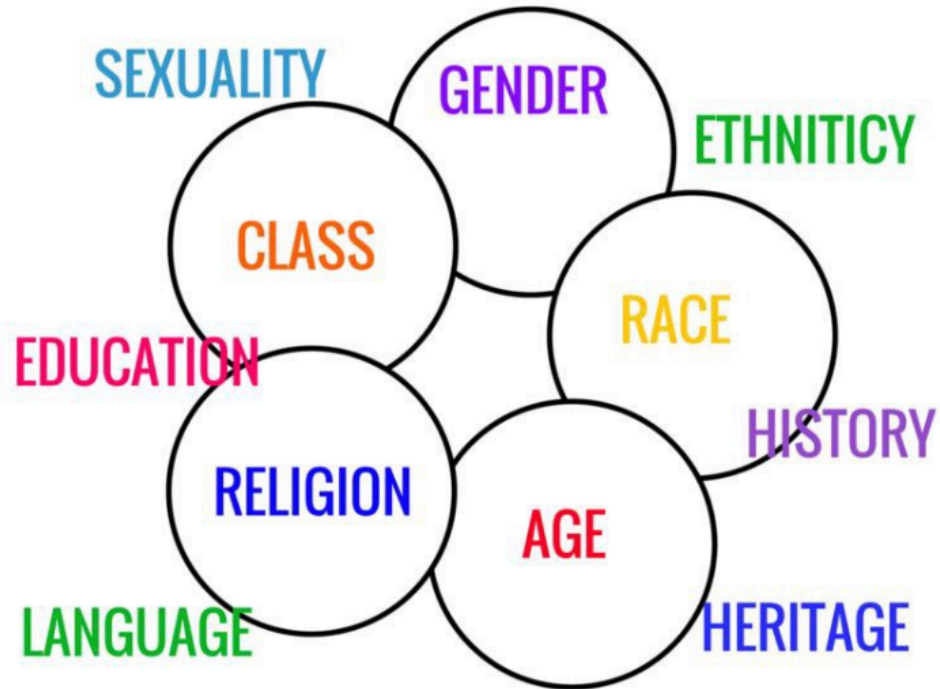
THE HISTORICAL AND CURRENT REALITY OF INSTITUTIONAL RACISM ACROSS ALL INSTITUTIONS, THAT COMBINE TO CREATE A SYSTEM THAT NEGATIVELY IMPACTS COMMUNITIES OF COLOR.

INTERSECTIONALITY

KIMBERLÉ CRENSHAW



INTERSECTIONALITY



"overlapping or intersecting social identities and related systems of oppression, domination, or discrimination."

INTERSECTIONALITY

MARGINALIZATION
INCREASES WITH MULTIPLE
OPPRESSED IDENTITIES.



MENTIMETER SLIDE



ACTIVITY

PRIVILEGE FOR SALE

FOR THE PURPOSES OF THIS ACTIVITY, YOU DO NOT HAVE ANY OF THESE PRIVILEGES. YOUR GROUP WILL HAVE AN AMOUNT OF MONEY AND COLLECTIVELY YOU HAVE TO DECIDE WHICH PRIVILEGES YOU'D LIKE TO BUY. AGAIN, YOUR GROUP IS GOING TO GET AN AMOUNT OF MONEY AND YOU HAVE TO DECIDE TOGETHER WHAT FROM THE LIST YOU'RE GOING TO PURCHASE. I'LL COME AROUND IN A MOMENT WITH YOUR MONEY, EACH PRIVILEGE COST IS LOCATED ON THE SLIP.

PRIVILEGE FOR SALE

WHAT QUESTIONS DID YOU STRUGGLE WITH WHEN TRYING TO MAKE THIS DECISION AS A GROUP?

WHY DO YOU THINK WE GAVE YOU MONEY TO BUY THE PRIVILEGES WITH RATHER THAN SAY THAT EVERY PRIVILEGE COSTS A TOKEN AND YOU GET A CERTAIN NUMBER OF TOKENS AS A GROUP?

WHAT ARE YOU TAKING AWAY FROM THIS ACTIVITY?

PRIVILEGE FOR SALE DEBRIEFING
DISCUSSION

WHO HAS PRIVILEGE?

WHO HAS PRIVILEGE?

MENTIMETER SLIDE (AUDIENCE WORD CLOUD)

WHITE PEOPLE; ABLE-BODIED PEOPLE;
HEARING PEOPLE; HETEROSEXUALS;
MALES; CHRISTIANS;
MIDDLE OR OWNING CLASS PEOPLE;
MIDDLE-AGED PEOPLE;
ENGLISH-SPEAKING PEOPLE

INTERPRETERS?

WHITE PRIVILEGE

PEGGY MCINTOSH



White privilege is the unquestioned and unearned set of advantages, entitlements benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.

— *Peggy McIntosh* —

AZ QUOTES

Definitions

PRIVILEGE

- *UNEARNED ADVANTAGE
- *AN UNEARNED EXEMPTION FROM LIABILITY OR DUTY GRANTED AS A SPECIAL BENEFIT OR ADVANTAGE.
- *ESTABLISHES A POWER DYNAMIC BETWEEN THOSE WHO HAVE PRIVILEGE/ADVANTAGE AND THOSE WHO DO NOT.
- *ASSUMES THE ABILITY TO MAINTAIN THE PRIVILEGE/ADVANTAGE.

WHITE PRIVILEGE

WHITE PEOPLE ARE NOT GENERALLY FOLLOWED, INTERROGATED OR SEARCHED BY LAW ENFORCEMENT BECAUSE THEY “LOOK SUSPICIOUS.”

WHITE PEOPLE WHO MAKE MISTAKES ARE NOT LIKELY TO BE USED LATER ON TO DENY OPPORTUNITIES OR COMPASSION FOR OTHER PEOPLE WHO ARE OF THE SAME RACIAL IDENTITY.



SEXISM

GENDER BIAS

<https://www.youtube.com/watch?v=wMaXJ46GBXU>

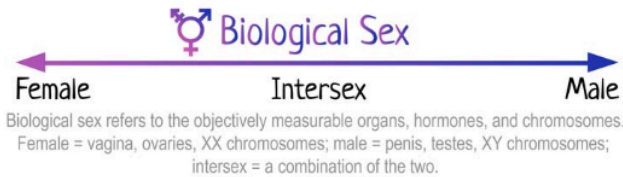
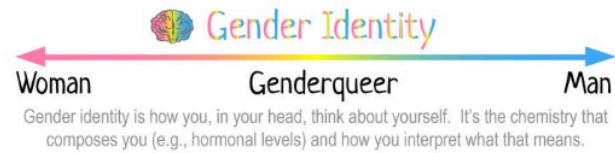
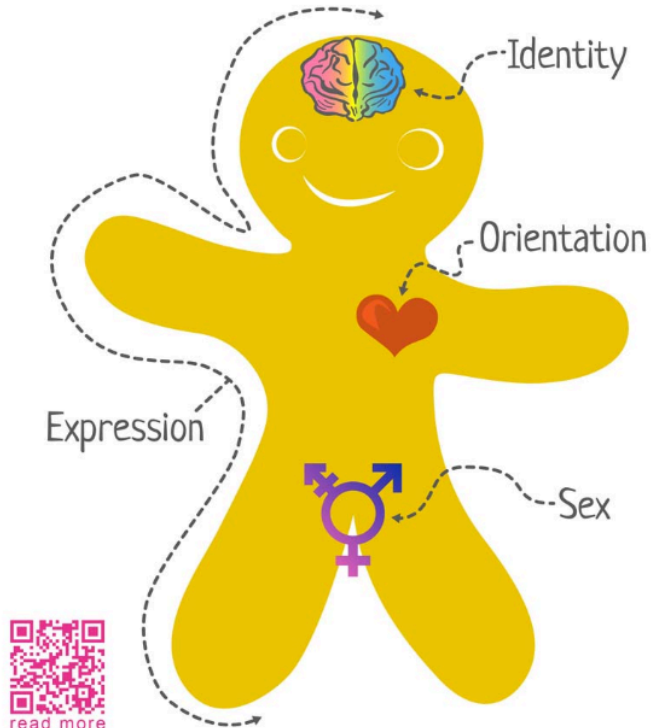
Racial/ Ethnic Background	2018				2017 (in 2018 dollars)			
	Women	Men	Female Earnings as % of Male Earnings of Same Group	Female Earnings as % of White Male Earnings	Women	Men	Female Earnings as % of Male Earnings of Same Group	Female Earnings as % of White Male Earnings
All Races/ Ethnicities	\$789	\$973	81.1%	N/A	\$789	\$964	81.8%	N/A
White	\$817	\$1,002	81.5%	81.5%	\$814	\$995	81.9%	81.9%
Black	\$654	\$735	89.0%	65.3%	\$673	\$727	92.5%	67.7%
Hispanic	\$617	\$720	85.7%	61.6%	\$618	\$707	87.4%	62.1%
Asian	\$937	\$1,241	75.5%	93.5%	\$925	\$1,236	74.8%	93.0%

STRUCTURAL SEXISM/RACISM

- THE PERPETUATION OF OPPRESSION AND PRIVILEGE THAT IS BASED ON RACE, SEX OR GENDER. ONE GROUP IS BELIEVED TO BE SUPERIOR.
 - PRACTICES, RULES, LAWS MAY SEEM NEUTRAL BUT ARE BUILT TO REINFORCE THIS IDEA.
- YEAR 2059 WHITE WOMEN PAID ON PAR WITH MEN
- YEAR 2119 BLACK WOMEN
- YEAR 2224 HISPANIC WOMEN

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



HETEROSEXISM

<https://www.youtube.com/watch?v=P4sNJbd7riQ>



LGB STUDENTS

33%

BULLIED AT SCHOOL

27.1%

CYBER BULLIED

10%

**NOT GOING TO
SCHOOL --DUE TO
SAFETY CONCERNS**

[CDC.GOV](https://www.cdc.gov)

WHAT ARE MICROAGGRESSIONS?

"THE EVERYDAY SLIGHTS, INDIGNITIES, PUT DOWNS AND INSULTS THAT PEOPLE OF COLOR, WOMEN, LGBT POPULATIONS OR THOSE WHO ARE MARGINALIZED, EXPERIENCE IN THEIR DAY-TO-DAY INTERACTIONS WITH PEOPLE." (DERALD SUE, PHD)



ERICA WEST-OYEDELE
(2015)

PERSISTENCE OF AFRICAN-AMERICAN/BLACK SIGNED LANGUAGE INTERPRETERS IN THE UNITED STATES: THE IMPORTANCE OF CULTURE AND CAPITAL.

ILLUSTRATES SOME COMMON MICROAGGRESSIONS FOR INTERPRETERS OF COLOR

PHOTO FROM STREETLEVERAGE X "MISSING NARRATIVES FROM INTERPRETER EDUCATION"

EXAMPLES OF MICROAGGRESSIONS

SO FOR EXAMPLE I WENT TO A CONFERENCE AND I WAS WITH ANOTHER INTERPRETER WHO WAS A BLACK MALE. WE WERE STANDING AT A TABLE, IT WAS A FORMAL GATHERING, AND A WOMAN CAME OVER AND APPROACHED HIM AND SAID THAT THEY HAD RUN OUT OF FOOD AND NEEDED MORE.

I WAS AWE STRUCK, BUT HE RESPONDED VERY NICELY AND SAID, “OH WELL IF THAT IS THE CASE YOU SHOULD PROBABLY GO GET SOMEONE TO BRING YOU SOME MORE FOOD.” SHE RESPONDED AND SAID, “OKAY”, BUT SHE DIDN’T CATCH ON THAT HE DIDN’T WORK THERE.

I THOUGHT HE HANDLED THAT SO WELL, BUT HE HAD BEEN IN THAT SITUATION SO MANY TIMES THAT HE KNEW HOW TO HANDLE IT AS A BLACK MALE INTERPRETER. I BELIEVE THAT AS BLACK INTERPRETERS WE HAVE THESE LIVED EXPERIENCES AND SO GOING INTO THESE SITUATIONS WE’VE LEARNED FROM OUR OWN EXPERIENCES HOW TO DEAL WITH THEM AND BE PROFESSIONAL AT THE SAME TIME.

EXAMPLES OF MICROAGRESSIONS

THERE ARE SO MANY PEOPLE OUT THERE WHO ARE LIKE INNOCENT LITTLE DEER WALKING THROUGH THE FOREST, NOT SEEING HOW THEY'RE LIKE TRAMPLING ALL OF THE LITTLE ANIMALS UNDER THEIR FEET.

AND I THINK THERE'S ALSO SOME PEOPLE OUT THERE THAT ARE NOT ONLY INNOCENT AND CLUELESS, BUT IF YOU BRING IT UP TO THEM, THEY GET VERY DEFENSIVE.

SO THAT HAS HAPPENED TO ME A LOT... IF I TRY TO TALK TO CERTAIN PEOPLE ABOUT THINGS. THEY GET REALLY UPSET, AND DEFENSIVE, AND LIKE,

"I DON'T WANT TO TALK ABOUT THIS." LIKE PEOPLE HAVE TOLD ME, "I DON'T WANT TO TALK ABOUT THIS BECAUSE THIS IS NOT MY AREA. THIS IS YOUR AREA OF EXPERTISE. THIS IS NOT MY AREA OF EXPERTISE."



CASE STUDY BLACK VOICE? TIFFANI T. HILL

[TIFFANY.T.HILL](#)

PUBLISHED ON JUL 15, 2014

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=DCWI1JS
W9TO](https://www.youtube.com/watch?v=DCWI1JSW9TO)

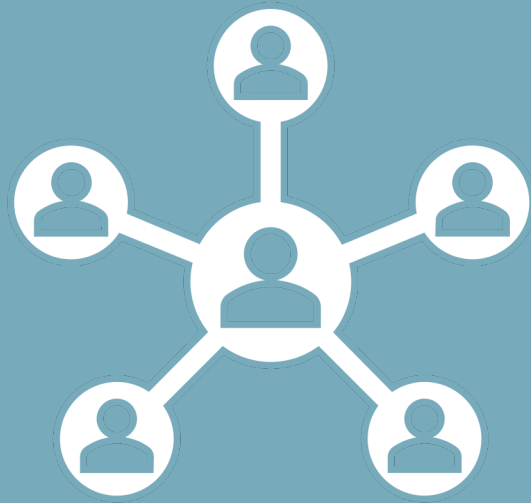
CASE STUDY
SIGN LANGUAGE
INTERPRETING:
ENGAGING THE DISENGAGED,
EMPOWERING THE
DISEMPOWERED

THOMAS HOLCOMB,
PHD

STREET LEVERAGE
2017

[HTTPS://STREETLEVERAGE.COM/LIVE_PRESENTATIONS/SIGN-LANGUAGE-INTERPRETING-ENGAGING-DISENGAGED-EMPOWERING-DISEMPOWERED/](https://streetleverage.com/live_presentations/sign-language-interpreting-engaging-disengaged-empowering-disempowered/)

TAKE AWAYS



Race/Ethnicity
Gender
Sexual orientation
Religion/spirituality
Age
Body type
Disability
Deaf
Hearing
Other

WHICH OF THE SOCIAL IDENTITIES DO
YOU IDENTIFY WITH THE MOST?



THANK YOU!

