

EQUITY IN IPS:

PRACTICAL APPLICATIONS

Leticia M. Sainz, LPC, MOM

MY MISSION

- Define terms:
 - equity vs. equality, privilege, racism, affirmative action, culture, & cultural humility,
- Facilitate discomfort:
 - the first step in change



P.O.A.

- Group Agreements
- Getting to know you
- Terms/Definitions
- Writing/Discussion



EQUITY VS. EQUALITY



PRIVILEGE

- The concept of privilege refers to any advantage that is unearned, exclusive, and socially conferred.

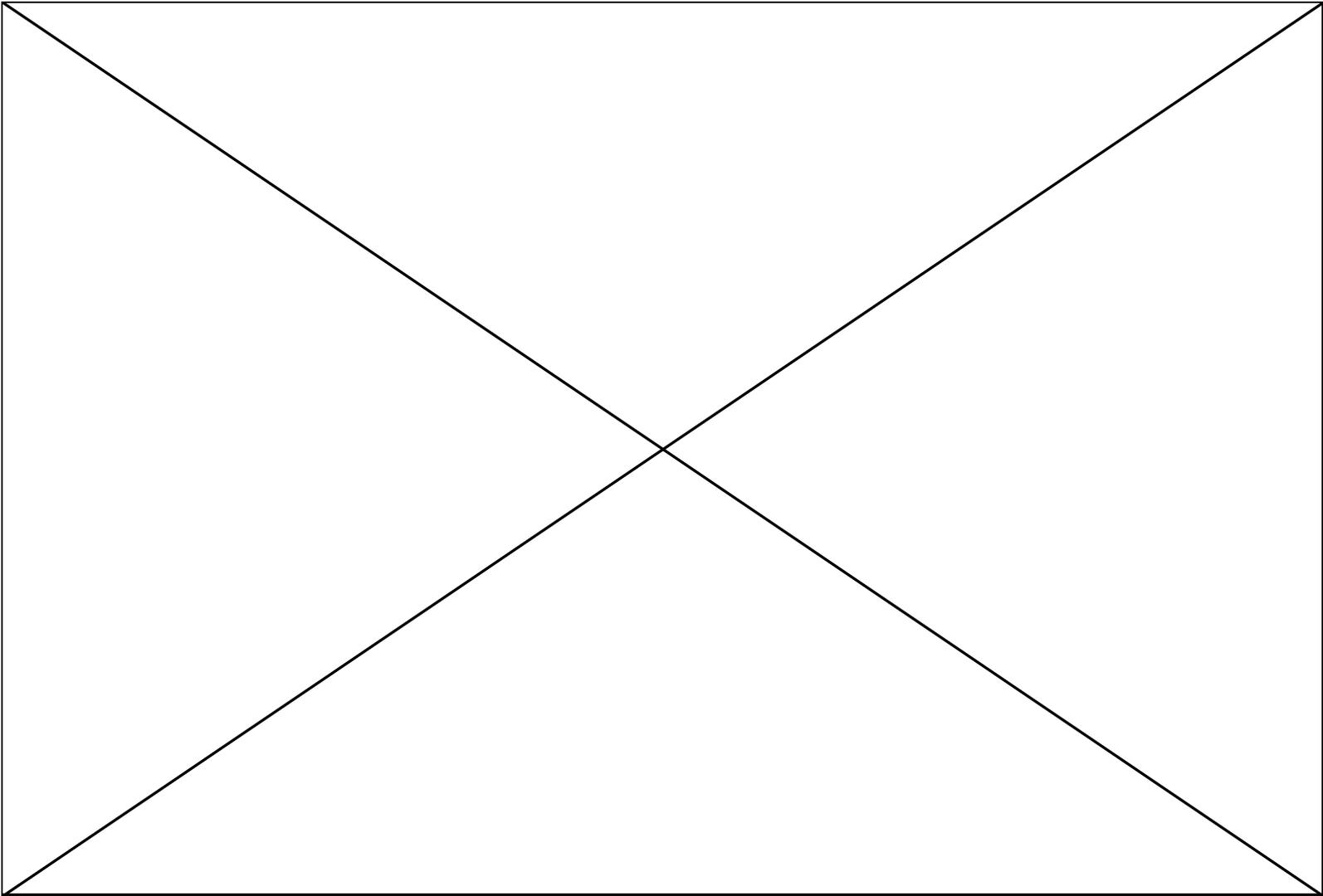


RACISM

- A belief or doctrine that inherent differences among the various human races determine cultural or individual achievement, usu. involving the idea that one's own race is superior.
- A policy, system of government, etc., based on such a doctrine.
- A hatred or intolerance of another race or other races.



REVERSE RACISM



AFFIRMATIVE ACTION

- Employment programs required by federal statutes and regulations designed to remedy discriminatory practices in hiring minority group members; i.e., positive steps designed to eliminate existing and continuing discrimination, to remedy lingering effects of past discrimination, and to create systems and procedures to prevent future discrimination; commonly based on population percentages of minority groups in a particular area. Factors considered are race, color, sex, creed, and age.



CULTURE

- A culture is a way of life of a group of people--the behaviors, beliefs, values, and symbols that they accept, generally without thinking about them, and that are passed along by communication and imitation from one generation to the next.
- Examples of cultural identifiers: Education, Gender Identity and Roles, Sexual Orientation, Age, Spiritual Practices, Race, Ethnicity, Nationality, Locality, Social Class...and so many others
- How do you define culture?



CULTURAL HUMILITY

- An alternative to cultural competence, which assumes that one can learn or know enough, that cultures are monolithic, and that one can actually reach a full understanding of a culture - to which they may or may not belong.
- Encourages lifelong learning with no end goal but rather an appreciation of the journey of growth and understanding.



WRITE ON IT

- Think of the community you work in and identify the primary groups of people you work with – by age, ethnicity, race, socioeconomic status, etc.
- Start with one group and identify as many stereotypes as you can around work ethic
- Continue to other groups if you have enough time



WHAT CAN WE DO?

- Practice cultural humility
- Question your thinking
- Consult with the experts
- Find your tribe
- Make mistakes
- What else?

