

CULTURAL RESPONSIVENESS

**NAJMA JOHNSON (THEY, THEM, THEIRS)
DEAF ACTION TECHNICAL ASSISTANCE TEAM**

DISCLAIMER/TRANSPARENCY

**THERE'S A POSSIBILITY THAT YOU MAY/WILL
FEEL:**

UNCOMFORTABLE

DEFENSIVE

TARGETED

ANNOYED

IGNORED

PROVOKED

MISUNDERSTOOD

ACCUSED

UPSET

I ASK FOR 3 THINGS

1. RECOGNIZE BEING UNCOMFORTABLE IS IMPORTANT AND THAT **THIS SPACE IS CONSENSUAL**
2. LISTEN FOR UNDERSTANDING, NOT TO MAKE A POINT ABOUT AN EXPERIENCE THAT YOU DO NOT OWN
3. USE I STATEMENT - NAME YOUR OWN FEELINGS, EXPERIENCE AND RESPONSES

- **WHEN DISCUSSING OPPRESSION..**
 - **OPPRESSION IS NOT ALWAYS AN ACT OF AN INTENTIONAL VIOLENCE**
 - **MANY TIMES, IT IS UNINTENTIONAL**

NAMING AN OPPRESSIVE AGENT - IT MEANS THAT I AM NAMING THE SYSTEM /SYSTEMATIC IDEOLOGY (NOT A INDIVIDUAL)

CONSENSUAL SPACE

- WHEN SHARING SPACE WITH MARGINALIZED FOLKS (USING INTERSECTIONAL /KYRIARCHIAL FRAMEWORK), IMPORTANT TO BE AWARE OF:

- CENTER MARGINALIZED EXPERIENCES

BE WILLING TO LET GO OF THE NEED TO BE RIGHT OR TO IMMEDIATELY UNDERSTAND

- ACCEPT THAT YOU WILL LEAVE WITH A SENSE OF “UNFINISHED,” AND THAT IS A GOOD THING BECAUSE THIS WORK IS ONGOING

MY WORD CHOICES

AS I ADDRESS MY BIAS AND ASSUMPTIONS, EVERYDAY, TOWARDS MANY COMMUNITIES, I AM A BLACK TRANSQUEER DEAFDISABLED WHO INTERNALIZED OPPRESSION TOWARDS PEOPLE WHO SHARE SAME IDENTITIES I HAVE AND FUNCTION ON THEM. MY WORD CHOICES ARE **INTENTIONAL** TO MANAGE MY BIAS, VALUES AND ASSUMPTIONS.

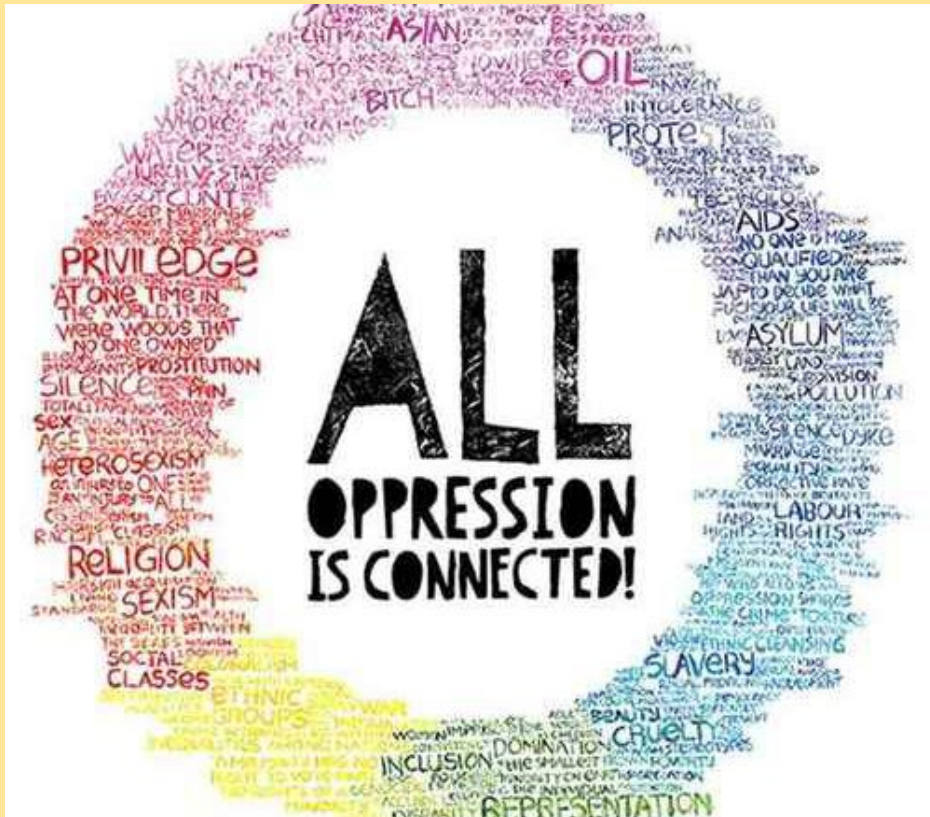
Kyriarchy

A SOCIAL SYSTEM OR SET OF
CONNECTING SOCIAL SYSTEMS
BUILT AROUND DOMINATION,
OPPRESSION, AND SUBMISSION.
CREATED BY ELISABETH
SCHÜSSLER FIORENZA.

GUERRILLA FEMINISM

WE ALL CAN HARM
EACH OTHER
WHEN WE ARE NOT
AWARE OF
MULTIPLE
REALITIES,
IDENTITIES AND
EXPERIENCES.

HISTORICALLY AND CHRONICALLY MARGINALIZED PEOPLE ARE VICTIMS OF MULTIPLE SYSTEMATIC OPPRESSION SIMULTANEOUSLY



**THERE IS NO THING AS A
SINGLE-ISSUE STRUGGLE
BECAUSE WE DO NOT LIVE
SINGLE-ISSUE LIVES.**

AUDRE LORDE

I am still an....

Oppressor

Intellectualism

Colorism

Transantagonism

Ableism

Xenophobia

Sizeism

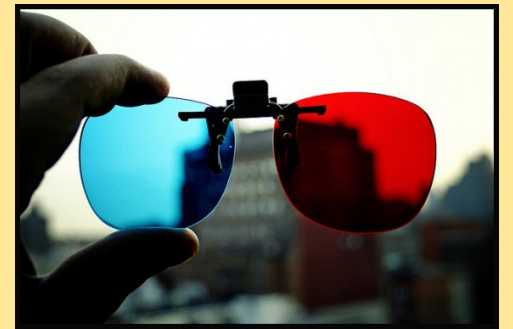
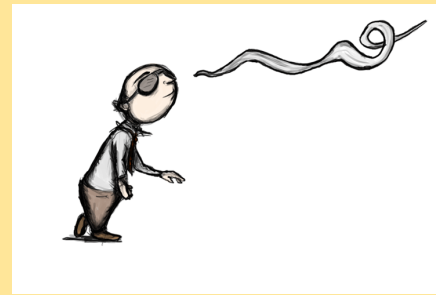
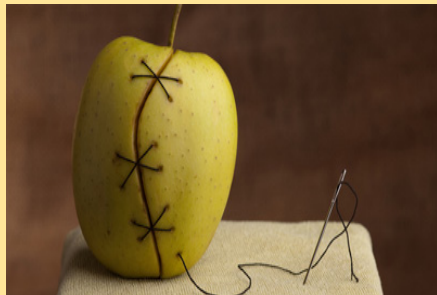
Ageism

Classism

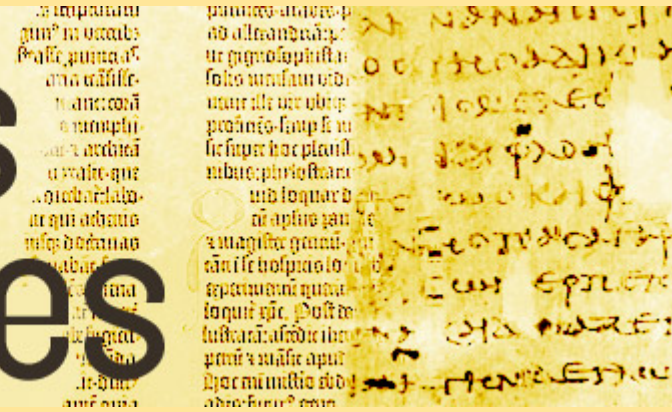


WHAT IN THE WORLD IS A WORLDVIEW?

A WORLDVIEW MAY BE DEFINED AS HOW ONE SEES,
FEELS & SMELLS LIFE AND THE WORLD AT LARGE



Beliefs & Values



IT INFLUENCES HOW WE THINK, MAKE DECISIONS, BEHAVE,
AND UNDERSTAND PEOPLE AND EVENTS THAT OCCUR

CULTURAL BACKGROUND, HOW A PERSON WAS BROUGHT UP
AND LIFE EXPERIENCES MAKES UP THEIR WORLDVIEWS

WORLDVIEWS ARE INFLUENCED BY OUR CULTURAL
HERITAGES, LIFE EXPERIENCES, PERSONALITIES, ETC.

OUR ATTITUDES, BIAS, VALUES, OPINIONS, THOUGHTS AND MORE

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So....WHY LEARN ABOUT OURS AND OTHERS' WORLDVIEWS?

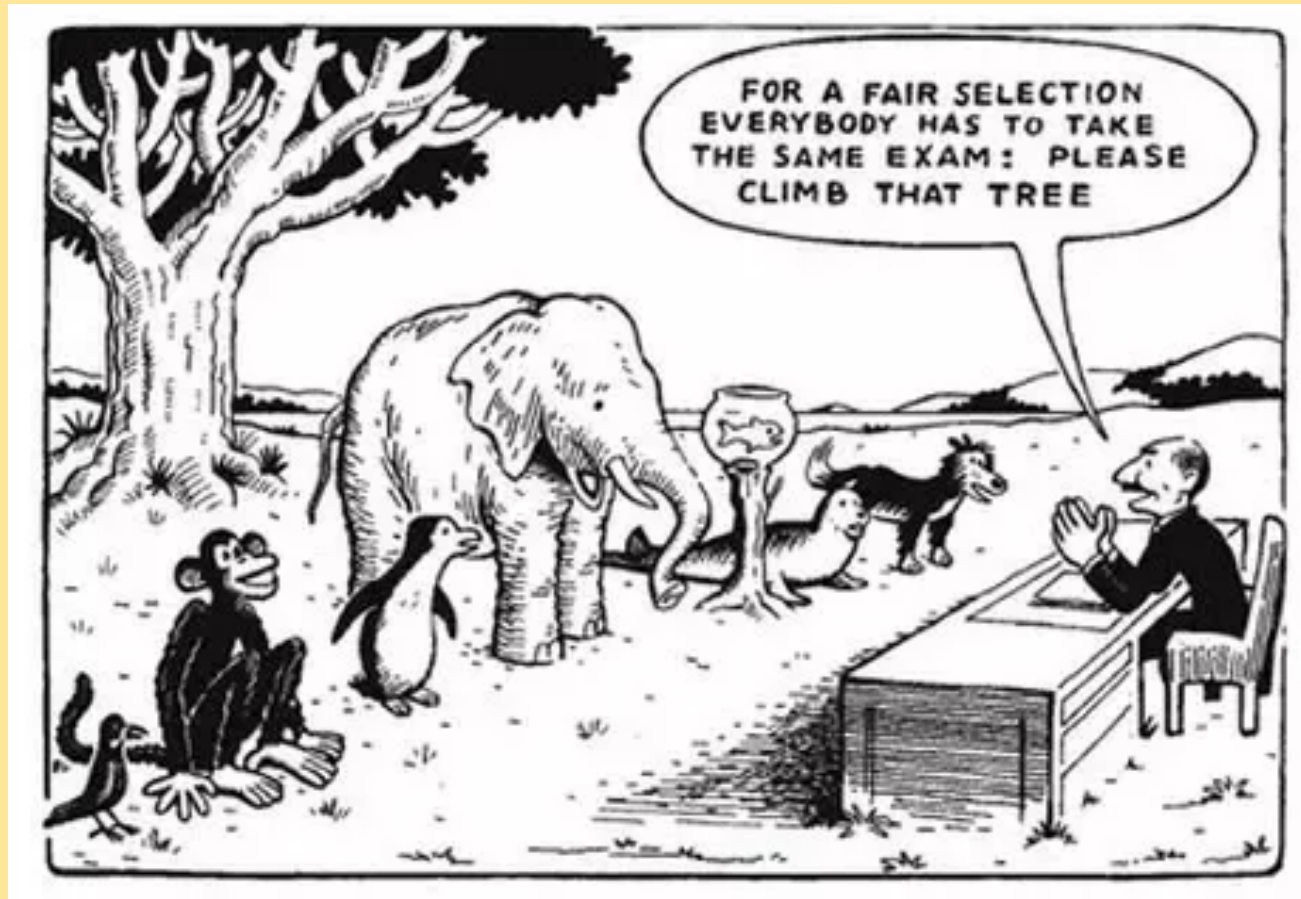
AS AN ANTI-VIOLENCE ADVOCATE WORKING IN THE DEAF/SIGNING COMMUNITY, OUR WORLDVIEW WILL BE DIFFERENT FROM OUR CLIENTS/COLLEAGUES AND IF WE ARE UNAWARE OF THE BASIS FOR THIS DIFFERENCE

WE ARE VULNERABLE TO PRACTICE

CULTURAL OPPRESSION

REGARDLESS THE GOODNESS OF OUR WORK

SHIFTING AWAY FROM “EQUALITY” INTO INTENTIONAL, AUTHENTIC AWARENESS AND RESPONSIVE: HARM-REDUCING INTENTIONAL INCLUSIVE FRAMEWORK



BEING INTENTIONAL IS BEING CULTURALLY RESPONSIVE

- ORGANIZATION’S VISIBILITY (INCLUSIVE LANGUAGE)
- BROCHURES/INFORMATIVE MATERIALS
- LANGUAGE ACCESSIBILITY
- SOCIAL MEDIA
- WORD CHOICES

NO ONE SHOULD EVER BE AN AFTERTHOUGHT. NO ONE SHOULD EVER FEEL EXPENDABLE OR # 3. WE ARE READY AT ANY GIVEN TIME.

TO MAKE PROGRESS
YOU HAVE TO
LEARN TO BE
COMFORTABLE
BEING
UNCOMFORTABLE

BEING UNCOMFORTABLE

- A GIFT
- HUMILITY
- HUMANE
- OFTEN MISTAKEN AS UNSAFE
(OPPRESSOR'S STANCE)

OUR BIAS = HURTFUL TO OTHERS

BUT THAT'S NOT THE ONLY THING THAT HURTS US.

OUR FEELINGS ARE HURT, AND WE BECOME
UNCOMFORTABLE WHEN SOMEONE CALL ON OUR
BIAS

JOURNEY IS A PROGRESS.



SADNESS

CONFUSION

PAIN

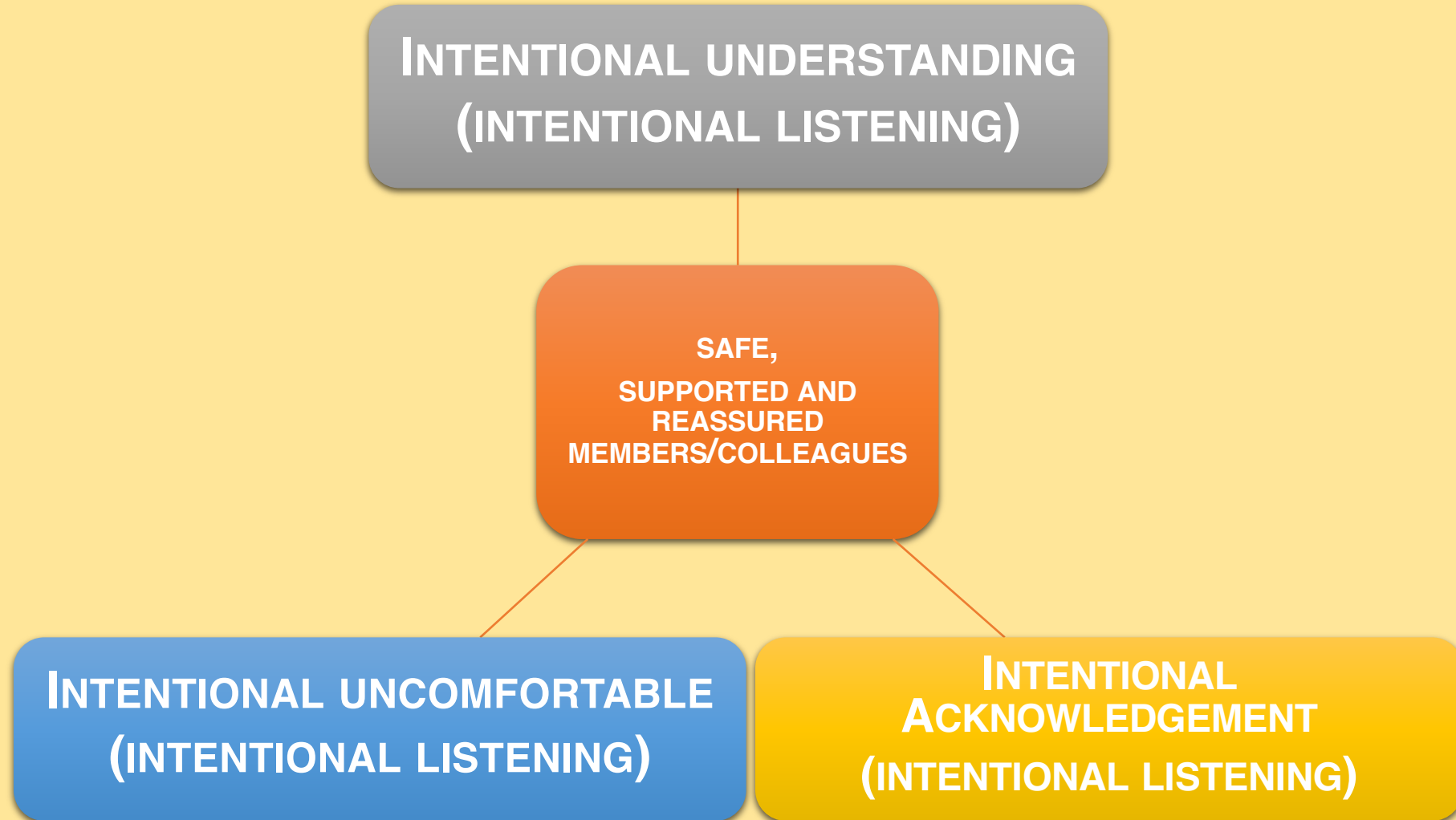
SORROW

HAPPINESS

TRIUMPH

A LOTS OF MISTAKES

MAINTAINING INTENTIONAL NON-VIOLENT RELATIONSHIPS





THE WORST MISTAKE
ANYONE CAN MAKE IS
BEING TOO AFRAID TO
MAKE ONE

CONNECT, SHARE, RE-LEARN AND RE-CONNECT

MANY OF YOU HAVE SKILLS.
SOMETIMES WE DO NOT
REALIZE THE EVERLASTING
HARM WE CAUSED WHEN WE
TRY BE HELPFUL.

BECAUSE WE ARE WELCOMED
IN ONE SPECIFIC COMMUNITY,
NOT ALL COMMUNITY
MEMBERS ARE WELCOMING
AND THAT IS OKAY.
SOMETIMES STAYING IN LANE
IS THE MOST ETHICAL AND
HUMANE THING TO DO.



IF YOU ARE FEELING UNFINISHED AND UNCOMPLETED, *TABLE TAP*- IT



IS GREAT BECAUSE IT MEANS YOU ARE READY TO CONNECT, SHARE, RE-LEARN AND RE-CONNECT



IN SOLIDARITY