

# Flourishing Lives Workshop

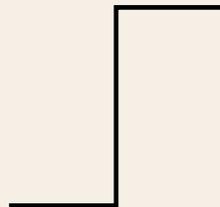
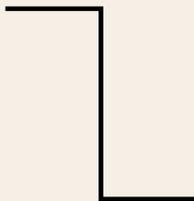
9<sup>th</sup> November 2022

Your facilitators are  
**Hilna Fontaine and Makeda Hewitt**

[www.Mabadiliko.org](http://www.Mabadiliko.org)

2022

Triggering



Motivating

Challenging



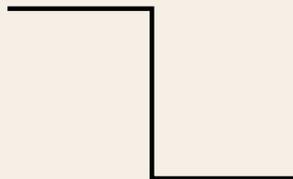
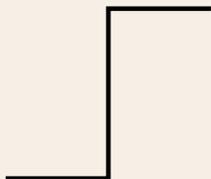
Impactful

Enlightening



Eye-opening

Educational



Energising





## What is Cultural Humility?

A lifelong process of self-reflection and self-critique whereby we not only carve out time to learn about the lived experiences of others but begin with an examination of our own cultural identities and beliefs.

It means that we critically self-evaluate our values and beliefs and treat learning as a lifelong process. Doing the work on ourselves first, lessens the risk of getting it wrong, feeling bad, guilty or shame. It helps people of all ethnicities feel more comfortable having difficult conversations about race, racism and oppression.

# Mabadiliko Cultural Humility Framework

## Ethno-Centric

Individual reality is framed by issues associated with one's own culture

### Stage 1 Rejection

Having a vague categorisation of "other" and an inability to see cultural differences. People here need to learn about other cultures and explore cultural differences. Someone here may say they are colour blind.

### Stage 2 Resistance

Recognises different cultures but, sub-consciously, negatively evaluates cultures different from their own. Here, people need to be able to manage anxiety about other cultures and embrace tolerance.

### Stage 3 Rationalisation

Seeks to rationalise racism within a generalised view of diversity and inclusion. Here the individual needs to develop cultural self-awareness and experience difference.

## Ethno-Relative

Individual reality is framed by issues experienced by all cultures

### Stage 4 Openness

Can appreciate cultural differences, values and respects differences, accepts that one's own culture is only one of many. Here people need to have respect for others' values and beliefs.

### Stage 5 Active Change

Competent in communicating with people of different cultures. Here people need to experience empathy for other cultures and develop risk-taking skills and problem-solving skills.

### Stage 6 Cultural Humility

Able to have other cultural experiences and moves in and out of their own worldview. Here the person is curious and has been seeking understanding.

# 5 Elements of Cultural Humility



**Show  
Empathy**



**Gain  
Knowledge**



**Validate &  
Apologise**



**Self-reflect**



**Commit**



# Agenda

- Understanding and demystifying racism
- Identity and Difference
- Rank, Power, Privilege
- Allyship and Solidarity

# Demystifying Racism

Racist *people*



vs.

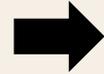
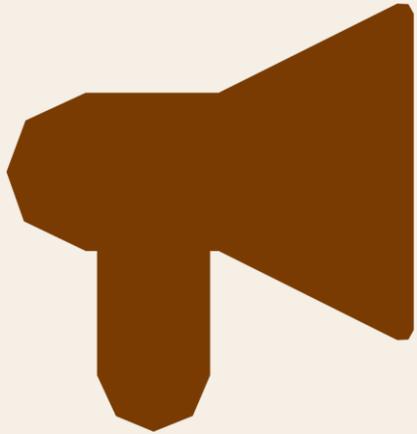
Racist *ideas*



A racist idea is any idea that suggests one racial group is inferior or superior to another racial group in any way. Racist ideas infer that the inferiorities and superiorities of racial groups explain racial inequities in society.

# Demystifying Racism

**Producers**



**Racist *ideas***



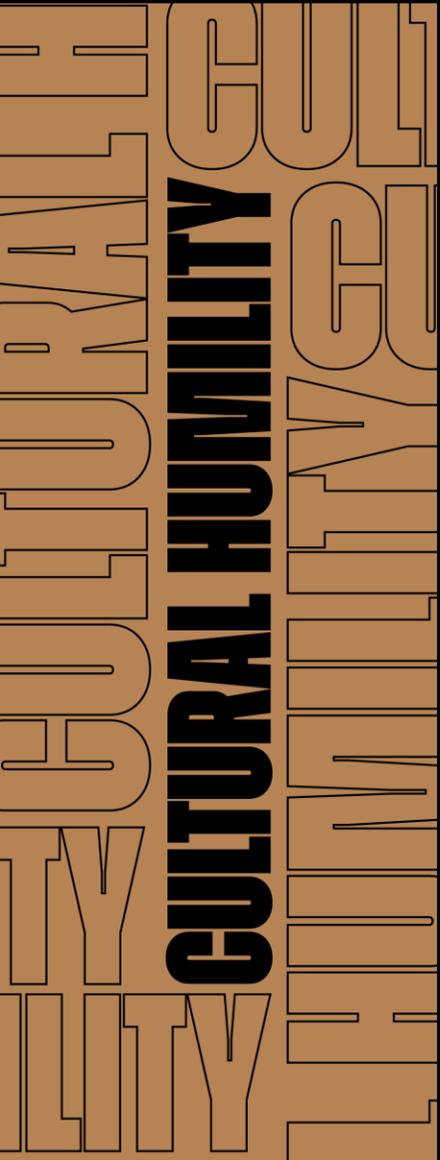
**Consumers**



# Racialisation

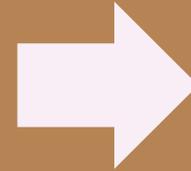
## RACIST IDEAS

Suggests one racial group is inferior or superior to another racial group in any way. Racist ideas argue that the inferiorities and superiorities of racial groups explain racial inequities in society.





## Example Racial Groups:



- Ethnicity
- Sexuality
- Gender
- Skin colour
- Class
- Nationality...
- ...And more

Each and every one of these racial groups have been targeted with racist ideas that are distinct.

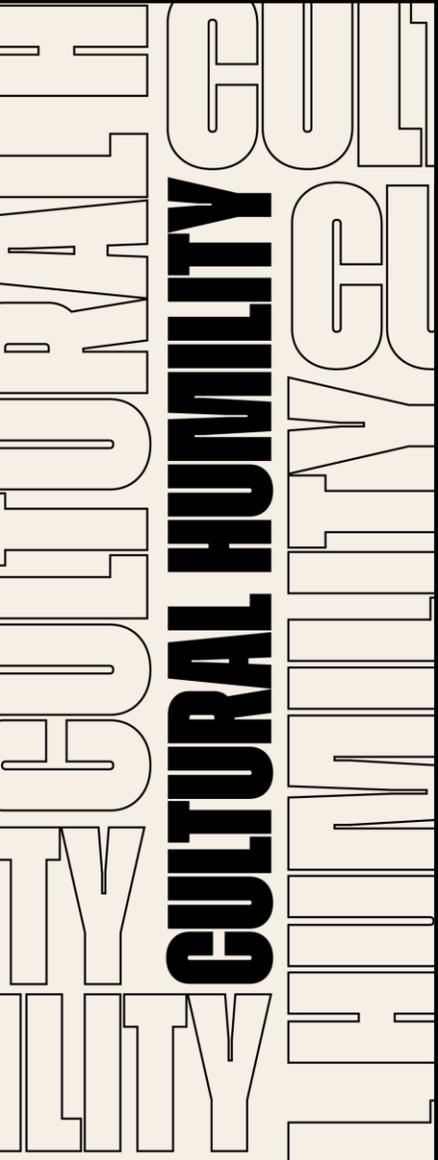
**E.g. Black women  
vs Black Men**

**E.g. White poor vs  
White Wealthy**

Racist ideas about black women are distinct from the racist ideas about black men. Similarly, the racist ideas about the racialised white poor are different to those about racialised white wealthy communities.

**CULTURAL HUMILITY**

**Cultural Humility includes critically self-evaluating racist ideas we've consumed and recognising how they may play out in our behaviours**



## Agenda

- Understanding and demystifying racism
- Identity and Difference**
- Rank, Power and Privilege
- Allyship and Solidarity



# **Activity: Ups & Downs**

*Exploring Representation*

# DIVERSITY

Refers to the **existence** of variations of different characteristics in a group of people. Such as cognitive skills, personality traits and our identities.

**Diversity exists without any intervention.**

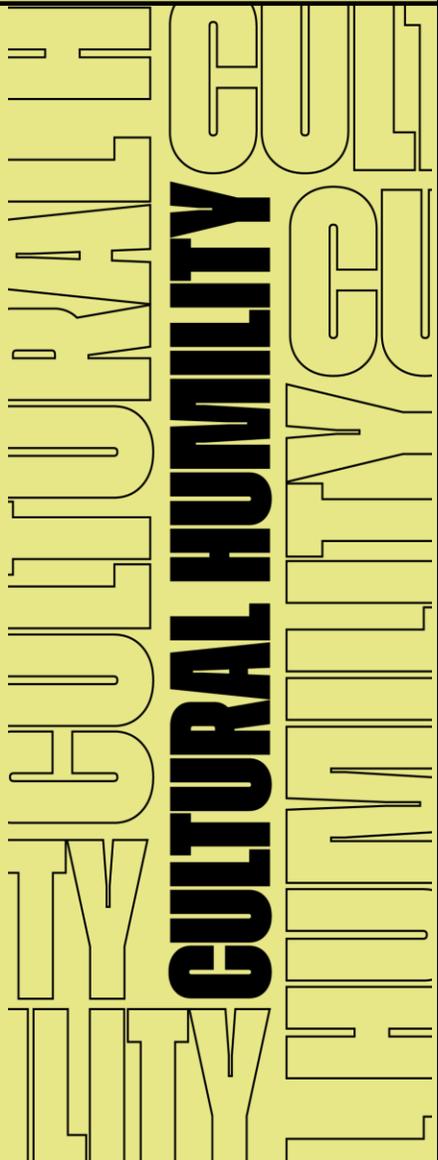
**The diversity that exists in the UK should also be reflected in key organisational decision-making roles.**

# INCLUSION

Inclusion is an organisation's **effort and practices** in which different groups or individuals having different backgrounds are culturally and socially accepted and welcomed.

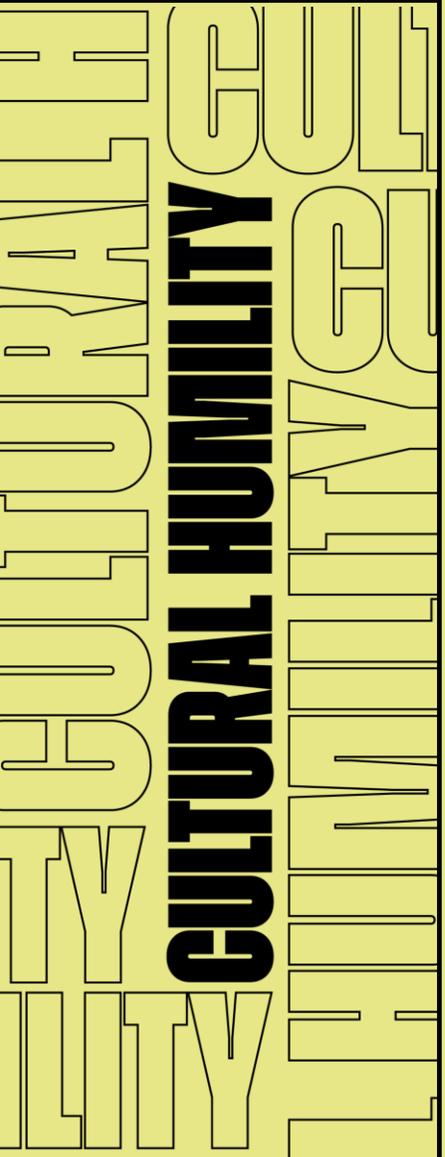
**Inclusion is a conscious step that requires action**

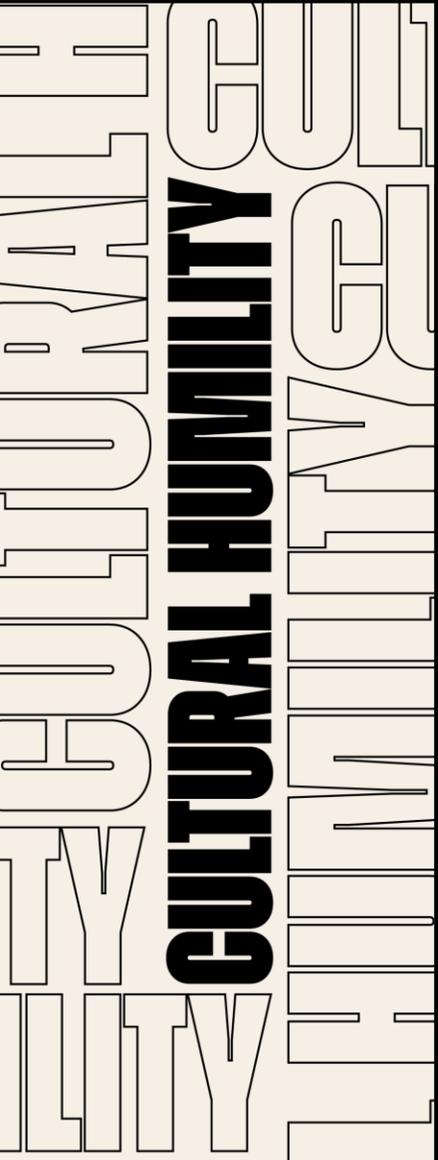
**Focusing on inclusion orientates discussions to a more action focused approach**



# BELONGING

The feeling of **security and support** when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place.





# Agenda

- Understanding and demystifying racism
- Identity and Difference
- Rank, Power and Privilege
- Allyship and Solidarity

# Activity: Ancestral Exercise

*Exploring identity*

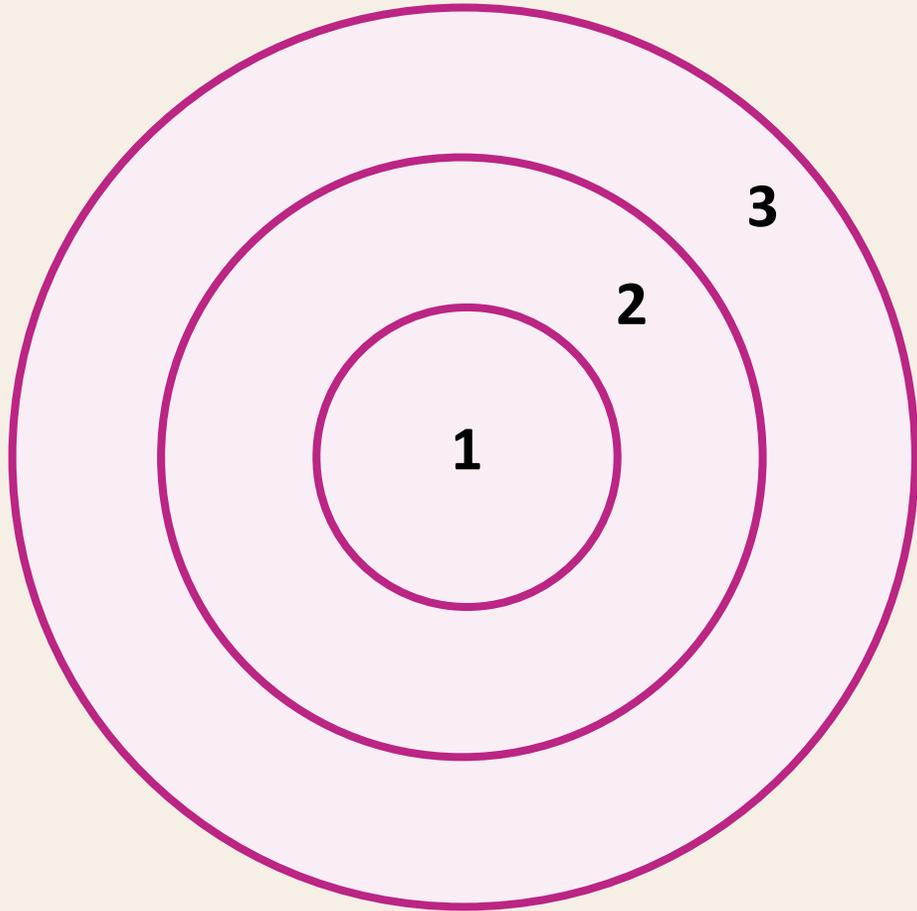


1. What is your real name?
2. What is your ethnicity/gender group?
3. What is hard about being (your ethnic/gender group)?
4. What is good about being (you're ethnic/gender)?

5 minutes each

# Activity: Inner Circle Exercise

*Exploring representation in your social circles*

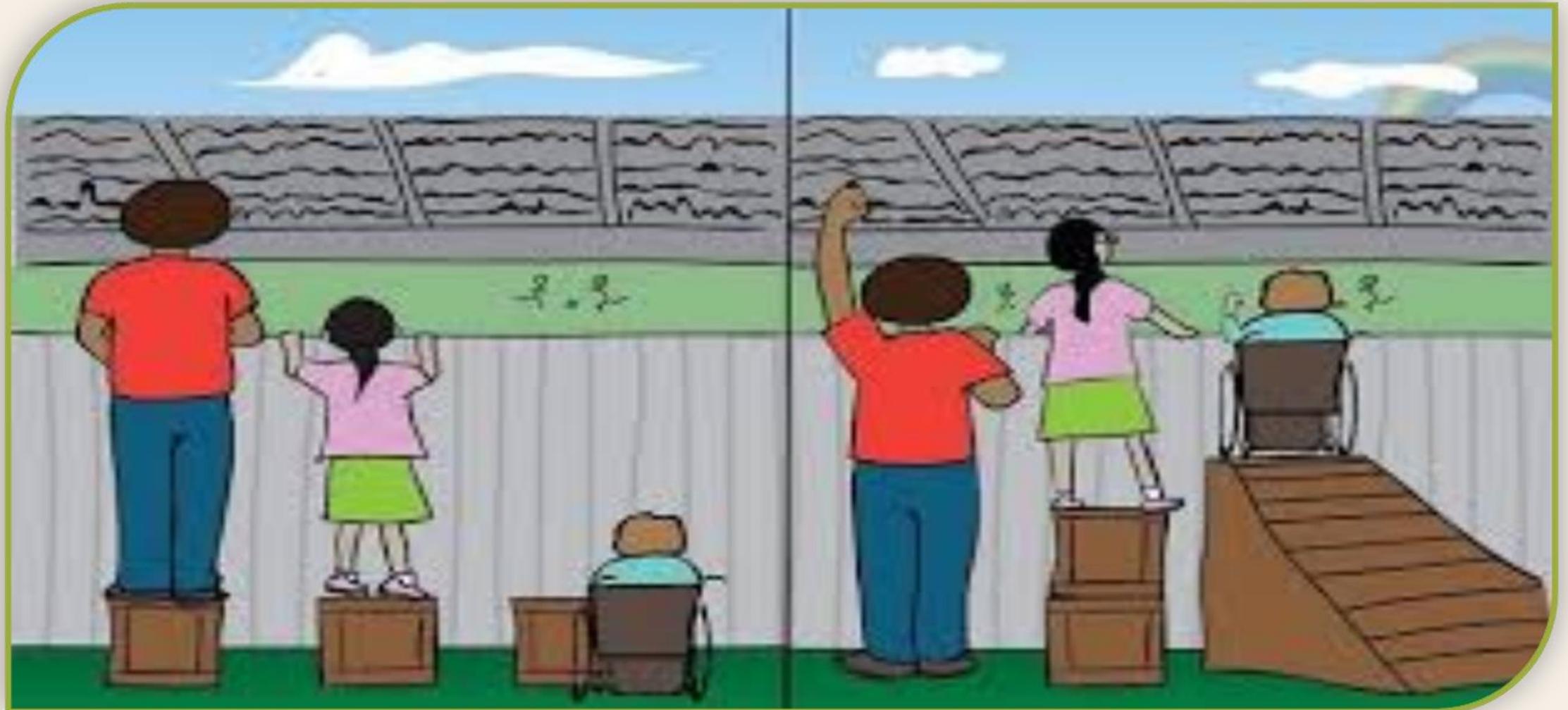


**Level 1 Trust: Our trusted friends and family**

**Level 2 Trust: People you would trust in your yard**

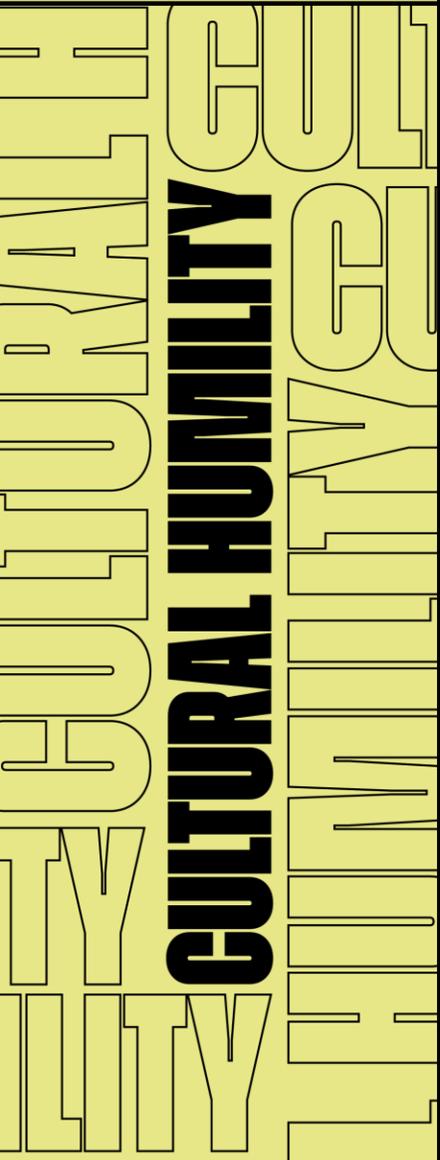
**Level 3 Trust: Just getting to know, acquainted**

# Equality vs Equity



# EQUALITY

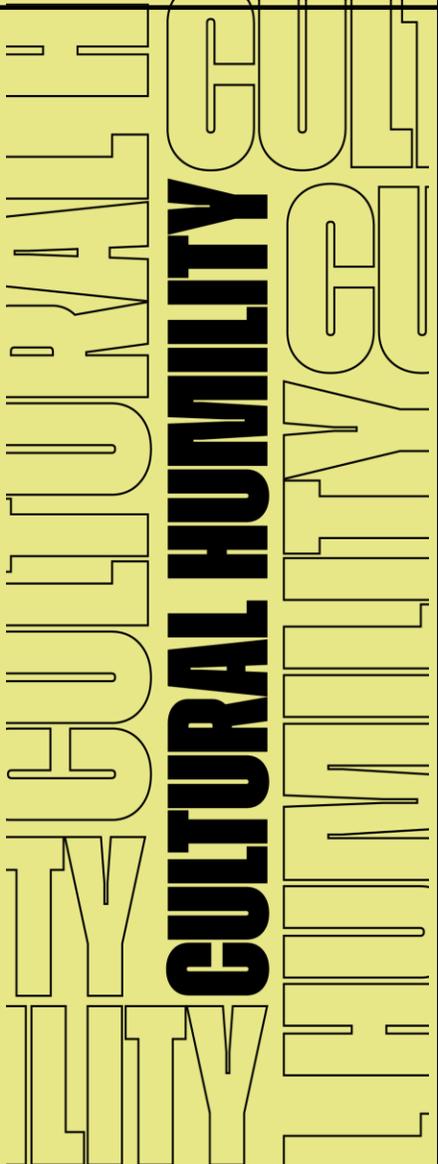
Each individual or group of people is given the same resources or opportunities, irrespective of their starting place.



# EQUITY

Recognises that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

**Culturally Humility and anti-racism efforts must focus on equity and not just equality.**







## Agenda

- Understanding and demystifying racism
- Identity and Difference
- Rank, Power and Privilege
- Allyship and Solidarity

# Speak Out Activity

Our brain may be the most complicated thinking machine but it's not without its limitations. In our attempt to understand the world around us through our lens we simplify things and fall prey to cognitive biases.

# COGNITIVE BIASES

Highly predictable systematic errors in judgements or decisions.



Sometimes these biases are caused by heuristics or mental shortcuts which help us reach quick judgements when we are under pressure. For instance if we have little time. At other times our judgment is clouded by situational factors and inner motivations and emotions.

# COGNITIVE HEURISTICS

Mental shortcuts which help us reach quick judgements under pressure e.g. little time or high emotions

For instance, when we are having uncomfortable conversations about race and oppression.



# **OVER 100 HEURISTICS AND BIAES**

**Cognitive Heuristics and biases are inevitable  
for most of us**

**Being aware of them can help us avoid them  
through conscious efforts**

# Affinity Bias



A tendency to get along with others who are like us, and to evaluate them more positively than those who are different.

# Conformity Bias



A tendency to take cues for proper behaviour in most contexts from the actions of others rather than exercise our own independent judgement

# Projection Bias



Over-confidently assume that others share our thinking pattern, attitudes and beliefs

# Loss Aversion



The tendency to give more weight to avoiding losses than receiving gains when making a decision

The psychological value of loss is twice as much as gain. **So what might be lost?**

# Status Threat



Perceived threat when our relative importance, pecking order or power is challenged.

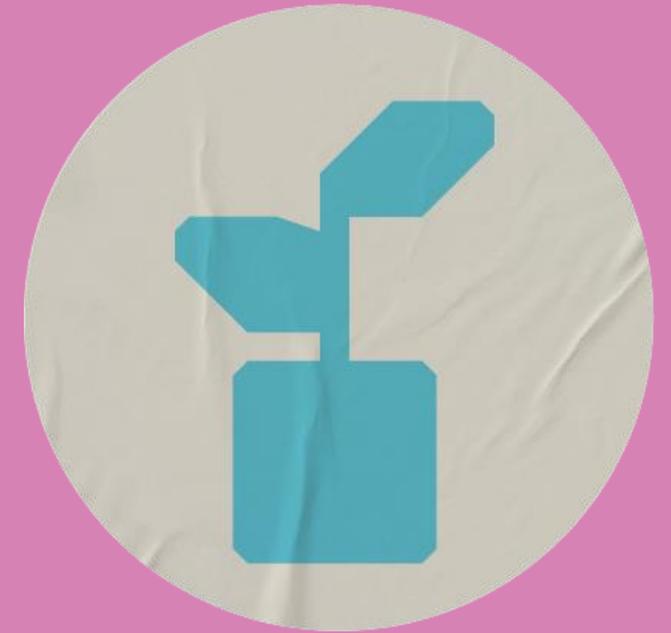
Social threats are treated the same way as physical threats by the brain.



## Change might feel uncomfortable

Countering racist ideas that we have all consumed and the cognitive biases and heuristics which are at play

- What roles do you think ‘loss aversion’ and ‘status threat’ might have in Cultural Humility and antiracism efforts?



**Self-reflection**

# Allyship

Reach out and nurture authentic relationships with black and minoritised people in your community. Listen and learn from them

Understand the impact of oppression we exist in has had on the confidence of black and minoritised organisations applying for funding

Share your networks and contacts with black and minoritised groups and recommend those you've come into contact with

Resource roundtable discussions for black and minoritised people and organisations, recognising that nothing about them can be without them. Spaces they can speak and represent themselves

# Resources

- **Book** - So You Want to Talk About Race, Ijeoma Oluo
- **Book** - How To Be An Antiracist, Ibram X. Kendi
- **Poem** - I'm Looking At The World Through Black Tinted Spectacles, Paul Deemer
- **Video** – What is privilege? University of Plymouth
- **Book** – Why I'm no longer talking to white people about race, Reni Eddo-Lodge
- **Book** - Your Brain at Work, David Rock
- **Book** – Thinking Fast and Slow, Daniel Kahneman
- **Book** – Predictably Irrational, Dan Ariely



**THANK YOU**