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Understanding Privilege, for Healthcare Professionals

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- Hello, and welcome back. We are pleased to welcome back today's presenter, Ms. Esther Clervaud. Ms. Clervaud is an author and educational consultant in South Carolina. In addition to being trained through Cornell University's Diversity and Inclusion Program, Esther has gained experience through working with diverse populations and data driven research. She currently uses her knowledge to facilitate professional development around the nation educating professionals in various fields and expertise. Esther has published over 15 cultural resources and consults with organizations on strategies for increasing cultural awareness and sensitivity in their workplaces. Thanks everyone for joining us today, Esther, at this time I'm going to turn it over to you.

- Thank you so much for the introduction. So today we're gonna be discussing privilege. The title of this presentation is Understanding Privilege for Healthcare Professionals. Here are my disclosures. All right, so the learning outcomes. By the end of the session, or this course you will be able to explain the definition of privilege, summarize the effects of privilege in health care, describe strategies that will assist in using one's privilege to bring about equity. All right, so I know this could be a very touchy topic. It's not something that someone normally or generally run to. So for this course, I wanted to create a set of protocol our rules that we will follow during this presentation. The first one, I want you to lean into the discussion.

Listen to what's being said and find where you fit in and what you've seen in society in general. Ignore the desire to get defensive. Once again, this is very touchy. This is a very touchy topic as so anything necessarily with social reform or diversity or culture, et cetera at times. But I want you to just ignore that desire to get defensive. Also searched for ways to make a change. So as you're listening if you're the one holding the privilege in certain areas find out what you can do to bring about change. Take the journey one day at a time. This is a journey. It is not a destination. We cannot take one cultural diversity course and think that, okay, I'm good.

I can do what I need to do in this world to be impactful. No, rather it is a journey. We are constantly learning every learning and examine yourself. Once again I said, see where you fit into what we're discussing but kind of look deep down into your heart and your experiences to see have you been an issue or where have you been oppressive in any way and what you can do to be better of course, and then never stop learning. Once again this is not a destination, but it is a journey that we are ever learning, ever-growing together. And if for some reason you forget everything that I just said, just remember to listen, listen, listen, listen and of course learn.

All right, so I wanna introduce you all to four people. This is called the race called life. Now we have Keisha here on the left-hand side. We have Ryan and Sarah and not George but Jorge to the far right. Now they have four different life experiences, some similar some different, but I wanna show you exactly how privileged work in society. So we're all start for instance, in the same line. This is what we believe or said to belief. But Keisha we'll start with Keisha and Sarah in particular. They both graduated from the same high school. So during their final year they schedule an appointment to see their guidance counselor Upon sharing their goals, which happened to be identical their counselor recommended that they apply for this new internship that was recently posted.

They both got the position but Sarah was unable to take the position because of her lack of transportation. Keisha drove to school. So she was able to take the job and gain a lot of knowledge to help her in her future career. Years later Keisha and Sarah landed the same position in a new facility. Although Keisha was more knowledgeable and experienced Sarah was automatically perceived to understand the field more than Keisha. She was also offered more opportunities for advancement although more knowledgeable and educated, Keisha never advanced. And here is Ryan and Jorge. Ryan and Jorge didn't have much growing up, but they both were determined to have a bright financial future. Their long-term goal was to become a news anchor and make lots of money.

Therefore they took their high school English class very seriously. Ryan's communication during classroom discussion was seen as active learning. It was during that time, his teacher recognized that he had a speech impediment. As a result, she was able to enroll him to CASLP or speech language pathologist, where he received techniques that helped him speak more fluently. Jorge participation was seen more like a classroom disruption. So there were many things that he did not have the opportunity to do because of his perceived disruptions. Even though Jorge was sent out of class more frequently than not there were some successful opportunities given to him to communicate verbally in class. Ryan's opportunity allowed him to reach his professional goal.

So take a look at the positions of these individuals in this race called life. We see Keisha is behind and Jorge who happens to be Hispanic is ahead of Keisha. And then we have Sarah who happens to be white American and Ryan who happens to be a white American male tend to be a little bit further, closer to the success line if not there already. So many people may be wondering like what happened? I mean, I know they had different life experiences but would that have really contributed to where their stance is in where they are positioned in society? Well, the answer to that is yes. And this is a result of social privilege, social privileges.

And these are the words of Michael Kimmel. He said, American sociologist, Michael S. Kimmel. He uses the metaphor of a wind to explain the concept of social privilege. He explains that when you walk into the wind you have to struggle for each step that you take. When you walk with the wind is not that you don't feel the wind there at all but you move faster than you would otherwise. The wind is social privilege and it flows with you. It's simply propels you forward with little effort of your own. If you're familiar with anything about privilege you probably know Peggy McIntosh. Peggy McIntosh was the one who really brought this to light. And what exactly is it?

So privilege is an invisible package of unearned assets which one can count on cashing in each and every day but about which one is largely oblivious. A lot of people who are benefiting from the privilege they are unaware that they even have the privilege. So that's one of the reasons why it could be a little bit difficult to actually talk to people with a lot of privilege. Another definition, it gives it that, it's an unequal distribution of power benefits and other advantages among different groups in society. So this is something that we've had and we've seen for a long time but it's not anything that is frequently talked about for those reasons that I've already mentioned and it's still being studied.

And there are some people, I wouldn't say a lot of people, but there are some people who really think it's just a theory that isn't really true. It's just another something else that somebody just brought up. So origin of privilege. Like I told you, it is Peggy McIntosh who started with it and in particular in 1988. She came up with something called white privilege and male privilege a personal account to coming to see correspondences through work in women's study. So she is essentially an anti-racist activist. She's a scholar, she's a speaker, she's an author. And currently she's a senior research scientist at the Wellesley Centers for Women. So she's been doing a lot of work on this and her work has gone in many circles.

People are really excited. Some people are really excited about it because it is really bringing about change and showing people the privilege that they have and the power that they have in order to make sure that we are living in an equitable society. Now there are several types of privilege. We have gender privilege, there's passport privileged, geographical privilege, white privilege which people have been talking about a lot, birthplace privilege. There's even a pandemic privilege as well. There's age privilege. Able-bodied privilege. Just look on the screen right here. And you'll see a lot. And there's even more than what I put right here. Socioeconomic privilege, non-immigrant privilege, beauty privileged, cisgender privilege, white-passing privilege. And the white passing privilege is quite interesting.

The one that you see right here at the bottom, the bottom right. So is when you pass as members of the advantage group. So whatever group is advantage, which tends to be the majority, you end up passing, if you pass as white you can actually benefit or in other areas too there are some times that you can pass as members of that advantage group. For instance, if there's an age privilege and the age privilege is basically is that you're more privileged when you're younger. So if you tend to look younger sometimes you can be treated more favorably than somebody who is older. Even if you look at other things here, if for instance the white passing privilege, if you look white or if your skin is whiter although you can be African-American or whatever the case is you tend to be treated a little bit differently and actually experienced some of the privileges of those who are actually white.

So who gets the privilege? The majority. The majority gets the privilege. So today I am going to be talking about five different privileges in particular and this is religious privilege, gender privilege, racial privilege. Socio-economic privilege. So socio-economic privilege. and US citizenship privilege. All right, so defining privilege is not that difficult because a lot of times the term is directly into the in the word that you're defining. So religious privilege, that is the ability to find a place of worship near you. So its ability to find a place of worship near you. It's feeling a sense of connection between your religious celebration and wider society. So it's the default norm. And what is the default norm or the dominant religion in America?

Is Christian, Christianity. So there are a lot of privileges that you have of being a Christian if you're a Christian. And you're in the dominant religion which happens to be Christianity, you're more likely to worship freely and safely meaning you don't have to feel ashamed in the sense or you don't have to feel worried about going into a church on a Sunday or whatever day you go to you just do it freely. And once again, remember what I said before those who have the privilege, they are oblivious to the privilege because it's just normal. You know, it's just day to days. It's what it is. So that is

religious privilege. And then when you start to think about other people who don't have the privilege that's when or you hear new stories where something happened to a particular group who practice XYZ then you start to see, wow, okay.

I didn't know it was like that and so forth. And then there's also gender privilege. There's been a lot of talks of gender privilege. And I think is very common for many people to talk about that. But it's a set of privileges, distributed to a person on the basis of their gender. And this generally refer to male privilege. And I am sure you are so sure or you know about this a lot because you see it a lot in the workplace, in the pay and so forth. So it's more position of power than women. I know a lot of people are starting to try to change this but it's been a lot of work and effort to be done.

But you see more men, of course, in positions of power you see men are generally paid more than women doing the same thing. And sometimes the woman is doing more but they generally get paid more and they're taken more seriously than women as well. And when certain things are said, if it's said by women maybe it's probably trivialized and not everything of course, we don't wanna generalize but we see this to be common in the way society works. And then they're listened to more in everyday conversations. We see this frequently because a lot of times people tend to say that if I guess you can think about it in your upbringing. And before I continue with the previous point.

Sometimes if you grew up in a household with a mom and a dad, which in a sense is a privilege some people believe you probably, if you grew up in this dynamic, there were things that your mom said that you listened to, but there are things that she said that you probably didn't listen to as well. And then when daddy spoke, then he was just like, Oh, okay everyone has to fix up. You know, you have to listen. So at times these types of privileges are formed at home. And you already see that when the male is speaking, you listen. But if as a woman that is speaking there's room for negotiation and compromising and so forth.

So that is something that we generally see with gender privilege. And then the next one is racial privilege. So the race racial privilege is, Oh, wait, did I skip one? Okay, yeah. Gender privilege. Yep, racial privilege. So racial privilege is very interesting actually. It is the set of social and economic advantages that white people have by virtue of their race in a culture characterized by racial inequality. So a set of social and economic advantages that white people have by virtue of their race in a culture characterized by racial inequality. We have socio-economic privilege as well. Now this one refers to financial security. It's also known as class privilege. It's having enough resources to be able to take on life opportunities, to give you a headstart in the job market.

So when you have money, there are certain things that you can do more of. You can, for instance get an unpaid internship and not worry about having to pay your bills. You can do an afterschool tutoring job and not worry about having to go home to take care of your siblings. And there's just a lot more things that you can do that will help you, of course be better in the job market. But to go back to white privileged a little bit there is a person by the name of Ibram Kendi. Ibram Kendi I'm not sure if you've heard of him, but if you have he is doing a lot of work in racial justice. So he said, to be white is to be afforded one's individuality, afforded the presumption of innocence, afforded the assumption of intelligence, afforded empathy when crying or raging, afforded disproportionate amounts of policymaking power, afforded opportunity from a white network, afforded wealth building homes and resource rich schools, afforded the ability to vote quickly and easily.

Ibram Kendi. So that's his definition. And it actually, if you go on a Merriam-Webster dictionary this is actually the definition that you would actually find in addition to the previous one that I gave you as far as the set of social and economic advantages that a white people tend to have. So it's very interesting how the terms certain terms that he used because it's the complete opposite for people of color. So when you are white, they tend to believe, people believe that you are seen as an individual. Meaning they

do not generalize your behavior to your race, basically, where if you do something that for instance is wrong, we can talk about some of the shootings that occurred in the past in certain schools, like Columbine for instance.

When you look at what statistics I've seen with those type of bombings and so forth, people tend to see white people who actually committed but of course it's isolated. So that's the individual. Whereas when you see in crime that is committed by people of color, for instance it's tend to be generalized that all of them are like that. So you're not afford individuality but you're more associated as a collectivist group. Also afforded the presumption of innocence and when you are put on trial in America we believe that you are innocent until proven guilty but many people argue that this is more so for the white culture which is white privilege because for people of color then you're guilty until proven innocent.

So it's flipped intelligence. And we see in the example I gave you with Sarah and Keisha, they automatically have that privilege of many times we automatically give white people the privilege of just seeming to be intelligent that they know what they're talking about. So this has to be accurate or I will take this person more seriously because of how the person will look on their outward appearance and given empathy when crying and so forth and the rest is pretty much self-explanatory, afforded opportunity and so forth. Why privilege tend to exist in spaces where the majority look like you? So you see the TV shows, majority of TV shows you see more white people magazines. You're more likely to find flesh colored bandage.

Now, I remember doing some research in the past when they were starting this movement where they started to try to make actually bandages for people of color. So that was something that they started and they have some but it's harder to see and to find and you'll have to pay a little bit more from what I saw when I was looking at the prices on there. But you have the interviews with the leaders who aren't having to be white. So a lot of times the person who is interviewing you is usually white depending

on what job you're going for. And then finally preferential treatments with authorities. And we see this whole movement with the police brutality and people trying to show and shed light on certain things that are happening in society.

But they see that usually either they're not being filmed or it's not commonly done to people who benefit from white privilege. So now white privilege can evoke reactions of defensiveness and even outrage. Even as I'm talking to you about this, if you are white maybe are a little bit defensive or you probably already tuned me out. I hope not. I hope you're listening and you're being fully engaged and you're leaning in, you're listening. Remember on what we discussed a little bit but there is Robin Diangelo. Robin Diangelo is the author of "White Fragility." I think is why it's so hard for white people to talk about race or something like that. But I've read the book and it's very interesting.

And she argues it range from shame guilt, fear, avoidance, defensiveness and discomfort to extreme reactions, such as shaming, covert, aggression, intolerability, invalidation and weaponizing privilege. For instance, calling 911 on an innocent person of color and so forth. So she was very vocal about it. And of course there are people on the other side who do not like her work, of course but she has been doing a lot of studies of white privilege and she found that she recognized her privilege which was very, very important for her to actually be able to write this book, to help other people particularly white people as she had it. And then so if we have white privilege we have to have what black privilege, right?

So this is interesting because black privilege is supposed to be the set of social and economic advantages that black people have. But there are some people who argue that there is no such thing as black privilege. So, once again, it's the set of social and economic advantages that black people have. But David Horowitz he wrote a book called "Black Skin Privilege and the American Dream." And essentially he believed that the reason why many black people do not have what they have is not nothing to do

with the system. But it's more so is that they have the inability to build families, you know to put things together in the home, in order and so forth. So that's one of the reasons why they are where they are.

Now a lot of people believe in meritocracy, where you earn what you get, basically being a hard worker you're going to be successful, or doing, saving your money.

You're going to have money. Everything you do is based on merits. If you deserve it, you get it. If you don't deserve it, you don't get it. But we will see throughout this presentation that is not always the case when you're dealing with privilege. All right, so I wanna do a little activity. Well, before we do the activity, I wanna tell you one last one and that's the US citizenship privilege. And that's what it says. It's the set of social and economic advantages that US citizens have. All right, so the set of social and economic advantages that US citizens have in America.

All right, so now this next activity that we're gonna do is very very important because it's going to allow you to check your privilege. So I need you to take out a sheet of paper and you're going to number your paper from one to 25. It can be a little scrap paper or you can pick a little sticky note or even do it on your phone if you have anything nearby. So you're going to answer yes or no to each of the statement. I'm gonna give you 25 statements and you're gonna answer yes or no. So yes, if this applies to you, no if it does not apply to you. So this is a fun little way that you can check your privilege.

All right, are you ready? I hope you have something and I hope you do this activity 'cause it's so important. All right, let's go. Yes or no. So check your privilege. I can go shopping without thinking I will be followed. Write, yes or no. I can go shopping without thinking I will be followed. I don't worry about deportation. I don't worry about deportation. Okay. I can purchase makeup without an issue with color matching. If you wear makeup, I can purchase makeup without an issue with color matching. Even if

you do not wear makeup. If you were to go to the store, do you think or have you ever seen your color available for purchase? Number four.

I have never lived below the poverty line. If you could say yes to this question meaning you've never lived below the poverty line, put yes. If you have lived below the poverty line, put no. Only the statements you can agree with. Number five, I can read a magazine, watch a TV show or a movie and see characters or people who are of my race. Is that readily accessible for you? Can you see people of your race in magazine, TV shows, movies, et cetera? Number six, there is a place of worship for my religion in my area. Can you just drive and you find a place to worship? Whatever your religion may be. If yes put yes, if no, no.

Seven. I have never been homeless. If you can agree with that put yes. I have never been homeless. If you have been homeless, put no. Number eight. I am almost never the only person of my race in a room. If you agree, yes. I am almost never the only person of my race in the room. Number nine. I can drive around in affluent neighborhood without the fear of being pulled over for questioning because of my race. Number 10. I have never had to choose from buying a meal or using the funds to put towards rent. If you agree with that, just put yes that you never had to choose between eating or paying rent. If you had to, put no.

Number 11, I have never been aggressively threatened for my religious beliefs. I have never been aggressively threatened for my religious beliefs. Number 12, I can afford a therapist if desired. I can afford a therapist if desired. People usually assume I speak English. People usually assume I speak English. I have never had to worry about making rent. I have never had to worry about making rent. If that is true to you put yes. If it is not true to you put no. I was never asked if I understand the statement due to the assumption of being a non-English speaker. I was never asked if I understand a statement due to the assumption of being a non-English speaker.

So because the person didn't think that you spoke English they asked, do you understand what I'm saying? So if that is the case for you put yes that you were never asked that, if you were asked that put no. Okay we are almost there. 16, I can buy a car without thinking the sales person may take advantage of me. I can buy a car without thinking the sales person may take advantage of me. I have never lied about my religion as self-defense. 18, I have never been called a terrorist. I've you've never been called a terrorist put yes. If you have been called a terrorist put no. I am least likely to be a target of street harassment.

So are you least likely to be walking down the street and groups of people start to harass you? I never feel like I have to confirm to the dominant culture forsaking my cultural identity. Confirm or conform, conform to the dominant culture forsaking my cultural identity. 21. I am not surprised to see people of my gender in leadership positions. I am not surprised to see people of my gender in leadership positions. 22. All of my jobs have been accepting of my religious practices. So whatever your religion is, you've never had a an issue with your job. Either giving you time off in observance of something you do in your religion or practice. 23. I am believed to become more attractive with age.

So the older I get. And do I become more and more attractive particularly because of my gender. 24. It is often believed that my birthplace is not outside of the United States. So when people see you do they generally think that you're born in America? So if it's often believed that your birthplace is not outside of the United States then you put yes. If people tend to think you are born outside of the United States, then put no. And the last one, my gender is more represented in film than the other gender. If you're a female do you see more females in the media or in film? If you're a male, do you see more males in film?

So my gender is more represented in film than the other gender. Okay, now I need some mathematicians. I know you all are clinicians but I know you have some math

skills. So here's where we're gonna do to check your privilege. Here are the answers. So add up the yeses to the following numbers, all right? So here's the first one. So, look at numbers, six, 11, 17, 18 and 22. Get those five numbers and just count how many yeses you have for them. So count up your yeses. All right. Here's the next one. So numbers 16, 19, 21, 23 and 25. Count up your yeses. Then you should have another number. So altogether you're gonna have five numbers and make sure you keep them in order too.

So 16, 19, 21, 23 and 25. Count up your yeses. Okay, here's the next one. One, three, five, eight and nine. Okay, let's do it again. One. Three. Five. Eight. And nine. And no guys, these are not lottery numbers so do not use them. So add those yeses up. Okay, here's the next one. Number four, number seven. 10. 12. And 14. So I'll say it again if you're looking through those numbers So four, seven. 10. 12. And 14. Okay, here's your last one. Two. 13. 15. 20. And 24. I'll say it again. Two. 13. 15. 20. And 24. Add those yeses. Okay. Which one is the highest number or which category received the highest number of yeses? Well, here are the numbers or the category of the privilege in those particular areas. So we have religious privilege was for the first one.

First set of numbers. Gender privilege was the next. White privilege. Socioeconomic privilege. And then US citizenship privilege. So whichever you receive the highest or you probably received the same number or whatever that's pretty much, it's supposed to be your area of the most privilege from the five that we just learned about. Now, of course, I didn't give you a lot of questions. So if we had much more questions you'll probably have a little bit more accurate result but this is just an idea to show you that we all benefit from some sort of privilege. It may and sometimes it's interlock with other privilege. Maybe not only are you benefiting from white privilege that we have here but you're a male who also benefits from gender privilege but in some way, shape or form we all benefit from privilege.

Now the misconceptions of privilege. I know you have been waiting for this. There are a lot of misconceptions. Number one, having privilege does not mean that you never experienced hardships. I'm not saying that life was always easy for you that you never had to struggle for anything that everything just came to you on a silver platter that is not at all the case with privilege. So that is a misconception we have. Also doesn't mean that you will never experience hardships just because you're benefiting from a particular privilege doesn't mean that, okay I'm never going to have life hard for me because I am X, Y, Z, or I'm benefiting from X, Y, Z. And it does not mean that you cannot experience hardships.

It's never meant to be seen that way but a lot of times people when they start to discuss privilege with you they really once again get defensive. And of course say I've earned what I have and you probably did. But the key thing is just understanding that although you earned what you had there are some people who are disadvantaged and didn't have the opportunity to get what you have even if they were working extremely hard to try to attain it. So it's basically a built-in advantage that we tend to have. And that's simply the reality of it. So now, now that you understand privilege you're probably wondering, okay what effects are there in the healthcare?

What effects of privilege do we have in the healthcare? Well, privilege leads to oppression. Privilege leads to oppression. Now this is very, very, very important for you to know and understand because it takes both active form. It takes the fact that you can see it and also embedded forms because like we were saying before a lot the dominant group and a lot of people who are actually experiencing privilege they tend not to see that they have the privilege. They do not see. They don't see the privilege. They don't see that they're oppressing other people because once again, this is the way of life. This is how life works. So privilege leads to oppression. If you are not careful you may be the person who is being oppressive to other people unknowingly, unbeknownst to you.

And it also, privilege can skew judgments and interactions. Privilege can skew judgments and interactions. This is very important because if many times we as clinicians, you know you are building relational rapport with your clients. So you're building this relationship where you're creating the safe environment for your clients. You want them to open up to you. You want them to be able to share certain things with you, of course, but if you are not careful, your judgments can be skewed the way you even interact with the person. If maybe there was a time that you probably had a particular client who requested another clinician and not knowing why, sometimes it could be an offense. Maybe the way you looked at them or something that you said and you never knew, you know, have that ever happened to you where you offended someone and you didn't find out like years later, you know, sometimes you will never find out because sometimes we don't have the opportunity to ask the person that, Hey, you know I used to be your speech language pathologist.

Why did you request another one? Or I used to be your audiologist. Why did you stop coming to see me or, and so forth. And of course people have the liberty to do that if they want to. But if it's something that we can help and is by becoming more culturally aware and understanding that privilege is to exist and that it impacts our interaction, then by all means that we have the responsibility to do something. So people with privilege, you should have an increased sensitivity and awareness and use your voice to advocate for the disadvantage for those who do not have privilege. Very, very important in understanding privilege in general. So you're probably wondering still, okay how in my particular field, well here's some examples of privilege in physical therapy.

There are times we interrupt a person because of their gender. Interrupting a person because of their gender. That is a sign of privilege. And remember when we were talking about gender privilege, usually male privilege. So there are countless studies that showed that women who are talking are more likely to be interrupted than a person who is a male who is talking and giving their point of view or their opinions in

certain things. A person's pain threshold being contingent upon one's race or gender. So as a physical therapist, you know are there times when you are helping a patient or a client and a patient and you think that they're not being sincere in what hurts? You know, they're telling you, okay this is not working for them or so forth but you really base what you tend to do whether or not they're African-American.

And we could say that where they probably can their pain threshold is a little different than a white Americans, or even their gender. For as males can take more than females and not because this is the case where you've experienced it with that particular person, but it's just because of the privilege that they have in that particular race or gender. And then treating a person if they are uneducated because of their lack of proficiency in English language. I think it's very sad actually that many times we assume that just because a person do not speak English well or if they have an accent, we automatically assume and correlated with education or with knowledge or understanding, you know, and it's not at all fair but a lot of times we see people who come from different countries and they're learning the language.

We don't know what they were in their country. They could have been affluent. They could have been well-educated. They could have been just prospering in their country, in their language. But then when they come to the United States they're learning a new culture, they're learning a new environment and they're learning a new language, you know? So, and you know what they normally say, studies have shown that the older you get, the more difficult it is for you to learn another language when you're younger that's why they try to start it early with kids. It's easier for you to get that second language. But when you're older is difficult. So the people are coming to America, you know for whatever reason.

And sometimes if we treating them as if they're uneducated because they don't speak English, you know then we are putting them at a disadvantage. Even as a audiologists interrupting a person once again, because of their gender. We see that a lot and that's

throughout healthcare, you know providing better therapy to those with more money. And it's unfortunate how this happens. You know, where a lot of times, if you don't have money sometimes people, they can't see you. They can't see you and they choose not to see you for whatever reason or they will treat you differently than the person who does have money. Taking certain races more seriously. So there are some people who wear their emotions on their faces.

And what I mean by that is, I think I'm that type of person that if you see me and I just can't act fake. I guess you could say, if something bothers me you can kind of see it on my face or I'm like, what do you mean? Or, you know, whatever I use my face a lot when I'm discussing and my hands as you probably saw, you know, as I'm lifting it up during this presentation, but there are times that we as clinicians and professionals, you walk into a room to see a client for the first time or your student, or, you know whoever you serve is for the first time. And if you have some sort of bias or prejudice towards what you see and you wear it on your face, then already, you know, you've already put like a wall between yourself and that person.

So now building that relational rapport is going to be a lot more difficult for you because of that bias you had towards that person or the privilege that that person had being in a favorable race or gender or whatever that you prefer, or the dominant. Also for occupational therapy we have into rubbing of our skin because of their gender and providing different therapy as a result of one's race. Now, this is very interesting because they are some times we find some people who are actually bias and unaware of the privilege, the privilege talk they tend to actually provide better therapy and take that person's race a little bit more seriously and just go above and beyond for them, you know and that is a prime example of privilege, prime example.

And then basing recommendations on meritocracy because we know with occupational therapy you're trying to make the person independent again you know, you're trying to make them bring them back into society, but sometimes if we're not

careful we will automatically assume that the person is where they are because of what they did or what they did not do. You should be smarter. If you paid attention more in school then you wouldn't be here today, or you should, well if you had money because you did better in school then you wouldn't have a mental issue. And, you know, whatever the case is, you know, you have to be very, very careful with your biases because it effects your practice and what you do and how you serve people substantially.

And then the last one is in speech pathology. A person having an access to speech therapy at an early age, that is a privilege. We from the sample story that I gave you in the beginning with Ryan and Jorge, because of how the system was set where Ryan was able to talk in class or maybe if you guys ever have a chance to actually study a little bit more with education the privilege in education, that you'll really be surprised. But when we see the different unconscious and implicit biases that we tend to have in education, you start to see how unfair it is and how it does set up the kids for failure. And what I mean by that, you generally see for boys who are African-American in particular they are usually, or people of color, actually persons of color, people of color they tend to be put out of the classroom more often.

They tend to get stricter punishment for doing the same thing as their counterpart, but in the sample that I gave you, he was able to get service because his teacher allowed him to talk in class and started to see that, Hey, I think he needs help Whereas if Jorge was given the same opportunity because students of course act differently in the class and people in general, that's why you as clinicians rather, we can't say that, Oh we treat everyone the same because you can't. You cannot because everyone is not the same. It has to be more equitable than anything else. And we'll get to that in a second. So a person having access to speech therapy at an early age.

Condition being judged normal for a person as the result of their gender. Oh yeah, that's common for girls or women, but that's common for men. So without really

hearing the person out but you automatically assuming because of the person's gender, clients with more money being given better service, which is socioeconomic privilege. So those are all privileges and there's a lot more, but for, of course just this one hour that we have to talk about it that's the ones that I wanted to give you. So use your privilege. Use your privilege is very, very important to use your privilege. Number one, you have to acknowledge that privilege exists. You know, we can't just sit and say that, you know what, it is meritocracy.

You know, people, they just don't deserve what they don't have because they didn't earn it. No, that that is not the case but the system is set up in a certain way where the dominant groups benefit more from these advantages. And we have to be honest with that. So acknowledge that privilege exists. You have to get comfortable and understand your privilege, get uncomfortable, sorry. Get uncomfortable and understand your privilege, why? Well get to give a voice to others. Give a voice to others because you have the privilege but there are so many people who are disadvantaged and underprivileged and there are some who are overprivileged, you know so you have to understand. It's not fun because who wants to talk about if I'm the one benefiting from the privilege why do I need to talk about it?

Why? So you do have to, if you wanna really give the voices. So if you wanna give voice to others. And then listen without passing judgment. So as you're listening about other people's experience and what they've done and the things that they had to experience in life don't pass judgment, just listen and just learn there. And differentiate between values personal versus universal. Ask yourself, okay, is this my personal value? Or is this a universal value? Because when you begin to find that there is a difference you're going to start to treat people differently while acknowledging your biases and mitigating them as much as possible. And then of course learn about other cultures. I specify this earlier is that cultural awareness is not at all a journey.

Ah sorry, it's not a destination. You don't wake up and did all your cultural studies. And all of a sudden you are culturally aware. I'm done. You know, no, but it's something that is ongoing. It's ongoing process. And it's a fun process because you're learning about other people. You're learning about other cultures. And you'll find that we are more similar than we are different, okay? And here's a resource right there, heritageaccepted.com. They have a lot of cultural resources to help you on that journey. And then focus on equity instead of equality. Focus on equity, which you see that everyone is given what they need to be successful. When you are equitable, when you are practicing equity that you're giving everyone what they need, what they need.

Do you see them as an individual to be successful? When you're practicing equality, it's sameness like treat everyone the same. You can't do that. You cannot treat everyone the same especially when you're dealing with fairness and justice. Here's an illustration that we have. You probably seen someone have some variations of this but it is very interesting. If you were to say, okay, this is a picture of, or to choose between equity or equality, which would you say? Can't hear you, no. If you said equity, you're right. You see how we're giving what everyone needs to be successful here. So if this person needs this much in this one this much and then this much and so forth.

Now, if I were to remove all the crates then everyone will be standing the tallest person will be able to see it basically, right. You know, but everyone will be treated the same but it would not be equitable. So I love this illustration so very much. Okay. And let's do these last things. You're just going to identify. You don't have to write anything down but I'm gonna read it and you're gonna just identify that privilege and answer the questions, okay? So identify that privilege. This person is Hispanic female. Alright. Yesenia and her family moved to America years ago and have finally obtained US citizenship this month. They are so excited as they will be able to have access to many benefits in America.

As her SLP you are overjoyed for Yesenia and her family. As months go by, you notice that Yesenia hasn't been receptive to the therapy, but unsure why. You later find out that Yesenia is also in need of audiological services. She wants to see an audiologist but lacks transportation to do so. All right, so here are the questions. What privileges do Yesenia does she have? Okay. Did you say US citizenship privilege? Yup, that is. Anything else. What does she lack here? Do you see anything that she lack? She have some of the socioeconomic privilege somewhat but she wants to see, well you can say she does because she can see audiologists, but no transportation, right? So then she's underprivileged in that area.

So what can be done to create an equitable experience for the privilege that is lacking? So giving her what she needs would be what, transportation. I'm not telling you to go and pick her up at her house, of course, but maybe you using your privilege of what you know, of helping her to get around meaning their public transportation, or maybe there's some sort of resources in the department where they're able to provide transportation to people of color or something like that. But you know, you doing the research using your privilege to see what you can do to actually help Yesenia. Okay, let's do another one. This one is an African-American male. Jerome is an upper-class all star athlete.

He goes above and beyond for his teammates making him the MVP. Let's not mention the expensive birthday gifts he purchases for them. As his PT which is his physical therapist, you are a little tougher on him because you believe he is acting weak. So you push him to health. What privileges does Jerome have? Okay, we say he's upper class. So maybe socioeconomic privilege, right? He's an athlete as well too. So we know that he's a male. So he has what gender privilege going on. You're his PT. So has any of his privileges backfired on him? Gender privilege, right? Because we have to have that balance where, Oh you're a guy, boys don't cry. You're not supposed to cry.

Get a little tougher. Okay, let's do one more. The last one, this one is a white female. One of your tasks as an occupational therapist is to promote independence for all of your patients. Samantha has been your patient for about two years and is doing well since her accident. She does well in challenging situations without called to a credit to her race. Although she is becoming more and more independent at work she's finding that she is often cut off when speaking and overlooked for many promotions. So what privileges does she have? She has white privilege. And one of the key things that you see here is that she does well in challenging situations without being called a credit to her race.

So sometimes people of color when they do something well, they either become a token where while we have diversity we have Michael over there or Jerome or Deandre or whatever, you know, that one person who does well but that's enough, or, you know you don't give credit for that one black thing that person does. But in this case, she's not being called credit to her race. So we see that she does have white privilege going on. So what can be done to create an equitable experience for the privilege that is lacking? And we see here, because she's a female. So, you know, with the whole gender privilege thing is primarily for males. So even discussing with her some certain things that she can do as far as talking to an illustration or speaking to the higher ups, as far as some things that she can do to help make her workplace more equitable and so forth.

So in summation. So it's very important that you do understand privilege. Like I said before, people who have it, they are oblivious. They are not aware of the privilege that they have. And sometimes they honestly do not wanna address it because I've got it made. So I don't have to, you know, I can just walk around doing what I'm doing, but there are many advantages and disadvantages to privilege. But what we need to see is that it needs to be more universal. The positive privileges across the board. So it needs to be the norm of society. We shouldn't treat somebody better or be happier than a

particular group are your neighbors because of the color of their skin, but you should be able and willing to accept to see everyone like that.

Because our success depends on our ability to make sure that any cultural differences that we may have that may exist does not affect our results as a clinician. We're building a relational rapport with people and we have to do it in such a way that is unbiased and allow them to be the best them that they can be as you be the best you that you can be. So I leave you with this quote that I always leave with all of my sessions. And it's, although we're learning about other people our focus is not them, but it's on us. And then by focusing on us we'll learn to appreciate the you. Thank you.

- Thank you so much, Esther. This was wonderful and so much thought provoking information that you shared. So I wanna thank you so much for taking the time and sharing your expertise with us. I wanna thank everybody out there for joining us. Everyone have a great day.