



APPROPRIATION VS APPRECIATION

INTRODUCTIONS

- Kayla- Program Manager for Community Action Rock/Walworth for 7 years now. I currently oversee the Community Kids Program which is a large portion of our childcare programming. I have been in childcare field for 15 years. I have studied different cultures throughout my schooling but have become specifically interested and engaged in Courageous Conversations around diversity/inclusion for about 5 years now. Leading conversations outside my agency is fairly new. I am a resident of Beloit/Rock County and also a mother 3.
- Staci- Site Supervisor/Quest Project Manager for Community Action Rock/Walworth. I have been with the company for 13 years. I have been in the childcare for 22 years. I have also been engaged in Courageous Conversations off and on throughout my time with Community Action Rock/Walworth. Presenting at conferences is something new for me within this past year. I am excited and glad that you all could join us today.



SAFE SPACE

- **Respectful Communication:** People have different opinions, different talents, and different abilities; **respectful communication** involves the ability to effectively assert your own views and fully listen to the views of others. The focus in the workplace should be on collaboration, using everyone's strengths to achieve common goals.
- **Stay engaged:** Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue”
- **Experience discomfort:** This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open. It is not talking about these issues that create divisiveness. The divisiveness already exists in the society and in our schools. It is through dialogue, even when uncomfortable, the healing and change begin.
- **Speak your truth:** This means being open about thoughts and feelings and not just saying what you think others want to hear.
- **Expect and accept nonclosure:** This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue.



BASIC UNDERSTANDINGS

- **Diversity is strength---**and is the backbone of America. With diversity we are faced with more and more challenges.
- **Prejudice is learned---**and therefore, can be unlearned. The process of unlearning prejudice must be conscious.
- **This is a process.** Every aspect of diversity and prejudice cannot be dealt with in a single workshop. This is a starting point. You may leave with unanswered questions.
- **We all have prejudices and biases** and have to take personal responsibility if we wish to combat them.
- **Stereotypes** inhibit growth and understanding.
- **By working together,** we can effectively develop techniques to stifle prejudice and discrimination.
- **Change is always difficult and slow.** Be patient but be committed.



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QUESTIONNAIRE



[Responses](#)




CULTURAL COMPETENCY IS A JOURNEY, NOT A DESTINATION!

<https://www.youtube.com/watch?v=FNCu1ED0Zsk> 2:40-4:19


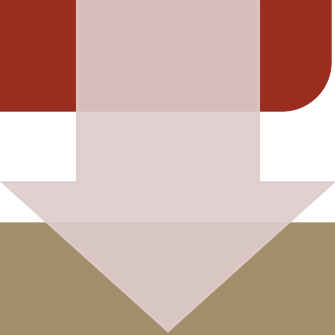




**WHAT IS
APPROPRIATION?**



The action of
taking
something for
one's own use,
typically
without the
owner's
permission



In art, it is the
use of pre-
existing images
with little or no
change to them.

SO...WHAT IS CULTURAL APPROPRIATION?





www.youtube.com/watch?v=vfAp_G735r0&pp=ygUaY2JjIGN1bHR1cmFsIGFwcHJvcHJpYXRpb24%3D



CULTURAL APPROPRIATION DEFINITIONS:

- The unacknowledged or inappropriate adoption of the customs, practices, ideas, etc. of one people or society by members of another and typically more dominant people or society
- When members of a majority group adopt cultural elements of a minority group in an exploitative, disrespectful, or stereotypical way
- The social equivalent of plagiarism with an added dose of denigration
- If you show love and appreciation for parts of a culture, such as clothing, hairstyles, or accessories, but remain prejudiced against its people



COMMON EXAMPLES:

- Are there more examples of cultural appropriation you can think of now?

Hair, art, fashion, symbols...

- Native American war bonnets
- Blackface
- Professional sport teams native iconology
- Mandalas
- Turbans
- Dream catchers
- Whitewashing films (What is this?)



3 P'S OF APPROPRIATION



<https://www.youtube.com/watch?v=NVW4QF15Q4E&pp=ygUXa2F5bmUga2F3YXNha2kgVEVkiHRhbGs%3D>



DEFINITIONS FROM VIDEO

- What is Cultural Assimilation?

Ethnic minority adopts the beliefs, languages, and customs of the dominant community, losing their own culture in the process

- What is Acculturation?

Merging cultures

- Whataboutisms?

The technique or practice of responding to an accusation or difficult question by making a counteraccusation or raising a different issue

- Used to distract from the actual issue
- There is a perceived double standard



RACISM AND SEXISM ON THE SAME LEVEL



https://youtu.be/0H_JSm6_0CY



CORNROWS



<https://youtu.be/JVUrnAvbo34>



FOLLOW UP / THOUGHTS / QUESTIONS

- Racism and sexism on the same level
- Once you learn you can't unlearn
- Intersectionality
- Can't solve it doesn't mean you shouldn't be aware of it

- Can white culture be appropriated?

European Cultures?



Responses



FOOD APPROPRIATION



<https://youtu.be/4QQZ5q2B3Is>



IS MY OUTFIT OFFENSIVE?



<https://youtu.be/IT2UH74ksJ4>



FOLLOW UP / THOUGHTS / QUESTIONS

- Give examples of the other videos- Chinese/ Native American
- What makes the difference?
 - Tradition
 - Sacred
 - Selling the items
 - Environment



CULTURAL APPRECIATION

- If you learn, explore, and understand a different culture and then show that in a style that you've developed over time
- What are some examples?

Where we spend our money matters



HOW DO WE APPRECIATE A CULTURE NOT OUR OWN?



<https://youtu.be/T1UR1FjxLk>



ANY LAST THOUGHTS?

- Learned Experience- Our first reactions, sink and talk about it, keep digging

Responses

