

APPROPRIATION VS APPRECIATION

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INTRO: KAYLA

- Community Kids Program Manager for Community Action of Rock & Walworth Counties
- Oversee the child care programming for the agency
  - Beloit- 70
  - Janesville- 115
- Child care field 18 years
- 10 years in my position
- Associate's in Early Childhood Education and Bachelor's in Pyschology
- Courageous Conversations started about 8 years ago
- Leading these conversations outside my agency is still pretty new

BASIC UNDERSTANDINGS

- **Diversity is strength---**and is the backbone of America.
- **Prejudice is learned---**and therefore, can be unlearned. The process of unlearning prejudice must be conscious.
- **We all have prejudices and biases** and have to take personal responsibility if we wish to combat them.
- **Stereotypes** prevent 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.
- **This is a process.** Every aspect of diversity and prejudice cannot be dealt with in a single workshop. This can be a starting point.



CULTURAL COMPETENCY IS A JOURNEY, NOT A DESTINATION!



SAFE SPACE

- **Respectful Communication**: People have different opinions, different talents, and different abilities; effectively assert your own views but fully listen to the views of others.
- **Stay engaged**: remain morally, emotionally, intellectually, and socially involved in the dialogue.
- **Experience discomfort**: Discomfort is inevitable, make a commitment to bring issues into the open. Not talking about these issues, creates divisiveness. It is through dialogue, that healing and change begin.
- **Expect and accept non-closure**: hang out in uncertainty. Don't rush to quick solutions, these topics often require ongoing dialogue. This likely will not answer all your questions and neither will I.
- **Speak your truth**: being open about your thoughts and feelings and not just saying what you think others want to hear.





SPEAK YOUR TRUTH- DR ALONZO KELLY

You can always be right.

- https://youtube.com/clip/Ugkx38TMLMgQ9oB0SIPajZ8wqnS2WInNA3PO?feature=shared

PRACTICE

- Who is the best sports team?
- What is the best season?
- What is the best color?



DIGGING A LITTLE DEEPER

- Define privilege
- What is knowledge?
- Define diversity



QUESTIONNAIRE

Responses

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?



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




unreserved

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 team's native iconology
- Mandalas
- Turbans
- Dream catchers
- Whitewashing films (What is this?)



KIM K/PROM DRESS



FOLLOW UP/THOUGHTS/QUESTIONS

- When one person from the culture says its ok but other don't
- Kim K- Fashion icon vs. Average person
- My culture is not your prom dress

RACISM AND SEXISM ON THE SAME LEVEL



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

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

3 P'S OF APPROPRIATION



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

HOW DO WE APPRECIATE A CULTURE NOT OUR OWN?



https://youtu.be/T1UR1FJjxLk

CULTURAL APPRECIATION

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

- Just because you like something does not mean you need to own it.

- What are some examples?
  - Where we spend our money matters

ANY LAST THOUGHTS?

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

Responses

