

# Anti Racism Study Dialogue Circles

Southwest Conference 2022

IDI and ASDIC Alignment with ASDIC Manual Curriculum

	Intercultural Development Inventory Continuum Description / Development Strategy*	ASDIC Developmental Curriculum for SWC
<b>IDI Continuum Orientations</b>	<b>About IDI:</b> Set of orientations toward cultural difference and commonality arrayed along a continuum from monocultural to intercultural or global mindsets with strategies to move along the continuum.	<b>ASDIC Metamorphosis</b> offerings listed below directly correspond to IDI stages, providing personal and socio-cultural insight, constructive engagement toward cultural growth and skills development.

<p><b>Denial</b></p>	<p><b>Description:</b> Limited capability for understanding and appropriately responding to cultural differences; disinterest or avoidance of other cultures as well as denial of differences.</p> <p><b>Characteristics:</b> Less attention to cultural difference, judgmental – defense, critical toward other cultural practices, attached by diversity.</p> <p><b>Development:</b> Notice and confront cultural differences; increased interaction and observance.</p>	<p><b>Encountering Difference:</b>  <u>Understanding</u> (a) evolutionary, social, cultural, and historical foundations of difference; (b) culture and human distinctiveness; and (c) culture and sense making.  <u>Understanding</u> the ways historically given and socially shaped identity lens and ideological frames of conditioned our ways of seeing and responding.  <u>Understanding</u> the concept of race as a social construction – debunking “scientific racism”.</p> <p><b>ASDIC Curriculum: Two 3 hours Sessions</b>  <b>Opening Reflection: Stubborn Ounces</b> (Bonaro W. Overstreet)  <b>Video:</b> <i>The Racial Fiction</i>: “The Myth of Race Debunked” (5 min)  <b>Video:</b> <i>Understanding Race</i>: “Island of the Redheads” (3 min)</p> <p><b>Graphics</b>  Interactionist Structural-Cultural Model  Levine 1983. Upside-Down World  Larson. Far Side Cartoon, “Portrait of a Lady”</p> <p><b>Readings –</b>  i-tvs 2003. “Ten Things Everyone Should Know About Race”  PBS 2003, “Human Diversity – Go Deeper”  Oluo 2018. “Is it Really About Race?” <i>So You Want to Talk About Race</i>  Oluo 2018. “What is Intersectionality and Why Do I Need It?”</p>
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<p><b>Polarization</b></p>	<p><b>Description:</b> Views cultural differences as “us versus them”; cultural superiority defense or inferiority with idealizing; diversity feels uncomfortable.</p> <p><b>Characteristics:</b> Overly critical view other view, viewing cultural difference from defense orientation, negative view of difference, them vs. view, reversal orientation – intolerant of those who “don’t get it” – absolutist perspective.</p> <p><b>Development:</b> Ability to recognize overemphasis of differences; assist search for commonalities with a less evaluative perspective.</p>	<p><b>Encountering Ourselves – Encountering the Other:</b>  <u>Understanding</u> who we are through our socialization and racial/ethnic conditioning.  <u>Identifying</u> the content of our socialization experiences – values, assumptions, beliefs, worldview concerning ourselves and the <i>Other</i>.  <u>Recognizing</u> ways the dominant frame is manifested in beliefs, images, values, ideology, worldview, and behaviors.</p> <p><b>ASDIC Curriculum: Two 3 hours Sessions</b>  <b>Opening Reflection: Sidewalk Dynamics – Hazel Blaize (Otto)</b>  <b>Video:</b> Black and Indian – Shared History and Identity  <a href="https://www.youtube.com/watch?v=IPLgbgl4q8E&amp;ab_channel=ILoveAncestry">https://www.youtube.com/watch?v=IPLgbgl4q8E&amp;ab_channel=ILoveAncestry</a>  (2.20-7.10 – 5 min. 8.37-12.55 – 5 min. 13.55 -19.40 – 6 min.: 16 min of 37 min.)</p> <p><b>Readings –</b>  ASDIC 2014. “Structural-Cultural Interactionist Model”  ASDIC 2016. “Cycle of Socialization Diagram”  ASDIC 2017. “Contexts of Socialization, Enculturation, and Racialization”  Feagin 2020. The White Racial Frame in a Word (ASDIC 2014)  Borunda. “Rebirth of the Indigenous Spirit: Turning the World Right Side Up”  Okun 2006 (ASDIC 2009). “White Racial Ladder – From White Racist to White Anti-Racist”</p>
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<p><b>Mini mizati on</b></p>	<p><b>Description:</b> transitional mindset highlighting commonalities due to limited cultural self-understanding, common in dominate group members; or highlighting commonalities as a survival strategy.</p> <p><b>Characteristics:</b> Masks differences, emphasizes commonalities, knows what is best for the other, sameness, no nuisance, seeks for comfort and fit, blind to difference, other perspectives not fully heard, deals with the other from one’s own perspective. Nondominant orientation—unwilling to express or note difference, supports conformity, we are all the same.</p> <p><b>Development:</b> Increase cultural self-understanding including power and privilege; patterns of cultural difference, culture-general frameworks &amp; culture-specific patterns.</p>	<p><b>Telling and Perceiving the Story of Our Perspectives:</b>  <b>Understanding</b> that (a) the stories we tell arise out of the situatedness of our enculturation; (b) the perspective we hold arises out of our cultural conditioning.  <b>Appreciating</b> the culturally diverse ways of understanding, valuing, and expressing – behaviors and styles of communication.  <b>Raising awareness</b> of ethnocentrism and universalizing; offering alternative ways of understanding and relating to the particular, concrete differences.</p> <p><b>ASDIC Curriculum: Two 3 hours Sessions</b>  <b>Opening Reflection:</b> “For My People,” by Margret Walker (1927)  <b>Video:</b> <i>Ethnic Notions</i>: “The ABCs of Race” (5 min)  <b>Video:</b> <i>True Colors</i>: “Shoe Department, Jewelry Counter, Used Car Lot, Apartment Rentals, Job Application” (20 min)  <b>Video:</b> “Danger of a Single Story” – Ted Talk. YouTube  <b>Readings –</b>  Parker 2003. <i>The Terrain of Whiteness</i>  DiAngelo 2015. “Why White People Freak Out about Racism”  Dixon 2015. “What No One is Saying About the Killings of Blacks in America”  Case 2004. “Claiming White Social Location as a Site of Resistance to White Supremacy”  Welch 2000. “The Despair of the Middle Class”</p>
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<p><b>Acceptance</b></p>	<p><b>Description:</b> intercultural &amp; global mindset; recognize &amp; acceptance patterns of cultural difference &amp; commonality of their own culture and others; challenged with ethical &amp; moral decisions across cultural groups; diversity is understood</p> <p><b>Characteristics:</b> Comprehends difference. Unsure of how to adapt to difference, difference is understood but not fully engaged, does not know what to do about “difference.”</p> <p><b>Development:</b> Cross cultural interaction of individuals or groups expanding knowledge of differences; comparative understanding of practices relative to cultural values; gain adaptive skills.</p>	<p><b>Seeing, Accepting, Responding to Social-Cultural Conditioning:</b>  <u>Recognizing and accepting</u> ourselves as outcomes of social-cultural conditioning and discerning wherein lies our responsibilities and opportunities.  <u>Accessing</u> the cost of the oppression that the dominant frame generates for privileged and oppressed peoples.  <u>Surveying</u> the implications of identity development.</p> <p><b>ASDIC Curriculum: Two 3 hours Sessions</b>  <b>Opening Reflection:</b> “<i>I Will Fight No More Forever</i>”  Hin-mah-too-yah-lat-kekt (Chief Joseph)  <b>Video:</b> “Other”: A Brief History of American Xenophobia. (7 min)  <a href="https://www.youtube.com/watch?v=t-FeDQfSgGM&amp;ab_channel=Densho">https://www.youtube.com/watch?v=t-FeDQfSgGM&amp;ab_channel=Densho</a>  <b>Readings –</b>  Isabel Wilkerson 2020 (America’s Caste System: Chp. 4.  ASDIC 2018. Bacon’s Rebellion and the Invention of the White Race  ASDIC 2016. “Timeline – When Affirmative Action Was White”  Goodman 2001. “The Costs of Oppression to People from Privileged Groups”  Identity Development of Various Racio-Ethnic Groups:  African American Identity Development  Biracial Identity Development  White (Euro-American) Identity Development  Native American Identity Development</p>
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<p><b>Adaptation</b></p>	<p><b>Description:</b> cognitive frame and behavioral code shifting to authentic and culturally appropriate ways; diversity is valued and involved.</p> <p><b>Characteristics:</b> Bridges across difference. Shifts perspective and adapts. Diversity valued. Recognizes the complexities of issues. Want people to be where they are</p> <p><b>Development:</b> continue to build knowledge of cultural differences; develop cultural adaptive skills including mediation among cultural groups.</p>	<p><b>Cross-Cultural Communication &amp; Inclusivity:</b>  <b>Inter-Ethnic and Cross-Cultural/Racial</b>  <b>Identifying and practicing</b> cross-cultural communication skills and interpreting varying settings relative to culture, race, and ethnicity.  <b>Responding</b> to the oppressive dominant frame behaviors appearing as micro-aggressions through use of “sleight of mouth patterns” to interrupt and open space to critical thinking, re-evaluation, and re-direction.</p> <p><b>ASDIC Curriculum: Two 3 hours Sessions</b>  <b>Opening Reflection:</b> “Mariam’s Plight – Cross Cultural Interpretation”  Examining Assumptions in Cross-Cultural Contexts and Cultural Concepts  <b>Exercise:</b> “Sitting Alone in an Antiracism Workshop”  <b>Readings –</b>  Elliott. Cultural Contrasts in Behavior Patterns, Styles, and Communication Patterns  Young Pai 1990. Suggested Cultural Contrasts  Deardorff 20112. “Intercultural Competence Model”  Deardorff 20112. “Intercultural Sensitivity Learning Outcomes”  ASDIC 2014. “Communicative Ethics toward a Social Justice Core and Being”</p> <p><b>Advanced Work (1) – Responding to Racial Microaggressions:</b>  ASDIC 2014 / 2020. “It All Begins with Rapport”  ASDIC 2016. “Retaining Benefits and Avoiding Responsibility”  ASDIC 2016. “Confronting the Elephant”</p> <p><b>Advanced Work (2) – Doctrine of Discovery</b>  <b>Opening Reflection:</b> “Traveling Back to the Rez”. Sherman Alexie  <b>Video:</b> The Christian Boarding Schools – Enduring Impact:  <i>The Spirits Don’t Speak English</i>  <b>Readings –</b>  ASDIC 2010. “Empire as the Center of Civilization: Doctrine of Discovery as Precursor to Colonialism and Globalization”  ASDIC. Marks of a Colonial Context (with exercise)  ASDIC. “Colonizer-Colonized Mindset: Processing <i>Whiteness</i> (Ideology)”  ASDIC 2014. Understanding Whiteness as Extension of Colonial Mindset</p>
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