

Image of two  
men holding  
hands

**HUMILITY,  
COURAGE &  
RESILIENCE:**  
*Your best friends*  
**IN  
ANTI-OPPRESSION  
PRACTICE**

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• Image of forest

**Emotionality**  
**vs.**  
**Positionality**

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## **“Sensitivity” vs. Competence**

- Essentially, knowledge vs. understanding
- Knowledge is obtained; understanding developed
- Competence is applied knowledge
- Competence includes knowing your ignorance
- Competence is invisible to the client; incompetence is glaring

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## **Normal vs. Common**

- “Upside down” map image

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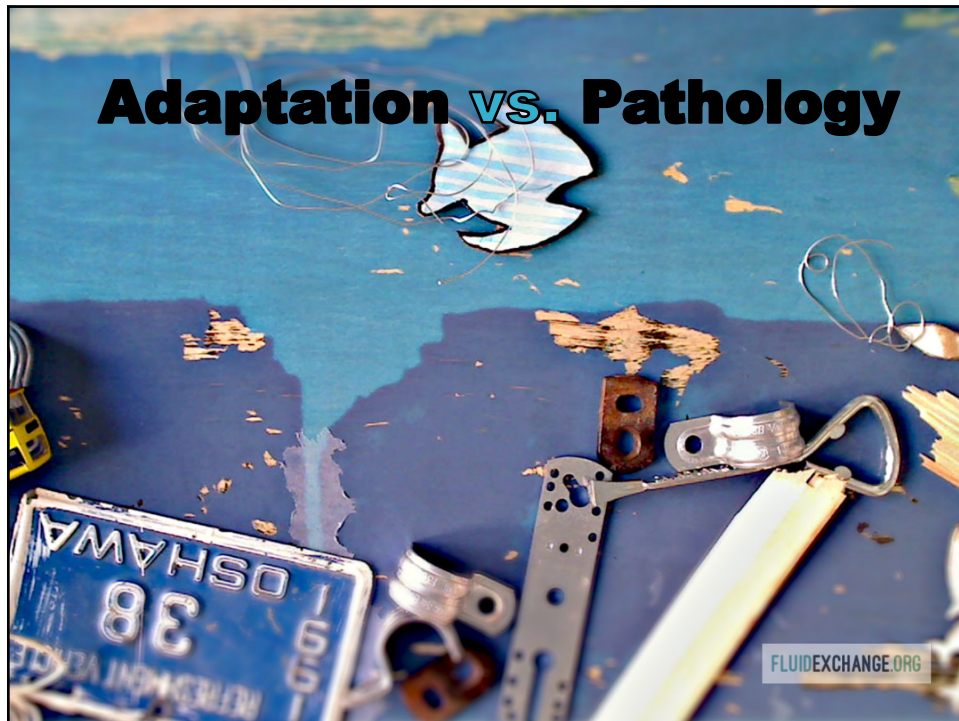


## Systemic Injustice vs. Unjust Action

- Was it *truly* unjust?  
Can you *really* know?
- Vigilance

- Locker room image

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## **Adaptation vs. Pathology**

- Trauma-informed lens
- Unprocessed, overwhelming stress
- Survival adaptations vs. Pathology or deficiency
- Hypervigilance: Heightened/inaccurate detection of threat
- Triggers: Reactivation of traumatic experience
- Adaptations can increase vulnerability to further trauma
- *"Your life makes sense to me"*

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# Privilege

- Privilege feels normal
- Loss of privilege feels unfair (“Reverse discrimination”)

- Image of left and right hands

Privilege does not mean you're rich, a bad person, have had everything handed to you or have never had challenges or struggles.

Privilege just means there are some challenges and struggles you won't experience because of who you are.

*“Why Does Privilege Make People So Angry?” MTV Decoded*

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# Privilege

- What power and privilege do your social locations accord?
- How do they affect your clients?

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## Neutrality in an unjust world

- Competence requires active engagement

- Image of beach scene, partly through tinted sunglasses

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## Language

"Language is the road map of a culture. It tells you where its people come from and where they are going."  
Rita Mae Brown

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# Language

"A different language is a  
different vision of life."  
Federico Fellini

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# Language

"The limits of my  
language are the limits  
of my world."  
Ludwig Wittgenstein

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## RELATIONSHIP words

- Partner(s), Spouse(s)
- Same-sex relationship
- Cross-sex relationship
- Polyamoury / Polyfidelity / Open relationship

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## SEXUALITY words

- LGBTQ / LGBTTIQQ2SA
- Lesbian
- Gay
- Bisexual
- Queer
- Questioning
- Asexual
- Transexual
- Transsgender
- Intersex
- 2-Spirited

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## GENDER words

- Transsexual / Transgender
- Intersex / 2-Spirited
- Cis
- Trans woman / trans man / transgendered person / trans people
- Assigned male at birth / assigned female at birth
- Gender non-normative / non-binary / non-conforming / fluid / creative
- They (singular)
- Of a different sex (vs. "opposite sex")

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## RACE words

- White
- Indigenous / First Nations
- Settler
- Person of colour / racialized / minority
- Transracial family

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## Other important words

- Birth name
- Being disabled
- Living with HIV (vs. “HIV patient” “HIV case”)
- Has a mental health diagnosis of \_\_\_\_\_

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## Growth Mindset

Shame  
Guilt  
Freeze  
ATTACK SELF  
“Poor me”

Image of  
pendulum  
swinging  
left and  
right

Anger  
Blame  
Defensiveness  
ATTACK OTHER  
“You’re wrong”

Humility, Courage, Listening  
GROWTH  
“What might I learn”  
“How do we build justice”  
“What repair is needed”

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## 5 Things You Can Do

1. Believe this stuff matters
2. Have a growth mindset  
(yes, *this is about me*)
3. Evolve your language
4. Share vigilance
5. Un-taboo your privilege
6. Listen to stories dissimilar to yours  
(feeling something vs. knowing something)

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*Whatever you do will be insignificant.  
And it is very important that you do it.*

-Mahatma Gandhi

- Image of Banksy graffiti art of doctor using stethoscope on a heart

**@KAREN BKCHAN**

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