

**CULTURAL COMPETENCY & BIAS AWARENESS FOR SEXUAL ASSAULT CARE PROVISION**

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**FACULTY/PRESENTER DISCLOSURE**

Faculty: Karen B. K. Chan

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**THE ZOO**

Privilege invisibilizes & universalizes

Naming the center


- What does your plaque say?
- What's under your feet?

- Race
- Age
- Gender
- Class
- Physicality

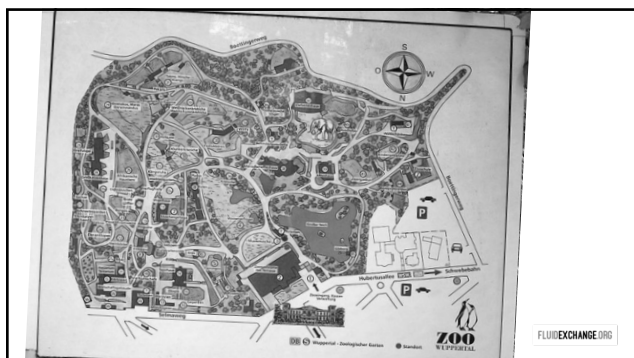
**Privilege does not mean you're rich, a bad person, have had everything handed to you or have never had challenges and struggles.**

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

@chescaleigh  
"Why Does Privilege Make People So Angry?"



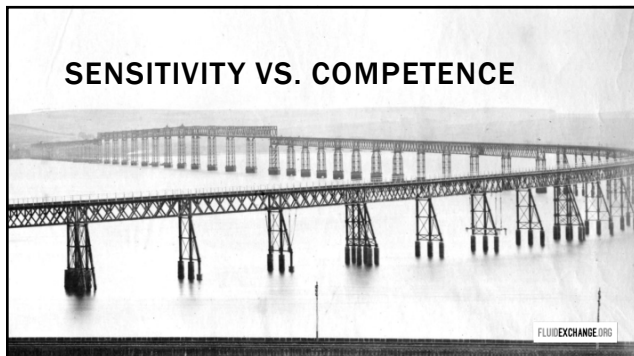
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**CULTURE**

Money	Eating	Gender roles
Formality	Gifting	Relationships & closeness
Taboos	Self/Collective concept	Meaning of sexuality
Touch	Personal space	Body and shame
Punctuality	Emotionality	Healing practices

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## WHO'S THE IN THE ROOM?

How do you address the parents of your peers?  
 What are acceptable grieving behaviours in your communities?

## JUSTICE

➤ Justice model: Where is difference located?  
 • Example: Disability justice  
 ➤ More justice vs. Not offending

## LANGUAGE ⇔ IDEAS

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Cis	Of a different sex
Partner(s)	Transracial family
Polyamorous / Polyfidelity	Birth name
Indigenous / First Nations	Living with HIV
Person of colour / racialized	Ally
They (singular)	Being disabled / has a disability
LGBTQ / LGBTTIQQ2SA / Same-sex relationship / Cross-sex relationship	
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	

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## QUESTIONS

Do I assume correctly that \_\_\_\_?  
 Is there anything you like me to know about \_\_\_\_?  
 What has being \_\_\_\_ meant to you?  
 What pronoun(s) do you use?

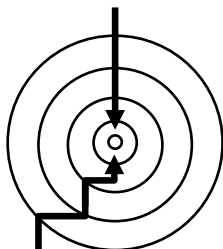
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## VIGILANCE

Accumulated effects of oppression:

- Constant "coming out" and scrutiny
- Hypervigilance
- "You can never know"

Sharing vigilance – be the first to name it



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## CASE STUDY 1: SAIMA

A young woman, Saima, tells you about a sexual assault that happened last week. As she goes over the details, you notice two different retelling of the sequence of events. One retelling details that the assault happened at home. The other details it happened in the basement of her sister's house.

You notice that Saima is both stuttering and slurring her words. You're not sure if this is how she usually speaks.

- What do you do with the discrepancy within her account?
- How do you communicate respect and affirmation and also explore possibilities that she has a speech disability, or is under the influence of intoxicants?

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## CASE STUDY 2: KHURSHID

Your job is to explain what takes place during a pap smear to patients before the procedure. You enter the room and see a bearded man. You read the name on the chart, "Khurshid Abbas?". The man says, "Yes. I'm trans. Haven't changed the sex on the Health Card yet".

During the conversation, you find out that Khurshid was molested as a child, and has never had a pap smear despite being 35. You notice that every time you use the word "vagina", Khurshid winces.

- What do you know and not know about Khurshid?
- What are some of the questions you would ask Khurshid in order to do your job?

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## CASE STUDY 3: FRANKIE

Frankie is a speaker at a sexuality conference, sharing her experience as an incest survivor. She talks about participating in kink/BDSM, working in a massage parlour where she sometimes performs sexual services, and being a mother of two pre-teens.

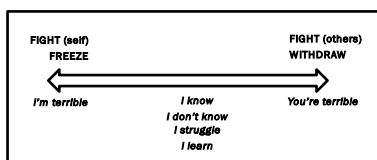
During break, attendees at your table praise Frankie's presentation style. They also agree that kink and sex work are signs of unhealed trauma and self-harm. The afternoon keynote presenter is also at the table. He says, "All the power to her! But those poor kids. To find out your mom... you know? Oof!"

- What are various ways you might address this situation to promote justice, especially related to kink practitioners, sex workers, and mothers?

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## FALL TECHNIQUES (MISTAKES)

- Resilience
- Expectation
- Emotional honesty
- Acknowledgement
- Sorry vs. Thank you



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## IN A NUTSHELL

1. Frameworks: Justice, "the Zoo"
2. Language: Inclusive, plain, evolving
3. Vigilance: Share the load
4. Ask questions, listen, mirror, empathize
5. Advocate
6. Make mistakes and keep going

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