



**WALK
IT
LIKE
I
TALK
IT**

Creating
Anti-Oppressive
Supervisory Spaces

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Learning Outcomes

- “ Assist supervisors in creating office spaces that better reflect the mission of their organizations
- “ Allow self-reflection and ownership of supervisor’s role in getting it wrong (cuz’ we all do!)
- “ Review Trauma and Oppression as a baseline for addressing the origin of workplace oppression
- “ Critique Organizational and Supervisory Structures that hinder trauma-informed professional growth.
- “ Provide participants with tangible ways to both interrupt and improve toxic work places



Support supervisors in navigating resources to create anti-oppressive spaces



Interrogate the role of supervisor in managing individual, cultural, and organizational impact within office structures that hinder trauma-informed professional growth.



Provide assessment tools and strategies to confront implicit bias



Review Trauma, Bias, and Oppression as a baseline for addressing the origin of workplace oppression

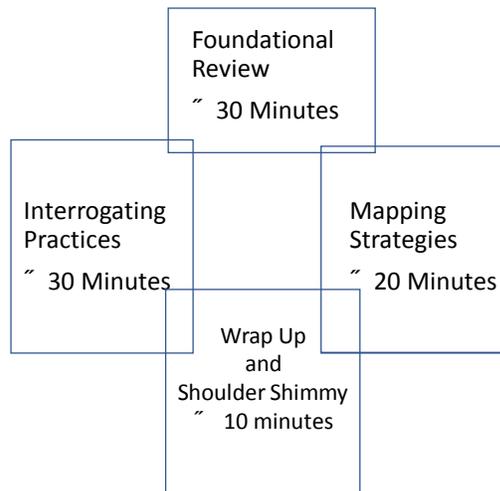


Provide participants with tangible ways to both interrupt and improve toxic work places



Assist supervisors in possessing a level of confidence only found within the synergy of arguably one of the most entertaining Southern trap music groups of today: MIGOS

How This All Shakes Out:



Community Agreements

☀️ What is said here stays here; what is learned here leaves here.

🎤 One singer, one mic.

🕒 That discomfort? Sit there for a minute.

🩹 Take care of yourself.

📄 No white tears or mansplaining necessary. Own your -isms.

🔄 Move Up, Move Back

Assumed Shared Understandings

The anti-violence field was founded as a direct result of necessity by and created by women of color.

Our compensation from this field means that we all, in some way, benefit from the threat and/or act of violence.

Not all present in the field of violence prevention work prioritize an end to violence.

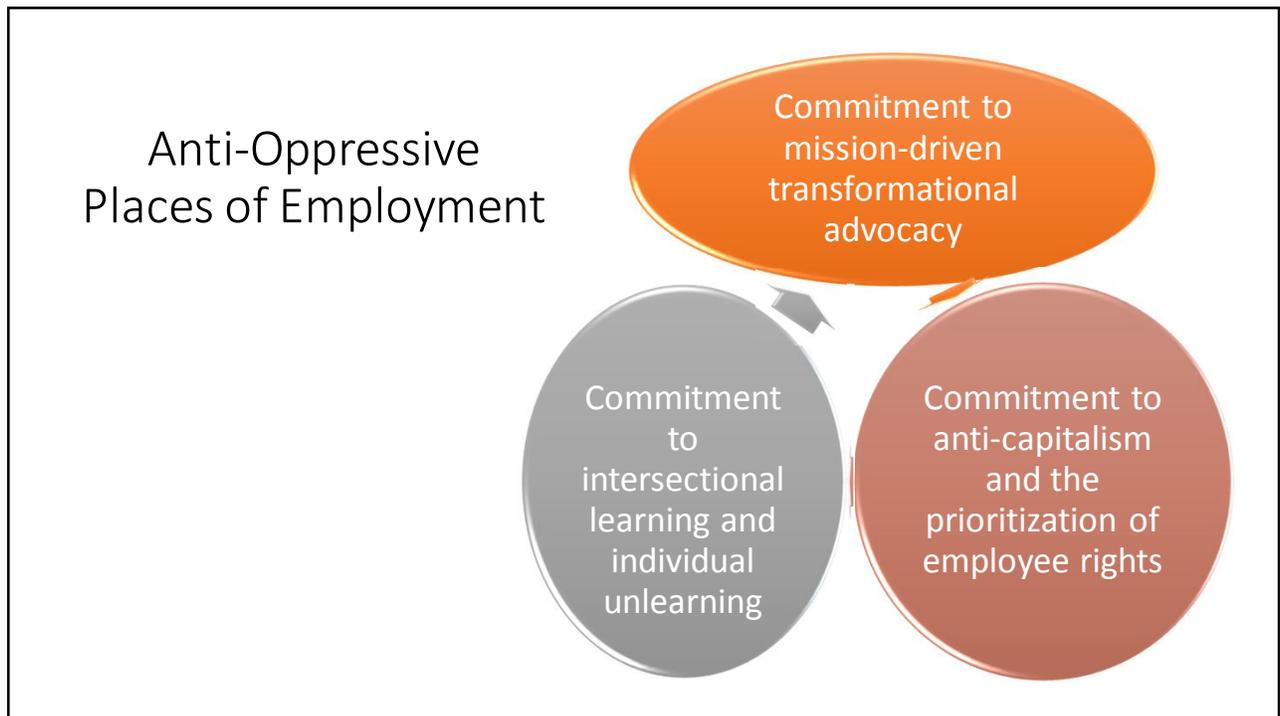
“The things we know so well
that we often forget.”

Foundational Review



MIGOS

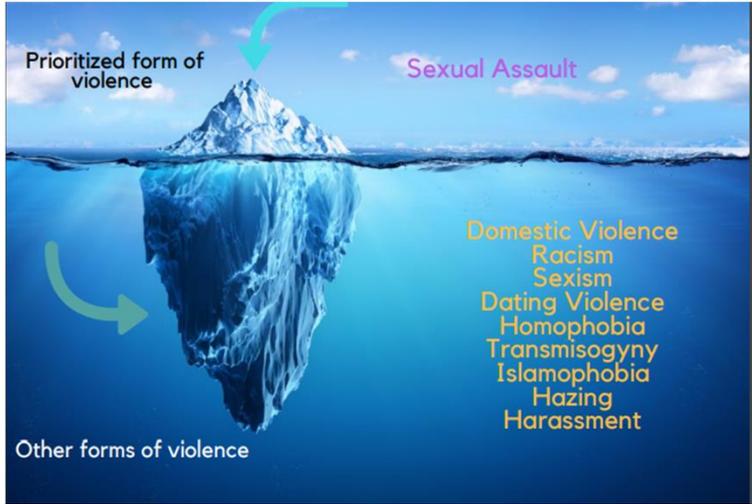
CULTURE



Can we first admit that offices get weird?



Stuff You
Already
Know...



The diagram shows an iceberg floating in the ocean. The tip of the iceberg, which is above the water line, is labeled "Sexual Assault" in purple text. A green arrow points to this tip from the text "Prioritized form of violence" in the top left. The much larger, submerged part of the iceberg is labeled "Other forms of violence" in white text at the bottom left. A green arrow points to this submerged part from the text "Other forms of violence". To the right of the submerged part, a list of other forms of violence is written in yellow text: Domestic Violence, Racism, Sexism, Dating Violence, Homophobia, Transmisogyny, Islamophobia, Hazing, and Harassment.

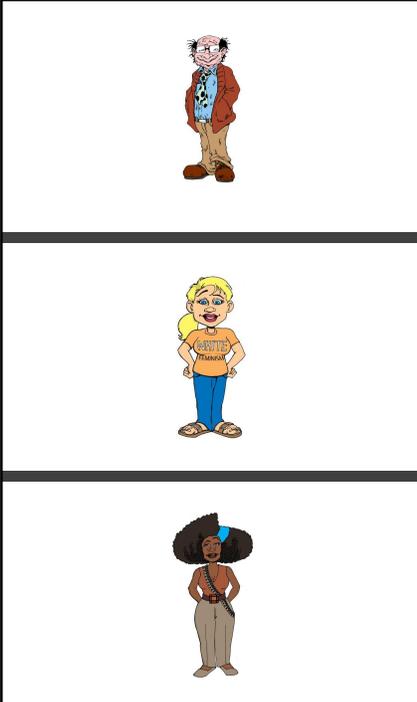
Prioritized form of violence

Sexual Assault

Other forms of violence

Domestic Violence
Racism
Sexism
Dating Violence
Homophobia
Transmisogyny
Islamophobia
Hazing
Harassment

Iceberg of Oppression
(Swan, 2016)



Four cartoon characters are shown in individual white boxes. From top-left to bottom-right: a man with glasses and a red jacket; a woman with a white top and black pants; a man in a grey suit; and a woman with a large afro and a brown top.

Leadership Expression Within
Office Dynamics:
Meet the Petty Truths™ Crew

peace & justice center

Who We Are | What We Do | Get Involved | Events | Blog

Action Highlight: HOPE Works Staff Strike

DECEMBER 26, 2018 | ENNEWS | 0

A few weeks ago, employees at HOPE Works, the rape crisis center in Burlington, expressed their frustration with leadership, specifically their Executive Director, seemingly in retaliation. Since then, they have stopped working noting the racism, retaliation, queer/transphobia. They v...

MeToo founder Tarana Burke: Campaign now 'unrecognisable'

By Jane Wakefield
Technology reporter

© 29 November 2018

1. Victim-survivor support services resum
2. Executive Director be removed from hei

Share

Women's March Founder Calls For Co-Chairs To Resign Over 'Hateful, Racist Rhetoric'

"I have walked, hoping they would right the ship. But they have not," Teresa Shook wrote.

By Alanna Viggiano

Celebrate with Amazon Gift Cards

Intersectionality and Oppression

SOMETIMES YOU'RE A CATERPILLAR
ANIMATED BY KAT BLADIE | WRITTEN BY CHEICALEIGH

Caterpillar

- ~ What characteristics intersect to make you the person you are today?
- ~ Think about:
 - ~ Culture, religion
 - ~ Ethnicity, race
 - ~ Urban/rural
 - ~ Economic status
 - ~ Gender identity and sexual preference
 - ~ Health, weight, age
- ~ Privilege and identity

Social Levels:

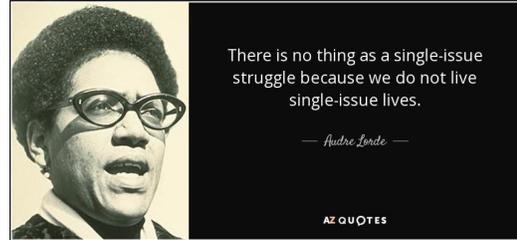
- Societal/Cultural
- Institutional
- Interpersonal
- Individual

My Multiple Identities:

- Age
- Gender
- Religion/spirituality
- Socio-economic status
- Race/ethnicity
- Sexual orientation

Matrix of Oppression

Social Identity Categories	Privileged Social Groups	Border Social Groups ↔	Targeted Social Groups	Ism
Race	White People	Biracial People (White/Latino, Black, Asian)	Asian, Black, Latino, Native People	Racism
Sex	Bio Men	Transsexual, Intersex People	Bio Women	Sexism
Gender	Gender Conforming Bio Men And Women	Gender Ambiguous Bio Men and Women	Transgender, Genderqueer, Intersex People	Transgender Oppression
Sexual Orientation	Heterosexual People	Bisexual People	Lesbians, Gay Men	Heterosexism
Class	Rich, Upper Class People	Middle Class People	Working Class, Poor People	Classism
Ability/Disability	Temporarily Abled-Bodied People	People with Temporary Disabilities	People with Disabilities	Ableism
Religion	Protestants	Roman Catholic (historically)	Jews, Muslims, Hindus	Religious Oppression
Age	Adults	Young Adults	Elders, Young People	Ageism/Adultism



© Teaching for Diversity and Social Justice, Second Edition, Routledge, 2007

How this climate does or doesn't translate in a social justice environment

“ Pose this question to the audience



The Old Guard

“Work is Work and Nothing More”

Interrogating Practices

“Frameworks, Assessments, and Accountability”



A blue icon depicting three stylized human figures (two in the back, one in the front) inside a white circle with a blue border. The circle has a textured, watercolor-like effect around its edge.

Current Practices: Group Work

- “ What institutional commitments to anti-oppression are written down/spoken?
- “ What accountability structures (committees, policy, etc.) dedicated to are present, critiqued, reviewed?
- “ What self-assessments are done to measure the culture created and sustained?

A blue icon depicting three stylized human figures (two in the back, one in the front) inside a white circle with a blue border. The circle has a textured, watercolor-like effect around its edge.

Current Practices: Reflective Work

- “ What is your supervisory relationship like with you supervisor? How does that trickle down to your staff?
- “ What self-assessments are done to measure the culture created and sustained?

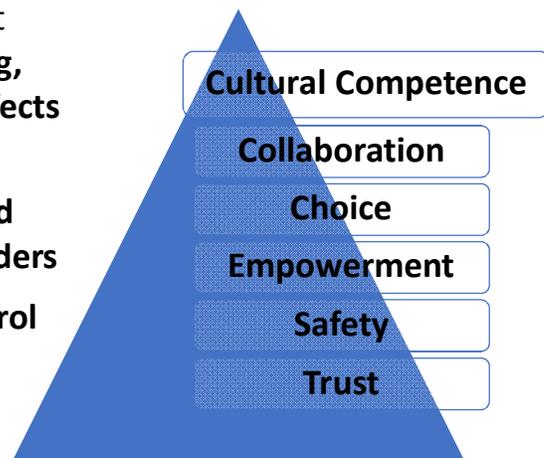
Multicultural Organizational Development

Goal: Achievement of Social Justice and Diversity

- “ prohibits anyone from being excluded or unjustly treated because of social identity or status
- “ ensure that all members of the diverse workforce feel fully included and have every opportunity to contribute to achieving the mission of the organization
- “ understands the strengths and advantages that social diversity brings to the local, regional, national, and global communities
- “ Identifies six stages of institutional presence that ranges from those that strictly adhere to traditional models of oppression to those that express a multicultural approach to the eradication of anti-oppression locally and globally.

Trauma-Informed Care Tenets

- “ Organizational structure and treatment framework that involves **understanding, recognizing, and responding** to the **effects of all types of trauma**
- “ Emphasizes **physical, psychological and emotional safety for both and responders**
- “ Helps survivors rebuild a sense of **control** and **empowerment**
- “ Shifts the philosophical approach from *“What’s wrong with you?”* to *“What happened to you?”*



Implicit Bias

The unconscious attitudes and stereotypes we hold about different groups of people that influence our actions.

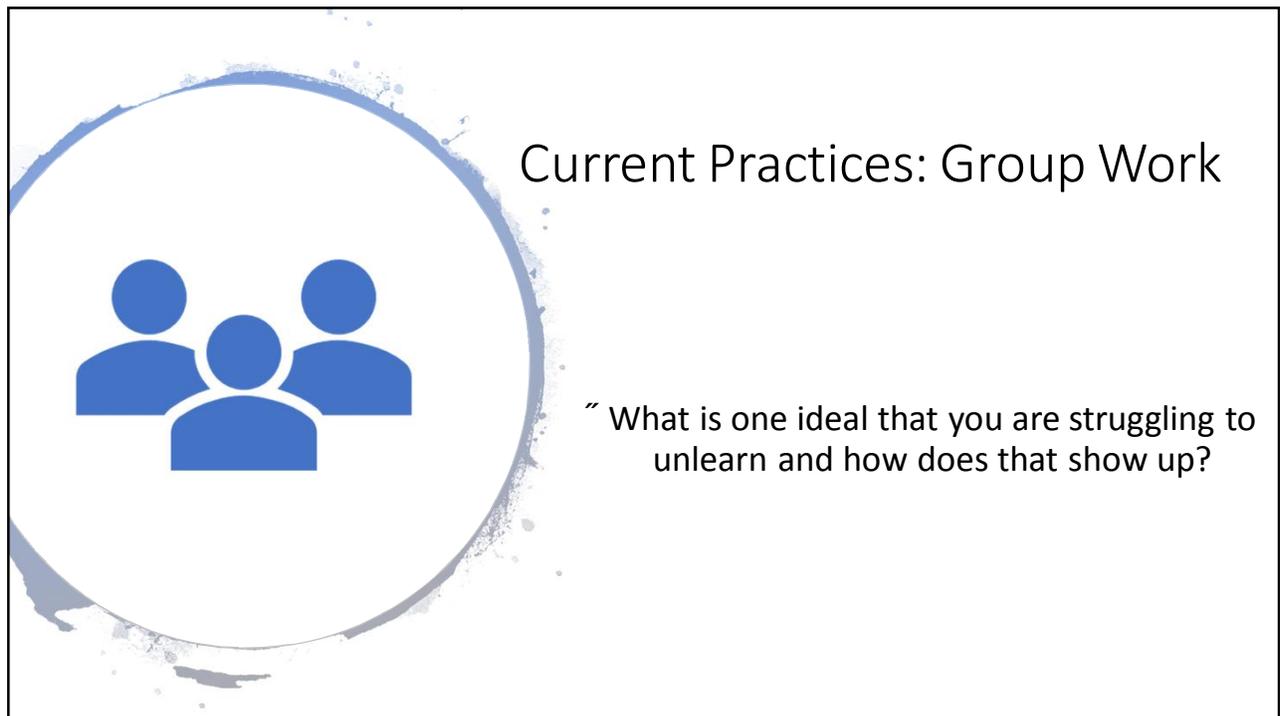
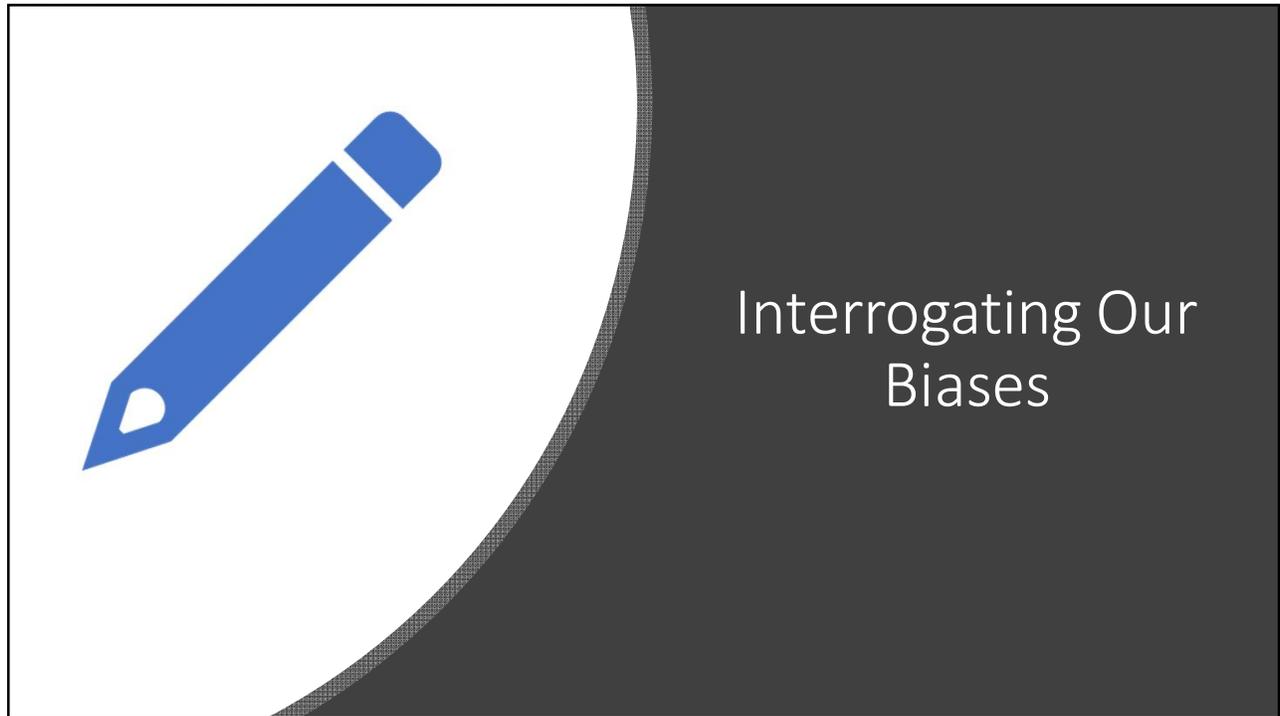
Instances where chances of Implicit Bias are highest:

- " High Ambiguity
- " Time Constraints
- " Compromised Cognitive Load
- " Overconfidence in Objectivity (Kirwan Institute for the Study of Race and Diversity, 2018)



Mapping

"Closing the gaps."





Current Practices: Reflective Work

- “ What feedback do you repeatedly hear from your staff that negatively impacts the environment?
- “ Are you committed to adding this work to your current workload?



Wrap Up

Creating Anti-Oppressive Spaces

- 👣 Own Yo' -isms, please!
- 👁️ Interrogate what your privilege blocks.
- ✓ Interrogate 1:1 Dynamics
- 🚌 Pass the Mic and support upward mobility
- 👍 Boundaries are good for everybody
- 👥 Include your staff in goals aimed at inclusivity

Final Thoughts

