

Inclusive Considerations in Assisting Victims of Crime

PRESENTED BY NU EPPS, DIRECTOR
DIVERSITY, EQUITY, AND INCLUSION
COLLEGE OF CRIMINAL JUSTICE
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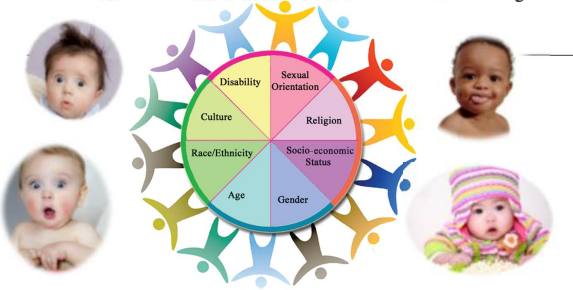
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What is Diversity?

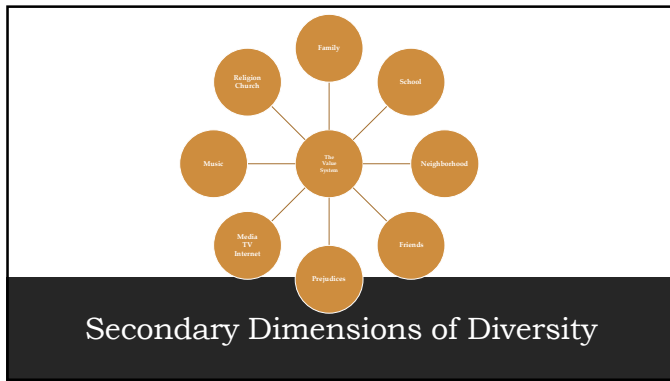
Diversity encompasses all those differences that make us unique, including but not limited to race, color, ethnicity, language, nationality, sexual orientation, religion, gender, socio-economic status, age and physical and mental ability.

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Primary Dimensions of Diversity



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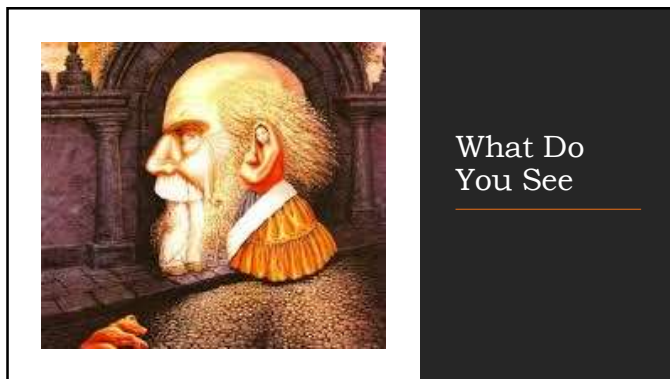


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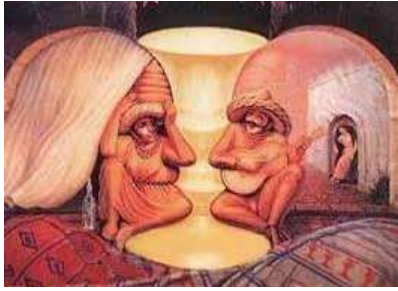
DIMENSIONS OF DIVERSITY			
Primary	Secondary	Workplace	Style
Age	Education	Organizational	Leadership Style
Physical Abilities	Class / Income	Occupation	Work Habits
Race	Language / Accents	Job Level	Performance
Ethnicity	Marital Status	Job Classification	Expectations
Gender	Military Experience	Department	Personality Type
Sexual Orientation	Religious Beliefs	Work Location	Communication Style
	Geographic	Work Shift	Other
	Location	Skills	
	Nationality	Years with Organization	
	Other	Other	

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What Do
You See

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What Do
You See

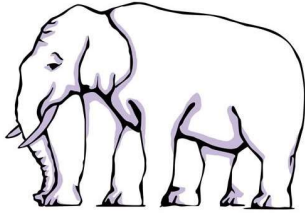
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What Do
You See



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How Many
Legs Do You
See



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Foundational Definitions

Implicit Bias

Is the process of associating stereotypes or attitudes toward categories of people without our conscious awareness. – It is an unconscious assumption about a group of people (e.g., Race, gender, religious affiliation, etc.) That affects our behavior in ways we might not want.

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HOW BIAS WORKS

WHAT WHERE YOU
THINKING?

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Foundational Definitions

Micro-aggressions
 “Are brief, commonplace daily slights, insults and indignities that are both intentional and unintentional. Microaggressions communicate hostile, derogatory or negative slights and insults and have a potential harmful impact on the target person or group (Sue, 2010)”

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Foundational Definitions

Micro-invalidations
 Often conscious communication and behaviors that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person.

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Foundational Definitions

Micro-assaults

Conscious, intentional discriminatory actions, or symbols meant to hurt the intended person or group.

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Foundational Definitions

Microinsults

Often unconscious verbal, nonverbal and environmental communications that convey rudeness and insensitivity and demeans a person's racial heritage or identity.

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Micro Assaults And Micro Invalidations In Action.

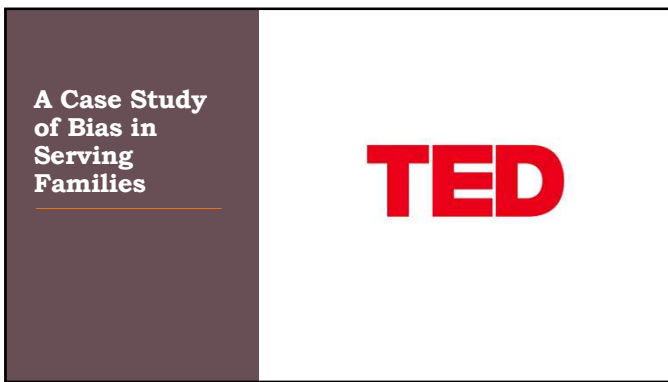


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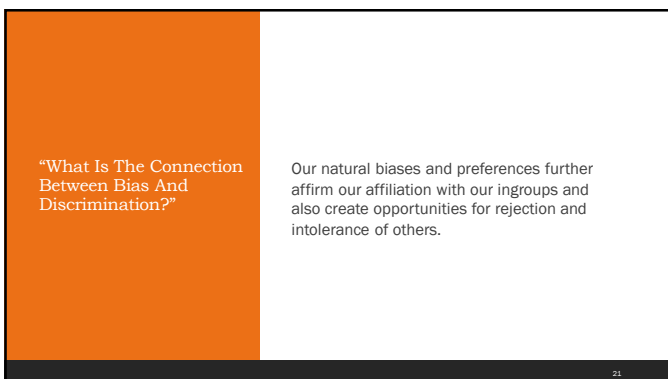
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The Oppression Ladder



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“How Must We Assess Intent And Impact Of Bias?”

As we engage with others, regardless of the focus—it is important to develop the awareness to understand the implications of intent and impact.

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Barriers to Success


- The role of family (e.g., sharing intimate information about a crime may be frowned on in certain cultures).
- Cultural mores that emphasize loyalty to a group over an individual.
- Cultural indications of shame with respect to victims.
- Variations among cultures in the grieving process.
- Prejudice, either conscious or unconscious, on the part of helping individuals.
- Victims' perception of what will be held private and what must be shared with law enforcement officials.
- Distrust of the criminal justice system because of culture or experiences that members of a culture have had with the criminal justice system.
- Fear of deportation.
- Poor understanding of your role.
- Poor understanding of victims' rights or the criminal justice process.
- Culture of gender-based passivity.
- Fear of law enforcement.
- Religious beliefs.
- Disenfranchisement for various reasons (e.g., extreme poverty, illness, isolation).

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“How Can I Be More Aware Of My Bias In Interactions With Others?”




BE CURIOUS



LISTEN



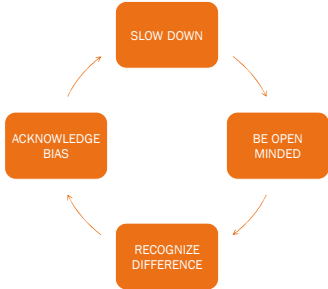
BE SELF AWARE OF TRIGGERS



BUILD EMPATHIC SKILLS

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“How Can I Be More Aware Of My Bias In Interactions With Others?”



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“How Can I Be More Aware Of My Bias In Interactions With Others?”

FAMILY ASSESSMENT TOOL
HOW TO OVERCOME BIAS
FEBRUARY 2018

SLOW DOWN
The first step is to give ourselves time to slow down, be deliberate, present, and logical. Slowing down helps us carefully process, rather than automatically making judgments based on past experiences. Taking a moment before we work with families can be helpful to remind ourselves to be fully present.

CREATE AN OPEN MIND
We often process information by comparing current events, ideas, and people against past experiences. We need to consciously work to separate our memories of past experiences from what is happening in the present.

RECOGNIZE DIFFERENCES
We're all aware of differences in age, gender, race, socio-economic status, sexual orientation, religion, etc. and how those characteristics may influence people's beliefs and behaviors. We all have a tendency to be most comfortable with people like us. This reinforces unconscious bias. As practitioners, we need to be able to work with people who are different from us without allowing our biases to interfere.

ACKNOWLEDGE OUR OWN BIAS
Awareness of preconceptions allows us to correct or compensate for them. Adjusting for bias can take place when we have awareness and understand the importance of addressing our own biases in order to work effectively with families.

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Reflection



How do you think your personal biases impact your ability to be inclusive in your role as an advocate in general?



How do your blind spots impact your ability to be objective in day to day encounters with the children you support?
