

# CULTURALLY RELEVANT ADVOCACY FOR VICTIM/SURVIVORS OF COLOR



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WAVAWnet Webinar  
September 16, 2008

# CULTURALLY RELEVANT ADVOCACY FOR VICTIM/SURVIVORS OF COLOR

Advocacy is active support of an idea, cause or person. In order to advocate effectively for survivors it is necessary to understand the cultural context. This webinar will explore the concept of cultural competency and discuss service provision strategies focused on helping providers work better with victim/survivors of color to provide client-centered support

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# Culture – A way of life

Culture can be defined as all the ways of life including arts, beliefs and institution of a population that are passed down from generation to generation. As such, it includes codes of manners, dress, language, religion, rituals, norms of behavior such as law and morality, and systems of belief as well as the art



# Common Terminology

## Race

- Self-Identified
- Social Political Construct
  - The racial categories represent a social-political construct designed for the race or races they consider themselves to be and "generally reflect a social definition of race recognized in this country".

## Ethnicity

- Self Identified
- Social Political Construct
  - An ethnic group is a group of human beings whose members identify with each other, usually on the basis of presumed or real common ancestry. Ethnic identity is further marked by the recognition from others of a group's distinctiveness and the recognition of common cultural, linguistic, religious, behavioral or biological traits, real or presumed, as indicators of contrast to other groups.

*The OMB defines the concept of race and ethnicity as outlined for the US Census as not "scientific or anthropological", and takes into account "social and cultural characteristics as well as ancestry", using "appropriate scientific methodologies", but not "primarily biological or genetic in reference"*

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# Common Terminology

## White People

- Term which is usually used to refer to people characterized, at least in part, by the light pigmentation of their skin.
- It usually refers narrowly to people claiming ancestry exclusively from Europe and immediately adjacent territories

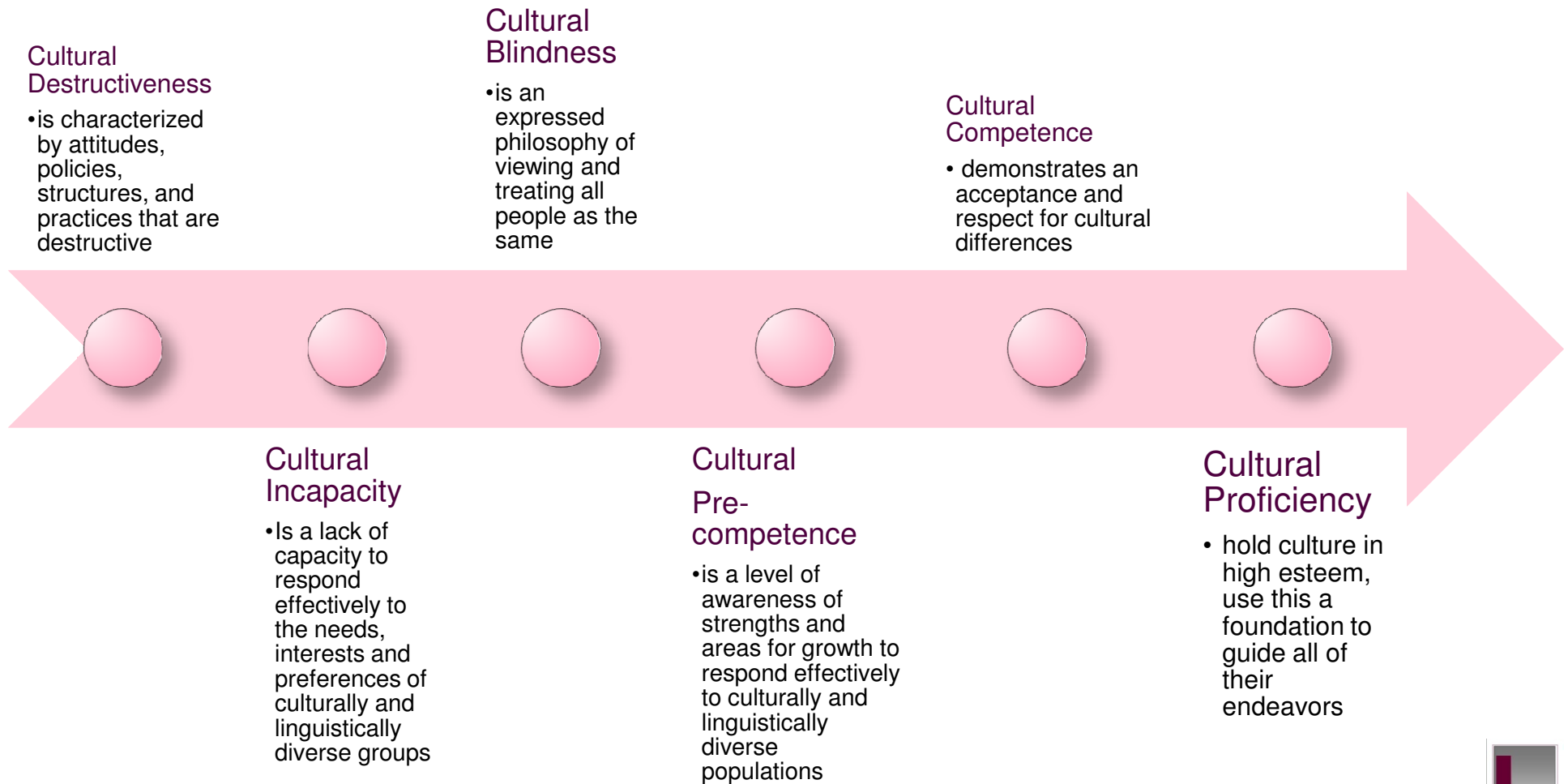
## People of Color

- Term used, primarily in the US, to describe all people who are not white. The term is meant to be inclusive, emphasizing common experiences of racism
- The term *citizens of color* was used by Martin Luther King, Jr. in 1963, and other uses date to as early as 1818, *people of color* did not gain prominence for many years.<sup>1</sup>

<sup>1</sup>. William Safire (November 20, 1988). "On language: People of color". [The New York Times](#). Retrieved on [2008-03-21](#)



# Cultural Competence Continuum

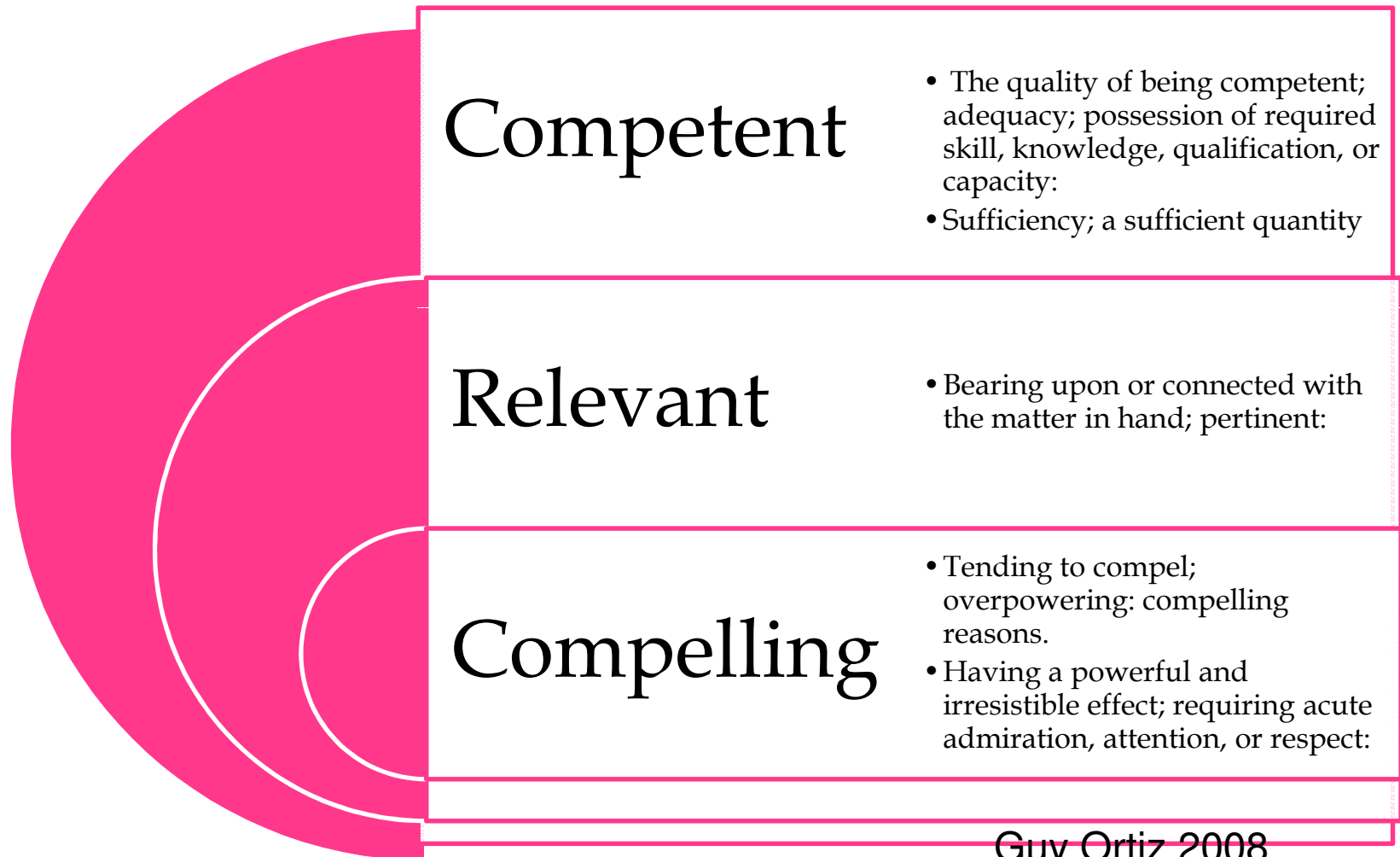


# Basic Premise

Cross et al. state that cultural competence is a complex framework, and that there is a tendency for systems and organizations and individuals to want a textbook solution, a quick fix, a recipe, or a “how to”, step-by-step approach. The complexity of achieving cultural competence does not allow for such an easy solution.



# Culturally

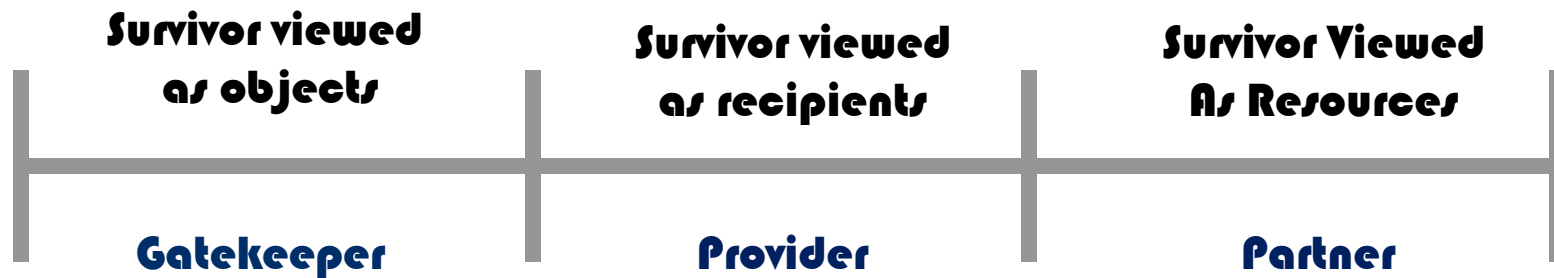


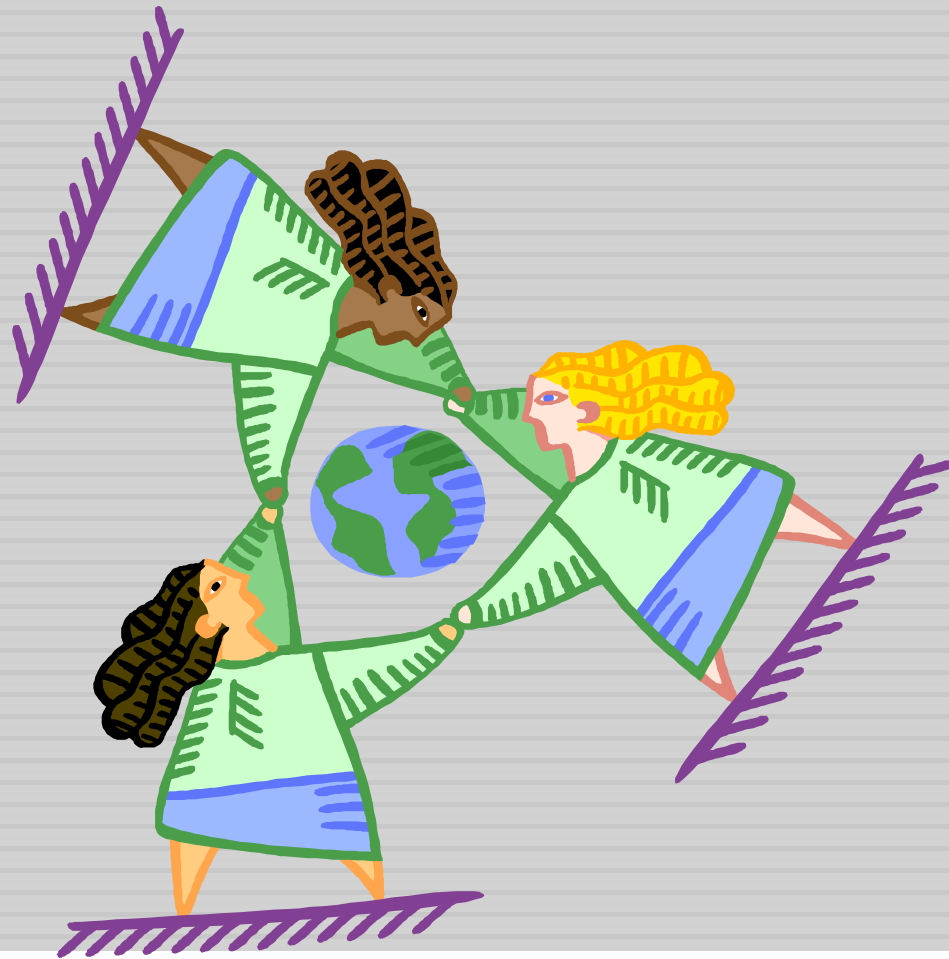
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# The Spectrum of Attitudes





## Competence vs. Relevance

# Questions to consider

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- ❑ What are the demographics (ethnicity, race) of your service area?
- ❑ What are the demographics (ethnicity, race) of the clients you serve?
- ❑ What relationships have you built with the communities of color in your service area?
- ❑ How have these relationships altered/enhanced your service provision?



# Keys to Partnership



- Plan with survivor, not for them

Listen, listen, listen and listen some more.

1



# Keys to Partnership



2

## □ Goal Clarity

Be sure survivor can understand and express the goals. To make things happen, people need to be able to simply state the goals is just a few sentences



# Keys to Partnership



3

## □ Strategies for change

Realize there may be only one or two main goals and multiple strategies – choose all that work.



# Keys to Partnership



## □ Leadership

Find ways to build leadership capacity

4



# Keys to Partnership



5

## □ Governance

Model the equity you seek to create in structures, decision-making, participation. It's all about authority, power and representation.





# Keys to Partnership



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- Tackle oppression (racism, classism, sexism, homophobia etc.) first.

Address subtle and obvious forms of injustice from the beginning. Create justice by addressing this underlying condition and learning from everyone's perspective



# Keys to Partnership



- Draw strength from multi-cultural identities

Be knowledgeable about cultural differences in the community and seek to build on the assets each group offers. Explore the elements of community, family and neighborhood and how they are coming together to work for positive change for all concerned.



# Keys to Partnership



- Bridge language barriers

Be aware of the needs in advance and provide interpreters or other linguistic supports.



# Keys to Partnership



## □ Money matters

Take care to anticipate expenses and identify sources of financial support.

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# Keys to Partnership



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- Action and analysis go hand in hand

Apply continuous evaluation, self-reflection, retraining and adjustments as needed. *We are all works in progress.*



# Keys to Partnership



- Stay grounded in community

Remain close and connected to the people and organizations that are at the center of the community building project. Local people and neighborhoods are at the heart of change



# Keys to Partnership



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- Constructive partnerships

Work hard to build helpful partnerships without losing sights of the overall interests.



# Keys to Partnership



13



- Keep the motor running

Continuously ask how things are going. Check progress against plans and reflect on what's working, what's not, why not, what adjustments need to be made, and what is next





# Keys to Partnership



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- Be committed to the long haul

Be aware that it can be a slow going. You may encounter resistance where you least expect it



# Principle of Participation

- When people have an opportunity to participate in decisions and shape strategies that vitally affect them, they will develop a sense of ownership in what they have determined and commitment to seeing that the decisions are sound and that the strategies are useful effective and carried out

William Loftquist – Technology of Development



# QUESTIONS, THOUGHT COMMENTS

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