Addressing and Understanding Resistance to Social Justice:
Diane Goodman (2011). *Promoting Diversity and Social Justice: Education People from Privileged Groups*
- What are the benefits of becoming aware of social justice? Addresses the reasons for resistance to social justice from people from privileged groups.
- www.dianegoodman.com

*Be mindful of the journey you took to be a social justice advocate -- give others the same grace on their journey.*

Teaching Resources for Social Justice from the Library
http://libguides.seattlecentral.edu/teaching-resources-for-social-justice

Communicating & Strategic Questioning for Social Justice:
An introduction to courageous conversation about race and its impact on achieving equity in society
Fran Peavey “An Approach to Creating Personal and Social Change” (search Google Scholar)
- STRATEGIC QUESTIONING is the skill of asking the questions that will make a difference. It is a tool for giving service to any issue ... as it helps people discover their own strategies and ideas for change. STRATEGIC QUESTIONING involves a special type of question and a special type of listening. We can use strategic questioning to help friends, co-workers, political allies and adversaries to create their own solutions to any problem. STRATEGIC QUESTIONING is a process that usually changes the listener as well as the person being questioned. A strategic question opens both of us to another point of view. It invites our ideas to shift and take into account of new information and new possibilities. And it invokes that special creativity that can forge fresh strategies for resolving challenges.

Student-Led Curriculum and Course
- Truman college student program, Understanding Black Lives Matter :

Teaching Social Justice in Theory and Practice
<table>
<thead>
<tr>
<th>Lens</th>
<th>Description</th>
<th>Approach and Limits</th>
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<tbody>
<tr>
<td>The Umbrella Lens</td>
<td>Takes a sociological look at multiple social identities (ex. race, class, gender, religion, age, ability, sexual orientation…) and explores similarities and differences. Focus is on examining how differences become framed as deficits and result in systemic forms of oppression. Goal is to interrupt systems of oppression.</td>
<td>A systems approach that focuses on power and privilege and social identities. This lens offers an understanding of the history of oppression, its subtle and overt manifestations as well as the linkages between various forms of oppression and awareness of one’s multiple identities. Limits - often polarizing and can strengthen resistance to social justice and cultural competence</td>
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<tr>
<td>The Social Identity Development Lens</td>
<td>Examines cultural competence as an individual multistage process. Goal is to interrupt oppression through individual development of specific social identity and self-awareness.</td>
<td>An individual focused approach which shows movement among stages often in reflection of national current political climate. This lens offers the ability to become aware of one’s own developmental level across different identities as well as motivation to move beyond one’s current level of awareness. Limits - this approach does not look at systems/systemic oppressions</td>
</tr>
<tr>
<td>The Understanding Cultural Differences Lens</td>
<td>Looks at cultural competence primarily within the international, immigrant and/or ethnic arena. Focus is on appreciating cultural differences and behavior with less explicit focus on oppression and social justice. Goal is to increase cultural understanding and mitigate conflicts.</td>
<td>An individual focus approach that can be organizational with use of specific assessment tools such as the Intercultural Development Inventory (Hammer 2008). This lens offers the ability to be more aware of cultural communications norms as well as the ability and willingness to suspend judgment. Limits - does not connect or acknowledge social justice or privilege. Can also become trapped into over-generalizations; only seeing difference; avoiding differences and only seeing commonalities; ethnocentrism</td>
</tr>
<tr>
<td>The Managing Diversity Lens</td>
<td>Takes a business/economic approach and focus is on the bottom-line. Cultural competence is viewed as a process of increasing understanding of ourselves and others in order to help employees work more effectively, creatively and efficiently.</td>
<td>A business and organization approach that has the ability to recognize the manifestations of institutional/structural oppression and develop appropriate action plans. Also use of this lens has the ability to recruit and retain diverse employees. Limits - this lens does not value social justice for equity sake</td>
</tr>
<tr>
<td>The Multicultural Organizational Development Lens</td>
<td>Examines cultural competence as an organizational phenomenon rather than individual or group behavior. Goal to foster structures, policies and procedures that are socially just and equitable. Focus is on helping organizations move from monocultural environment to multicultural.</td>
<td>An organization focused approach interested in systemic change and working through the 6 states of multicultural awareness as outlined by Jackson, Holvino and Hardiman (see resources list). Limits - does not focus on individual attention or personal growth.</td>
</tr>
</tbody>
</table>

**Resources to Understand the selected approaches to develop Cultural Competence:**

**The Umbrella/Social Justice Lens**  

Chapter in Above Book - *The Umbrella Model of Oppression* by Roberta Haro

**The Social Identity Development Lens**  


**The Understanding Cultural Differences Lens**  

Article - “Intercultural Conflict Competence.” from *Competence in Interpersonal Conflict* Editors William R. Cupak and Daniel J. Canary, 121-146.


**The Managing Diversity Lens**  


The Multicultural Organizational Development Lens


**Other Resources:**

Takaki, Ronald “A Different Mirror: History of Multicultural America”
- Beginning with the colonization of the New World, it recounted the history of America in the voice of the non-Anglo peoples of the United States--Native Americans, African Americans, Jews, Irish Americans, Asian Americans, Latinos, and others--groups who helped create this country's rich mosaic culture.

Painter, Nell Irvin “The History of White People”
- Examines the history of “whiteness” as a racial category and rhetorical weapon: who is considered to be “white,” who is not, what such distinctions mean, and how notions of whiteness have morphed over time in response to shifting demographics, aesthetic tastes, and political exigencies.

Dunbar-Ortiz, Roxanne “An Indigenous Peoples' History of the United States”
- Offers a history of the United States told from the perspective of Indigenous peoples and reveals how Native Americans, for centuries, actively resisted expansion of the US empire.

Obear, Kathy “Turn the Tide: Rise Above Toxic, Difficult Situations in the Workplace”
- Offers a 7-Step process on how to learn to effectively navigate difficult workplace situations called The Triggering Event Cycle, so you can successfully rise above toxic work environments and create greater teamwork, productivity, and innovation in your organization.