

Journey to being more Culturally Informed

Step 1: Acknowledging oppression and privilege

- Knowing and owning your judgements and prejudices
- Understanding own discomforts with privilege
- Acknowledging how oppressive institutions/systems also oppress you
- Knowing your own oppressive experiences
- Acknowledging the need to work on own internalized oppression

Step 2: Questions for self-reflection*

- What are your various professional roles?
- What are the systems in which you are a member?
- What are the needs of the community in which you work or live?
- How can you facilitate the collaboration between these systems to benefit the local community?
- What and who in this environment is important to you?

Step 3: Questions for action

- How can you use your position in a dominant group to assist those in target groups?
- How can you assist others in recognizing their privilege and using it for social justice?
- What are the barriers to fairness in this environment?
- What can you do to decrease the barriers?
- What are the larger system barriers that the families you serve discuss?
- Do you consider marginalized populations when you are politically active?

Step 4: Questions when working with families

- How does membership in a dominant group buffer the effects of being in a targeted group for you and the families you serve?
- How does a family's social location influence who you consider support for them?
- How does a family's social location influence which "problems" you see, how you define the "problem", and how you conceptualize the etiology of the "problem"?

* from **Harris-McKoy, D.** & Wilkins, E. (2014, July/August). Individual responsibility: Marriage and family therapy as a way of life. *Family Therapy Magazine*, 40-44.