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HIV CARE & TREATMENT

# Deconstructing Privilege through Difficult Dialogues

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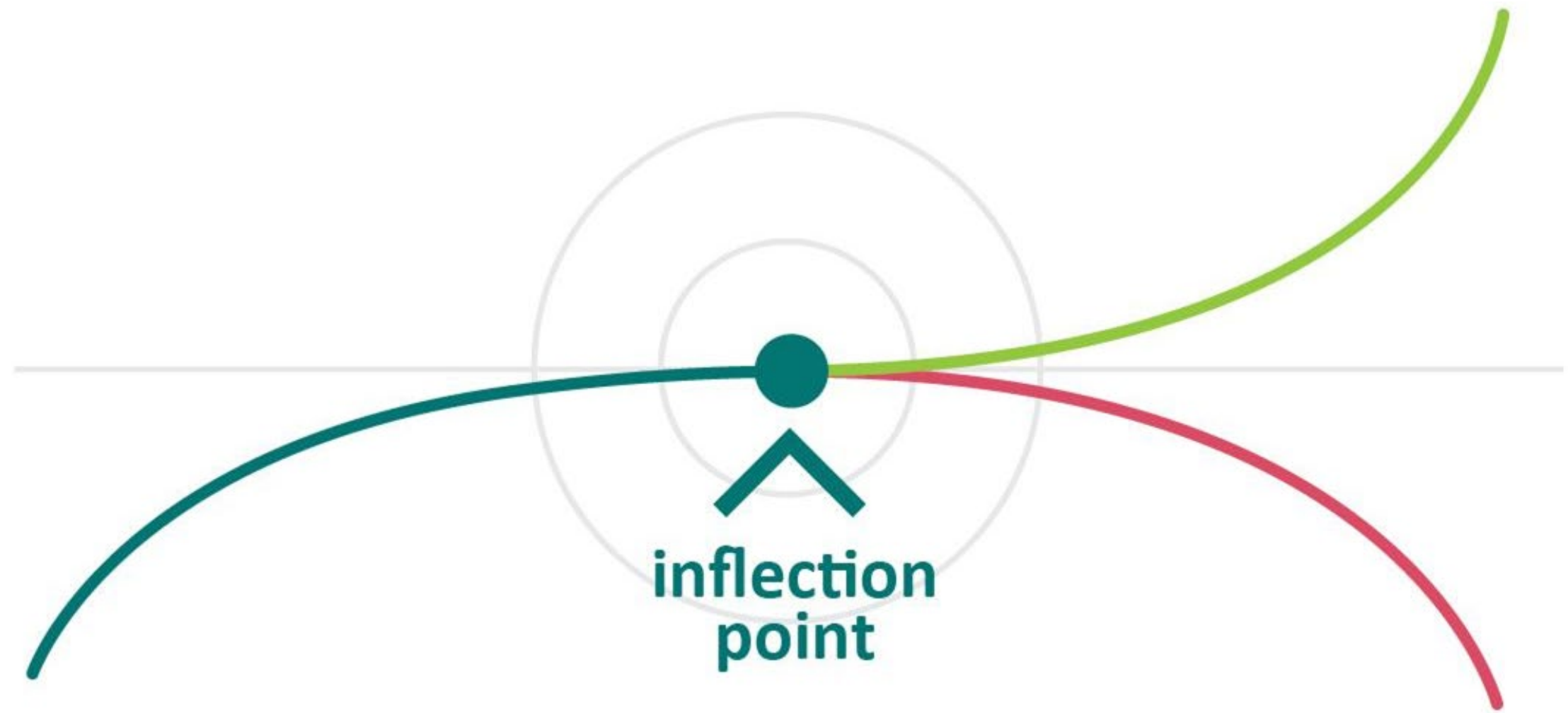
# Introductions



# Inflection Point



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# Privilege



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**PRIVILEGE IS  
WHEN YOU THINK  
SOMETHING IS  
NOT A PROBLEM  
BECAUSE IT'S NOT  
A PROBLEM TO  
YOU PERSONALLY**

If you don't  
have to think about it,  
**it's a privilege.**

## White Privilege

(n.) / pron: [wahyt priv-uh-lij]

1. Unearned advantage based on race, which can be observed both systemically and individually



"What's the matter?  
It's the same distance!"





# Engaging in Difficult Dialogues

# Difficult Dialogues

A **difficult dialogue** is a verbal or written exchange of ideas or opinions between citizens within a community that centers on an awakening of potentially conflicting views of beliefs or values about social justice issues



# Better Dialogue with Tools



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# Difficult Dialogues on Privilege



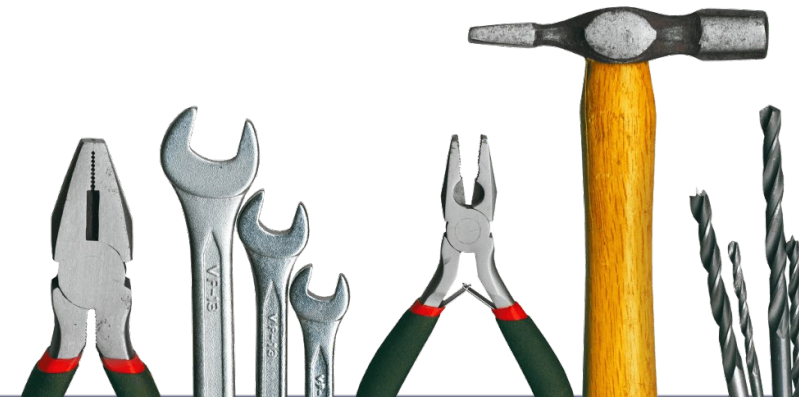
The conversation with self ...

The Multidimension  
Model of Privilege

The Ladder of Inference

The conversation with others ...

The Privileged Identity  
Exploration Model





# The Multidimension Model of Privilege

The Conversation with Self

# Multidimension Model



- Privilege exists as a continuum with many dimensions rather than in discrete pockets
- This model challenges the “Single Target Group” Approach by recognizing the context of a privilege
  - For example: “white” and “male” privilege instead of “race” and “gender” privilege
- Understanding privilege is about discovering how we personally interact with each of the dimensions of our privilege
- Much like with our identities, everyone interacts with all dimensions of privilege, unconsciously or consciously

# Interactions of Privilege

Racial

Socio-Economic

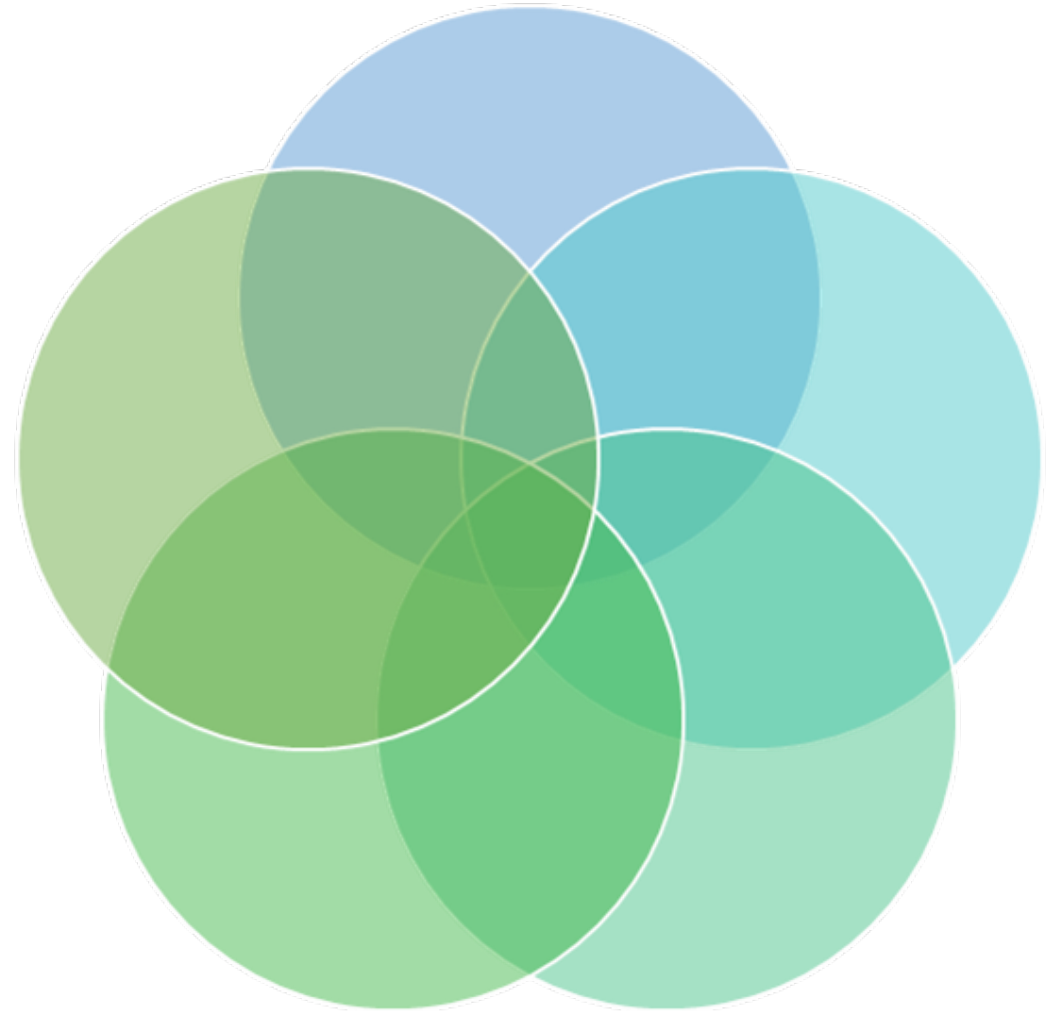
Gender

Religious

Citizenship

Ability

Aesthetic



# Multidimension Model



“This model looks at what **you’re** doing, where is **your** privilege, how are **you** interacting with **your** dimensions of privilege.”

# The Ladder of Inference

The Conversation with Self

# Through our lenses



Our ability to learn and work together are limited by our feelings that:

1. Our belief is the truth
2. The truth is obvious
3. Our beliefs are based on real data
4. The data we select are real data

# Ladder of Inference



- It is important to be aware of the thin line between a **quick decision** and a **rash decision**
- The Ladder of Inferences is a framework and tool for reflecting on our process of creating mental modes.
- Mental modes are the assumptions and beliefs that arise from our everyday experience and cultural context

# The Ladder of Inference

I take actions based on my beliefs

I adopt beliefs about the world

I draw conclusions

I make assumptions based on the meanings I added

I add meanings (cultural and personal)

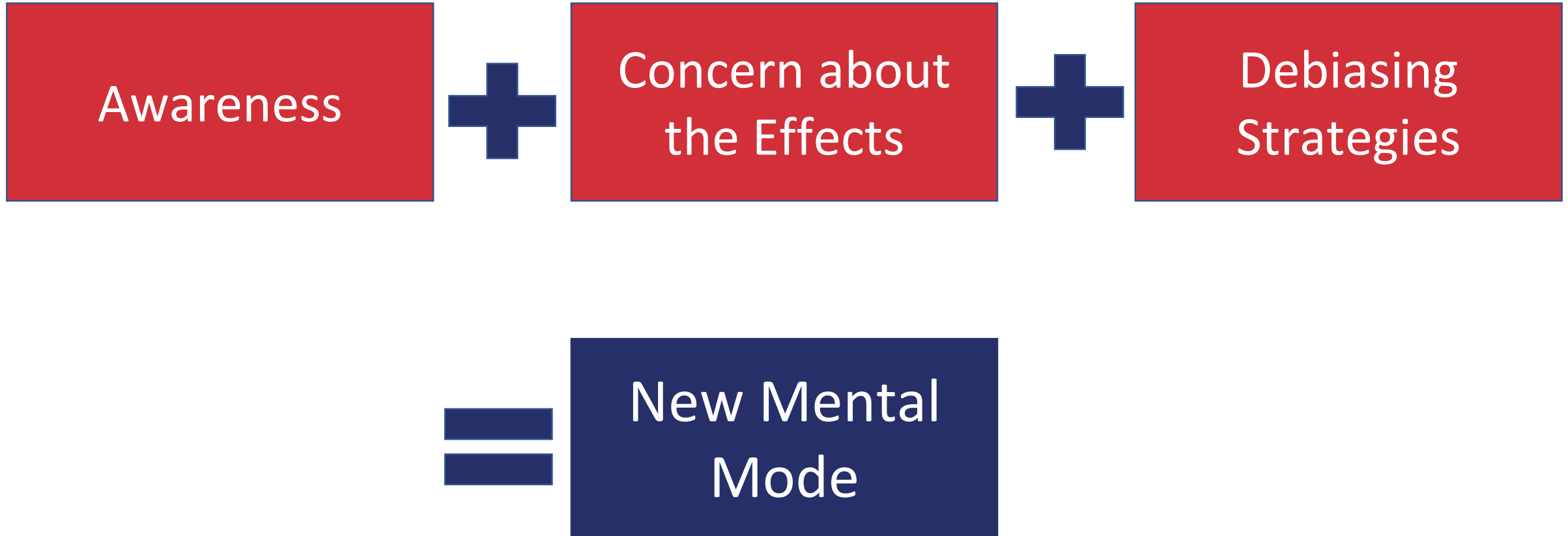
I select the data from what I observe

Observable data and experiences





# Developing a New Mental Mode



# The Privileged Identity Exploration (PIE) Model

The Conversation with Others

# Privileged Identity Exploration (PIE)

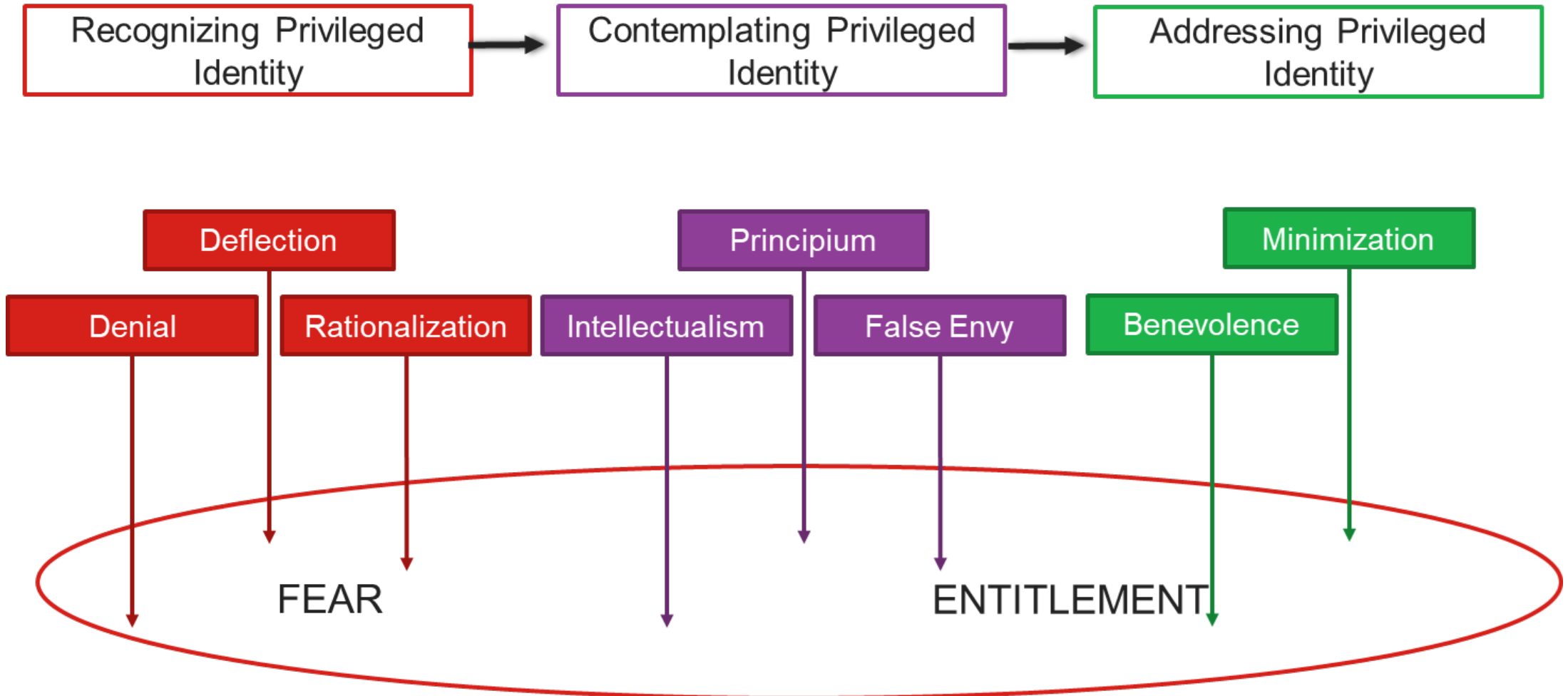
## Dissonance Provoking Stimuli

New Awareness of  
Self or Other



Social Justice Action  
Based on New  
Awareness

# Privileged Identity Exploration Model (PIE)



# Assumptions of the PIE Model



- The exploration of privileged identity is an on-going socialization process.
- There is no ultimate level of consciousness that can be reached regarding one's privileged identity.
- Engaging in difficult dialogue is a necessary part of unlearning social oppression (i.e. racism, sexism/heterosexism/homophobia, and ableism).
- Defense modes are normal human reactions to the uncertainty that one feels when exploring their privileged identities in more depth.
- Defense modes are expressed in identifiable behaviors.
- Expressions of defense modes may vary by situation.



# Review

- A **difficult dialogue** is a verbal or written exchange of ideas or opinions between citizens within a community that centers on an awakening of potentially conflicting views of beliefs or values about social justice issues
- Leveraging tools such as the Multidimension Model of Privilege, Ladder of Inference, and PIE Model, difficult dialogues can be more easily facilitated and *less* difficult
- Difficult dialogues are necessary for individual and organizational transformation

# Contact Information



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# Thank You



# THANK YOU!