

FIGHTING SYSTEMIC INJUSTICE IN TUTORING

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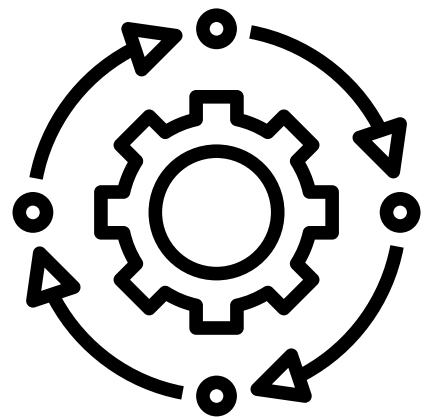
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THE WHY



- ▶ REDUCE THE BARRIERS FOR SEEKING TUTORING SUPPORT
- ▶ PROVIDE TOOLS FOR BEING A MORE INCLUSIVE TUTOR
- ▶ LEARN MORE ABOUT WHAT YOU DON'T KNOW

WHAT IS SYSTEMIC INJUSTICE?



SYSTEMIC

A PROBLEM THAT AFFECTS THE WHOLE



INJUSTICE

A LACK OF FAIRNESS

RACISM

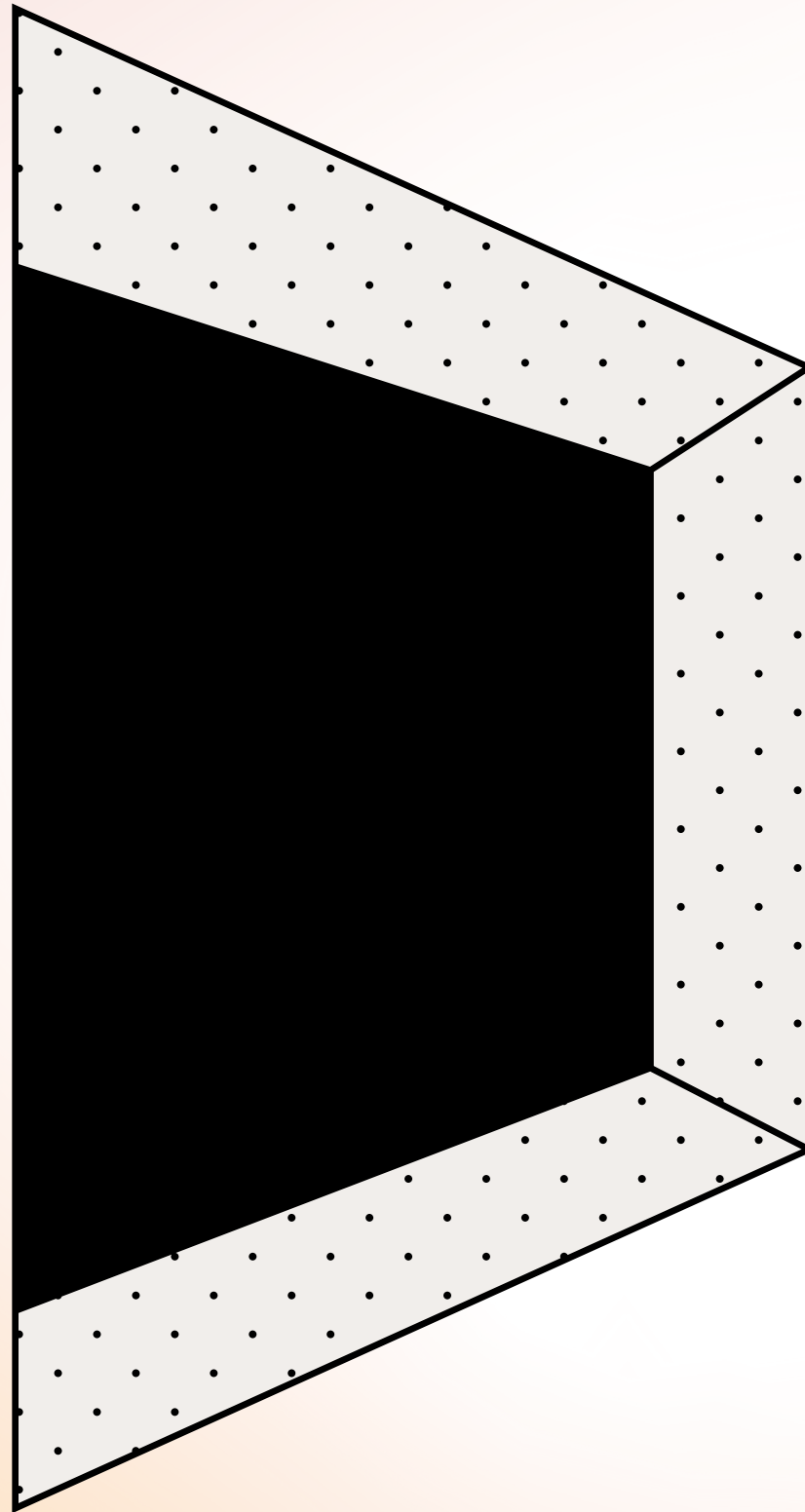
THERE ARE MANY TYPES OF SYSTEMIC INJUSTICE BASED IN BIAS (GENDER, SES, SEXUALITY, NEURO, ABILITY) BUT RACE-BASED BIAS IS THE MOST PROLIFIC IMPACTING ALL SOCIETAL OPPORTUNITIES.

INTERSECTIONALITY

AT THE INTERSECTIONS OF RACE, ETHNICITY, CLASS, RELIGION, AND SEXUAL AND GENDER IDENTITIES PEOPLE CAN EXPERIENCE MULTIPLE FORMS OF MARGINALIZATION.

IT IS IMPORTANT TO UNDERSTAND THAT THOSE AT THE INTERSECTIONS OF MULTIPLE MARGINALIZED IDENTITIES EXPERIENCE INJUSTICES MORE FREQUENTLY AND IN DIFFERENT WAYS.





THE IMPACT OF INJUSTICE

MIGHT NOT ALWAYS BE
OBVIOUS

INJUSTICE ISN'T A ONE-TIME
OCCURANCE. HISTORICALLY
MARGINALIZED PEOPLE EXPERIENCE
INJUSTICE FREQUENTLY
THROUGHOUT THEIR LIVES. THE
IMPACT ADDS UP AND CHANGES HOW
A PERSON ENGAGES WITH A SYSTEM.

THE HOW

- ▶ FEAR OF JUDGMENT OR MICROAGGRESSIONS ARE BARRIERS TO RESOURCES
- ▶ BRING YOUR WHOLE SELF TO YOUR EDUCATION: RESILIENCE
- ▶ NOT SET UP FOR SUCCESS
- ▶ UNINFORMED FAMILY CANNOT SUPPORT
- ▶ ERASING CULTURE VIA THE EXPECTATION TO ASSIMILATE
- ▶ VERY FEW OPPORTUNITIES TO SEE THEMSELVES REFLECTED IN THEIR EDUCATORS OR EDUCATION

BE AFFIRMING

▶ INCLUSIVE LANGUAGE

- Use your pronouns first & leave space
- For recurring clients, ask if there has been a change to their pronouns
- Learn about microaggressions (handout) to avoid offensive language

▶ ADMIT KNOWLEDGE GAPS

- Be transparent
- Commit to educating yourself
- Recognize that you might not understand how multiple marginalized identities impacts students.

▶ RECOGNIZE YOUR POWER

- When you are tutoring you are in a position of power.
- Commit to examining your power
- When in session, find moments to empower tutees. How can you do that?

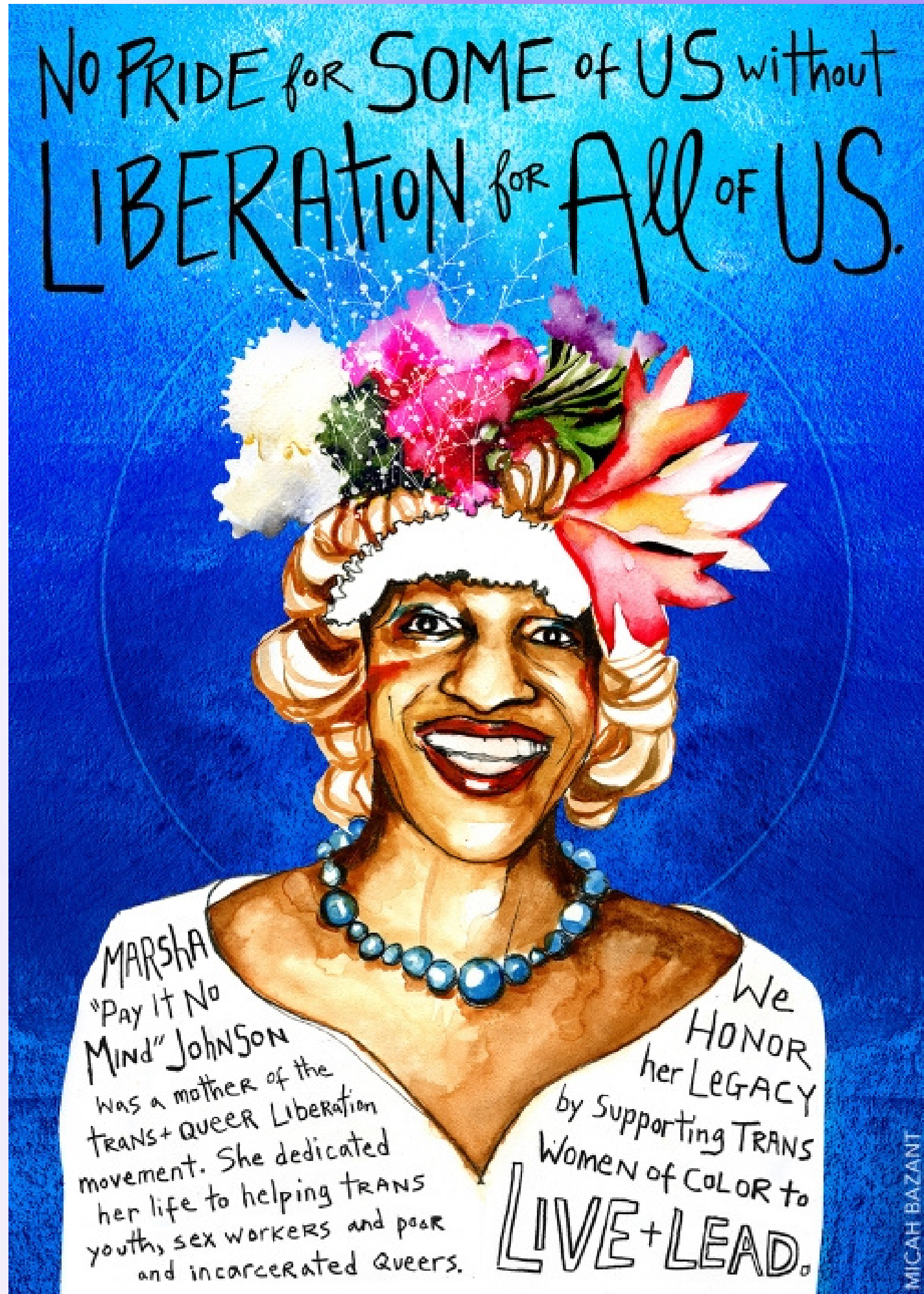
▶ AWARENESS OF WEIGHTED LANGUAGE & TOPICS

- Try and be aware of language that others or deems one thing "normal" and another "abnormal."
- Think about common terms that are ablest, privileged, and/or mental health bias.

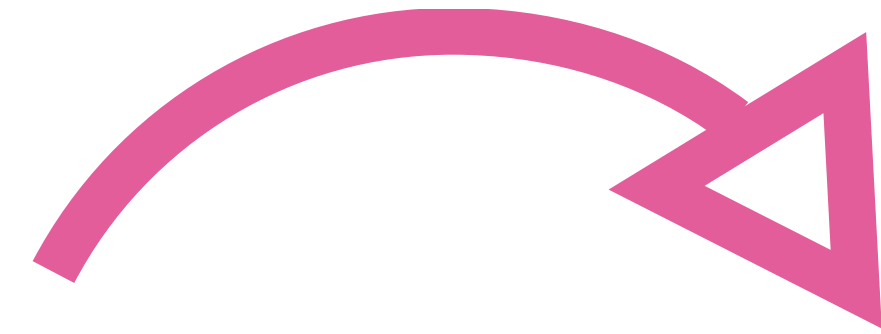
SCENARIOS

▶ IN GROUPS OF 3

- Review scenarios
- Using the information from today, write how you would respond
- We will go over some as a large group



UNSURE?



USE REFLECTIVE LANGUAGE



- MIRROR PRONOUNS, NAME, IDENTITY
- DON'T BE AFRAID TO ASK FOR CLARIFICATION... IT'S ALL ABOUT HOW YOU DO IT!
- MOVE BEYOND BINARY FRAMEWORKS OF UNDERSTANDING



RESOURCES

QUESTIONS?