



Race, Culture, Ethnicity

Educate & Motivate!

Social Justice Conversation Cards

K-STATE
Research and Extension



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What was the official event called during which Dr. Martin Luther King, Jr. delivered his “I have a dream speech”? How many people attended the march? Was this event universally supported by civil rights activists?

The official event was called the “March on Washington for Jobs and Freedom.”

Of the estimated 250,000 people who attended the March, about 60,000 were White. People came from all over the country, and few arrests were reported.

No, it was not universally supported by activists. One prominent objector was Malcolm X. The organizers also didn't agree on all the issues, but they did agree that Blacks and Whites should march together at the event.

<http://blog.constitutioncenter.org/2015/08/10-fascinating-facts-about-the-i-have-a-dream-speech/>

Who was considered the leader of the underground railroad?

Harriet Tubman was a prominent leader of the underground railroad, leading hundreds of enslaved people to freedom.

<http://www.history.com/topics/black-history/underground-railroad>

Where were some Japanese American families living after the attack on Pearl Harbor in the United States during World War II?

The day after the Japanese attack on December 7, 1941, the United States government froze assets of the people of Japanese ancestry (whether born in Japan or the U.S.), and the FBI began to follow community leaders with strong Japanese ties. These American citizens of Japanese ancestry had enjoyed the rights of any U.S. citizen; now their own government imposed strict curfews on them and raided their homes for “contraband” — anything that showed special connection to their former homeland.

Within two months President Roosevelt signed Executive Order 9066, authorizing the War Relocation Authority to force 110,000 Japanese and their American-born children into relocation camps — cramped barracks in isolated interior areas of Arizona, Utah, California, Wyoming, Arkansas, Idaho, and Colorado.

<https://www.gilderlehrman.org/history-by-era/world-war-ii/essays/from-citizen-enemy-tragedy-japanese-internment>

Do you have an “abuela?”

”Abuela” means grandmother in Spanish. So, yes! You have one!

How many treaties has the U.S. government broken, nullified, or modified with indigenous people?

Over 500

*<https://indiancountrymedianetwork.com/news/politics/honor-the-treaties-un-human-rights-chiefs-message/>
<http://blog.nrcprograms.org/treaties-made-treaties-broken/>*

What is Indigenous People's Day?

Indigenous People's Day honors and celebrates the contributions and cultures of Indigenous people on the federal holiday that's named for Christopher Columbus.

<http://www.cnn.com/2016/10/09/us/columbus-day-indigenous-peoples-day/>

What type of occupation did many Chinese immigrants have when arriving to the United States during the late 19th century?

Chinese immigrants arrived in California to find new opportunities and began working on the Central Pacific Railroad.

As their presence increased, the Chinese immigrants faced growing prejudice and increasingly restrictive laws limiting opportunity. When Leland Stanford was elected governor of California in 1862, he promised in his inaugural address to protect the state from “the dregs of Asia.”

<http://www.pbs.org/wgbh/americanexperience/features/general-article/tcrr-cprv/>

Who wrote the poem at the base of the Statue of Liberty and what was it about?

In 1903, a plaque inscribed with a sonnet titled “The New Colossus” by Jewish American poet Emma Lazarus, written 20 years earlier for a pedestal fundraiser, was placed on an interior wall of the pedestal. Lazarus’ now-famous words, which include “Give me your tired, your poor/Your huddled masses yearning to breathe free,” became symbolic of America’s vision of itself as a land of opportunity for immigrants.

<http://www.history.com/this-day-in-history/statue-of-liberty-arrives-in-new-york-harbor>

Have you ever heard the U.S. compared to a melting pot? What about a tossed salad? What's the difference? What does that mean to you?

A melting pot implies that all of the cultural communities that make up the United States of America “melt away” to form one American culture. The tossed salad is another analogy that rivals the melting pot metaphor. Likening the U.S. to a tossed salad implies that the cultural communities in the U.S. keep their cultural identity intact while still identifying with their American identity: Chinese American, African American, Lebanese American, Arab American, Mexican American, Asian American, Croatian American, etc.

Adams, M., Bell, L.A., and Griffin, P. (Eds.). 2007. Teaching for Diversity and Social Justice, 2nd ed. New York: Routledge.

Who was Rosa Parks and what did she do?

Rosa Louise McCauley Parks was an American civil rights activist, often known as the “mother of the freedom movement” and “the first lady of civil rights.” She was an African-American civil rights activist who ignited the Civil Rights Movement by refusing to sit in the back of the bus. This defied the common practice in Montgomery, Alabama (and much of the South), where she lived and worked. Her arrest in 1955 for refusing to give up her seat to a white passenger was a catalyst for the Civil Rights Movement.

<http://www.thefamouspeople.com/profiles/rosa-louise-mccauley-parks-2755.php>

<http://iipdigital.usembassy.gov/st/english/publication/2009/01/20090106142830jmnamdeirf0.6788446.html#axzz4YgG5LArl>

When did the biracial baby boom start in the United States? Why did this occur?

A. 1940s

B. 1950s

C. 1960s

D. 1970s

C.

The biracial baby boom in the United States in occurred 1967 when the last laws against race mixing (antimiscegenation) were repealed. As a result, there was a rapid increase in interracial marriage and a subsequent rise in the number of biracial children in the United States.

While there had been biracial children before 1967, the “one drop” rule, applied to anyone with even one drop of Black African ancestry, did not allow those who were biracial to choose two or more races.

Sue, D. W., & Sue, D. (2013). Counseling the culturally diverse: Theory and practice. p. 426, New York, NY: Wiley.

<http://www.pbs.org/wgbh/pages/frontline/shows/jefferson/mixed/onedrop.html>

What is a culturally sensitive way to refer to a person of Asian descent in the United States?

There are many ways that individuals of Asian descent identify themselves based on the part of the country they live in, their level of acculturation, socio-cultural background as well as their family values, customs, and beliefs. Some common ways they identify: Asian, Asian American, country of ancestry + American, etc.

If you are unsure how a person identifies, listen for self-identification or ask the person what they want to be called. Cultural identification is unique to each individual. One commonly inappropriate word is “oriental”, which refers to things, not people.

<http://www.pewsocialtrends.org/2012/06/19/the-rise-of-asian-americans>

Lily's father is White and her mother is Asian American. What is the most culturally sensitive way to refer to Lily's racial background?

A. Half White, half Asian

B. Mixed race

C. Biracial

C.

Half White and half Asian implies that a person is half of each, which is false. People who are biracial are a whole person and using terms that reflect their wholeness is the way to go.

Sue, D. W., & Sue, D. (2013). Counseling the culturally diverse: Theory and practice. New York, NY: Wiley.

Biracial identity refers to:

- A. A denial, almost taboo, surrounding the subject of being biracial.**
- B. How individuals sees themselves ethnically, and how they see and identify with other biracial people.**
- C. The idea that children are more prone to choose a culture over another.**

B.

It is the biracial individual's choice to determine their racial identification(s), not their parents, relatives, community members, or a third party.

Sue, D. W., & Sue, D. (2013). Counseling the culturally diverse: Theory and practice. New York, NY: Wiley.

**In traditional Latino(a) communities,
family or group needs are more important
than the needs of the individual.**

True or False?

True.

Many cultures in the world place the family and extended family's needs above the needs of one individual. In fact, some people will choose not go on to pursue a certain career or lifestyle because it does not benefit the whole family. This culture is neither right nor wrong.

Ballard, S., & Taylor, A. 2012. Family life education with diverse populations. Los Angeles: SAGE.

Connect the following definitions:

TERM

A. Race

B. Ethnicity

C. Culture

DEFINITION

1. Anything that can be learned

2. Ancestral Heritage

3. Social category based on physical appearance

A – 3

Race is a social construct that has real consequences and effects. For example, Whites are presumed competent or safe, whereas a person of color may be presumed to be incompetent and unsafe.

B – 2

C – 1

*<https://anthropology.net/2008/10/01/race-as-a-social-construct>
http://www.nchpeg.org/bssr/index.php?option=com_k2&view=item&id=102:social-construction-of-race&Itemid=137*

What are you called when you speak two languages?

A. Monolingual

B. Bilingual

C. Multilingual

B.

Monolingual means you speak one language and multilingual means you speak several.

What are you called when you speak three languages?

A. Trilingual

B. Bilingual

C. Multilingual

A. and C.

“Tri” means three. Multilingual means you speak several languages.

Food is Culture.

True or False?

Explain your answer.

True.

A great way to start learning about a person's culture is by being open to trying the type of food they eat. If they offer you something you have never tried before, accept the offering and be respectful about your reactions to the flavor. If you do not like it, at least you have gone outside your comfort zone and shown an appreciation for something that is important to them. You tried it and that's what counts!

What is a culturally sensitive way to refer to a person of African American descent?

Individuals of African American descent tend to identify as “African American,” “Black,” or “Black American,” but if you are unsure, it is always best to ask the person what they want to be called or actively listen to how each person self-identifies. How a person identifies can be influenced by the part of the country they live in, their socio-cultural background as well as their family values, customs, and beliefs.

Hall, E.V., Phillips, K.W., & Townsend, S.M. 2015. A rose by any other name? The consequences of subtyping “African-Americans” from “Blacks.” Journal of Experimental Social Psychology, 56, 183-190.

When the topic of immigration comes up, how do you refer to individuals that have varying status in the United States? Based on your cultural identity, which words have a positive or negative meaning to you, and why?

Many people use the term “Illegal Alien,” or “Illegal Immigrant” to describe an individual without legal documentation to be in the country. “Undocumented” is also used. A historically derogatory term for some immigrants was “FOB” or “Fresh off the Boat.” There is also the possibility of referring to person’s country of origin when describing them.

It is not respectful to refer to another person as “illegal.” “Undocumented” is better, but also has some negative connotation, because it could imply that there was just an administrative mistake. Others use the term, “unauthorized migrant” because it does not make presumptions about the legal status of people.

<http://www.npr.org/sections/itsallpolitics/2013/01/30/170677880/in-immigration-debate-undocumented-vs-illegal-is-more-than-just-semantic>

Where does the word “gypped” come from?

“Gypped” comes from the word “gypsy,” which refers to Romani people or groups of travelers who are often characterized unfairly as swindlers. It’s a word that has very real implications for the unequal treatment of Romani people today.

<http://www.npr.org/sections/codeswitch/2013/12/30/242429836/why-being-gypped-hurts-the-roma-more-than-it-hurts-you>

You meet a new student in class with a name you've never heard before. What is a sensitive way to share how much you like their name?

A. "Your name is so exotic!"

B. "I really like your name. I've never heard it before."

B.

Talmy, S. (2004). Forever FOB: The cultural production of ESL in a high school. International Pragmatics Association, 14(2/3), 149-172.

When a person identifies as Latino(a), they are probably Mexican?

True or False?

False.

Being Latino(a) refers to people living in the U.S. who are of Latin American nationality; the term also refers to their U.S. born descendants. Latin America refers to countries in South America, North America, Central America, and the islands of the Caribbean. American Spanish “Latina” is the feminine of “Latino,” and means a woman of Latin-American or Spanish-speaking descent. Mexican American culture is one of the many different cultures represented under the umbrella of being “Latino(a)”.

Adams, M., Bell, L.A., and Griffin, P. (Eds.). 2007. Teaching for Diversity and Social Justice, 2nd ed. New York: Routledge.

National 4-H Council Latino Advisory Committee Charter, February 2017

**Hispanic and Latino mean the same thing.
True or False?**

False.

Latino(a) refers to individuals of Latin American origin. This includes Brazil but does not include Spain.

Being Latino(a) refers to a geographic location, whereas being “Hispanic” refers to individuals who trace their origins to the Spanish-speaking countries of Latin America or Spain. Some reject the term “Hispanic” because of its association with Spanish colonialism.

*Oquendo, A. (1995). Re-imagining the Latino/a Race. Faculty Articles and Papers, 38.
http://digitalcommons.uconn.edu/cgi/viewcontent.cgi?article=1037&context=law_papers
National 4-H Council Latino Advisory Committee Charter, February 2017*

**If a person speaks Spanish, they are Spanish.
True or False?**

Sometimes it's true, but not necessarily!

A person from Spain is Spanish. But a person from Ecuador, for example, is Ecuadorian AND they speak Spanish too.

Spanish is a language and can also be a nationality.

Many people whose countries were colonized by Spain like Colombia and Peru DO NOT want to be referred to as “Spanish.”

When we call all Spanish speakers “Spanish,” we can end up dismissing their ethnic identity.

*Oquendo, A. (1995). Re-imagining the Latino/a Race. Faculty Articles and Papers, 38.
http://digitalcommons.uconn.edu/cgi/viewcontent.cgi?article=1037&context=law_papers*

A person can self-identify as being African American AND Latino(a).

True or False?

True.

A person can embrace all their identities.

Herman, M. (2004). Forced to choose: Some determinants of racial identification in multiracial adolescents. Child Development, 75, 730-748.

Sue, D. W., & Sue, D. (2013). Counseling the culturally diverse: Theory and practice. New York, NY: Wiley.

People that arrive late to social gatherings or other community events are considered rude.

True or False?

False.

Time is connected to culture. Some cultures value time differently than other cultures. While one culture may place more emphasis on people, other cultures may focus on tasks. Neither way is right nor wrong. So, the next time someone arrives late or perfectly on time, on-the-dot, and you think that's strange, they might just come from a different culture than you do!

<http://www.businessinsider.com/how-different-cultures-understand-time-2014-5>

You have an international student in your classroom. The student is from Asia.

When you approach the youth to introduce yourself and ask him what his name is, he says that it is “Tom.”

You are certain that this is not his birth name.

You decide it is best to ask him his “real name” so you can get to know him better and learn more about his culture.

Is this solution best for Tom? Yes or no? Why or why not?

No.

It is important to respect Tom's bicultural identity. If Tom does not want to share his birth name, which is in a language other than English, this should be accepted without question. His English name should be used as his real name because it IS his real name in English. Inquiring further to gain more knowledge about Tom's culture is one-sided and does not help Tom feel accepted and welcomed in the group.

<https://www.ucdavis.edu/news/if-its-your-preferred-name-then-we-prefer-it-too/>

<http://journals.linguisticsociety.org/ellanguage/pragmatics/article/download/431/431-725-1-PB.pdf>

For reflection:

How has your religion or life philosophy impacted your values, beliefs, and behaviors?

For reflection:

**Are there religious groups you are afraid of
or nervous about?**

For reflection:

What religious groups do you feel more or less comfortable with?

For reflection:

What religions do you know the most or least about and why?

Which places of worship have you been to?

**Why do you think you have frequented
some and not others?**

Here are some examples of different places of worship:

- A Christian church (*Catholic, Protestant, Southern Baptist*)
- A Buddhist temple
- An ashram
- A Jewish temple
- A Muslim temple
- A Bahá'í place of worship
- A medicine wheel or Kiva

Reflect on the following terms. How often have you heard these terms being used in your lifetime? What is the significance? How does it impact you? How could it impact others?

- Sit “Indian Style”
- “Hold down the fort”
- “Let’s have a PowWow!”
- “Indian Giver”
- “Let’s play Cowboys & Indians”
- “Lowest man on the totem pole”

Explanation:

Refraining from using these terms is not about being politically correct. When used outside of the original cultural context, they do not reflect the original meaning or cultural sensitivity toward a marginalized group.

Adams, M., Bell, L.A., and Griffin, P. (Eds.). 2007. Teaching for Diversity and Social Justice, 2nd ed. New York: Routledge.

_____ are brief, everyday exchanges that send negative messages to a minority or nondominant group, are often subtle, and can be verbal, nonverbal, visual, or behavioral. They are often unintentional or unconsciously reinforce a stereotype.

- A. Stereotype threat
- B. Power threat
- C. Microaggressions
- D. Covert Racism

C.

Adams, M., Bell, L.A., and Griffin, P. (Eds.). 2007. Teaching for Diversity and Social Justice, 2nd ed. New York: Routledge.

Sue, D. W., & Sue, D. (2013). Counseling the culturally diverse: Theory and practice. pp154-155. New York, NY: Wiley.

Microaggressions come in three types. Which type is best characterized by unintentional behaviors or verbal comments that convey rudeness, insensitivity or demean a person's racial heritage/identity, gender identity, or sexual orientation identity.

- A. Microassault
- B. Microinsult
- C. Microinvalidation
- D. Micro-identity assault

B.

Microinsult. Unintentional behaviors or verbal comments that convey rudeness, insensitivity or demean a person's racial heritage/identity, gender identity, or sexual orientation identity.

Adams, M., Bell, L.A., and Griffin, P. (Eds.). 2007. Teaching for Diversity and Social Justice, 2nd ed. New York: Routledge.

<http://world-trust.org/wp-content/uploads/2011/05/7-Racial-Microaggressions-in-Everyday-Life.pdf>

Sue, D. W., & Sue, D. (2013). Counseling the culturally diverse: Theory and practice. pp 154-155. New York, NY: Wiley.

Using epithets such as “spic,” “porch monkey,” or “towel head” is an example of which type of microaggression communication?

- A. Microassault
- B. Microinsult
- C. Microinvalidation
- D. Micro-identity assault

A.

Microassault. Blatant verbal, nonverbal, or environmental attack intended to convey discriminatory and biased sentiments.

<http://world-trust.org/wp-content/uploads/2011/05/7-Racial-Microaggressions-in-Everyday-Life.pdf>

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Sue, D. W., & Sue, D. (2013). Counseling the culturally diverse: Theory and practice. p 154. New York, NY: Wiley.

The statement, “I don’t see color. We are all humans” is an example of which type of microaggression?

- A. Microassault
- B. Microinsult
- C. Stereotype threat
- D. Colorblindness

D.

Colorblindness. It is a special form of microinvalidation, or verbal comments or behaviors that exclude, negate, or dismiss the psychological thoughts, feelings, or experiential reality of the target group.

<http://world-trust.org/wp-content/uploads/2011/05/7-Racial-Microaggressions-in-Everyday-Life.pdf>

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Sue, D. W., & Sue, D. (2013). Counseling the culturally diverse: Theory and practice. p 157. New York, NY: Wiley.

A White woman clutches her wallet/purse as an African American or Latino man approaches. This statement is an example of what type of microaggressive behavior?

- A. Microassault**
- B. Microinsult**
- C. Microinvalidation**
- D. Micro-identity assault**

B.

Microinsult. Unintentional behaviors or verbal comments that convey rudeness, insensitivity or demean a person's racial heritage/identity, gender identity, or sexual orientation identity.

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<https://www.psychologytoday.com/blog/microaggressions-in-everyday-life/201010/racial-microaggressions-in-everyday-life>

Environmental microaggressions can occur when there is absence of students of color on college campuses, or few women in the upper echelons of the workplace.

True or False?

True.

*Adams, M., Bell, L.A., and Griffin, P. (Eds.). 2007. Teaching for Diversity and Social Justice, 2nd ed.
New York: Routledge.*

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