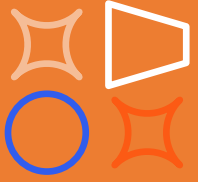


# Getting into GOOD *TRUB*le: Managing and Moving Through the Missteps of Unintended Harm

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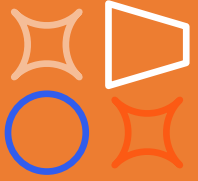
Patrice M. Palmer, *MASJ, FRSA*



# Creating B.R.A.V.E. Spaces

We strive to provide a **B.R.A.V.E.** space for everyone making sure to understand and honor **Boundaries**, to be **Respectful and Reflective** of the processes learned within the space, to **Advocate** for ourselves and each other, to ensure that personal things are **Vaulted** and confidential (as needed) and to **Empower** everyone to be themselves and accept others for who they are.

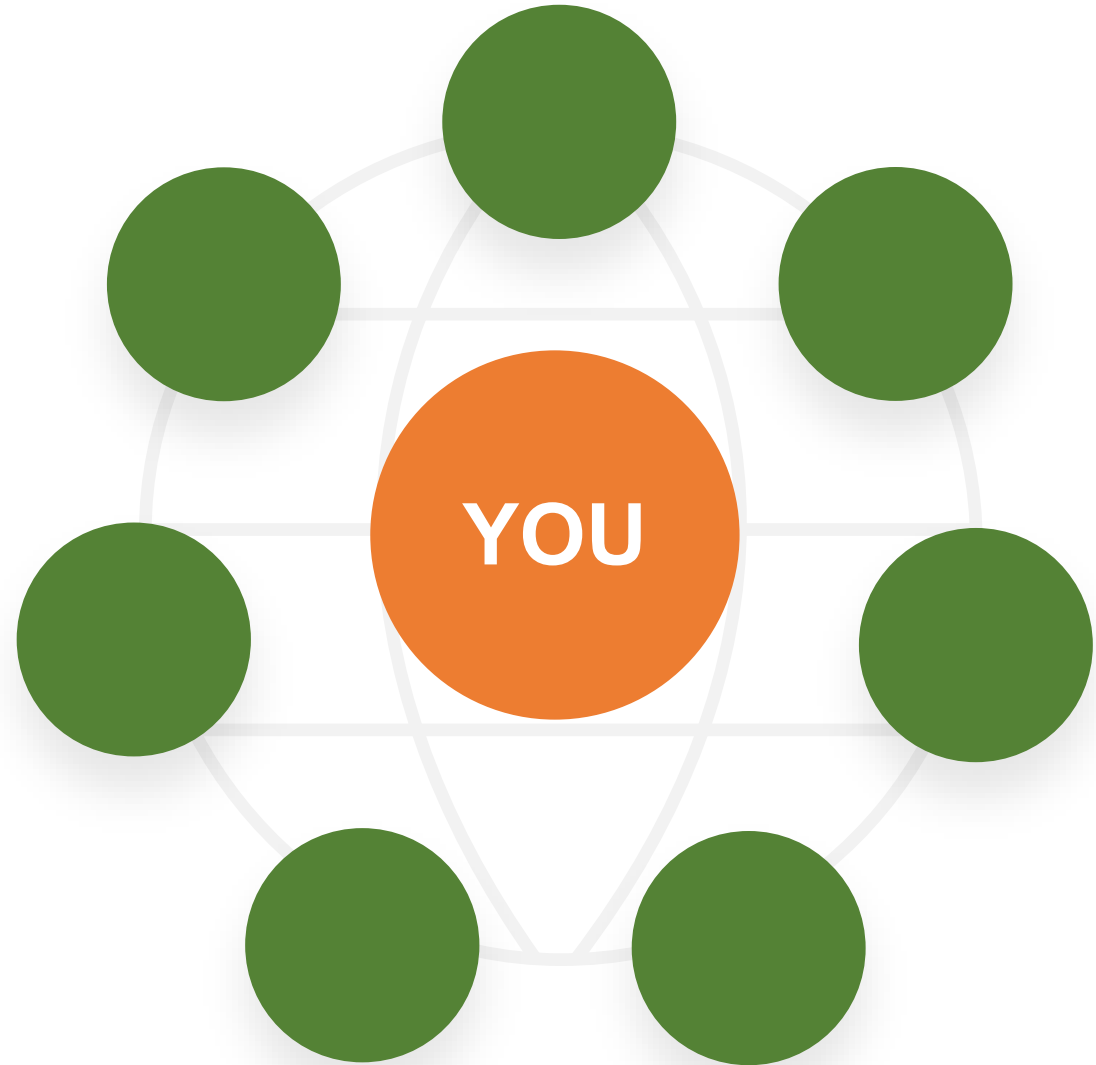
**Adapted from Dr. Brene Brown's book The Power of Vulnerability**



# Speak your Truth

Put your name in the center of the word map. Then in each of the surrounding circles, put words or phrases that describe your identity

(i.e., Black, Queer, Nonbinary, Academic, Spouse, etc.)



# Tweet

1. Describe cancel culture?
2. Is [cancel culture] an accountability tool or a social media nightmare?
3. Do you think it's fair to cancel a person or company based off past content?

What's the difference between cancelling and accountability?



2



# Cancel Culture

A modern internet phenomenon where a person is ejected from influence or fame by questionable actions. It is caused by a critical mass of people who are quick to judge and slow to question. It is commonly caused by an accusation, whether that accusation has merit or not. It is a direct result of the ignorance of people caused communication technologies outpacing the growth in available knowledge of a person.

“Sadly he was a victim of cancel culture.”



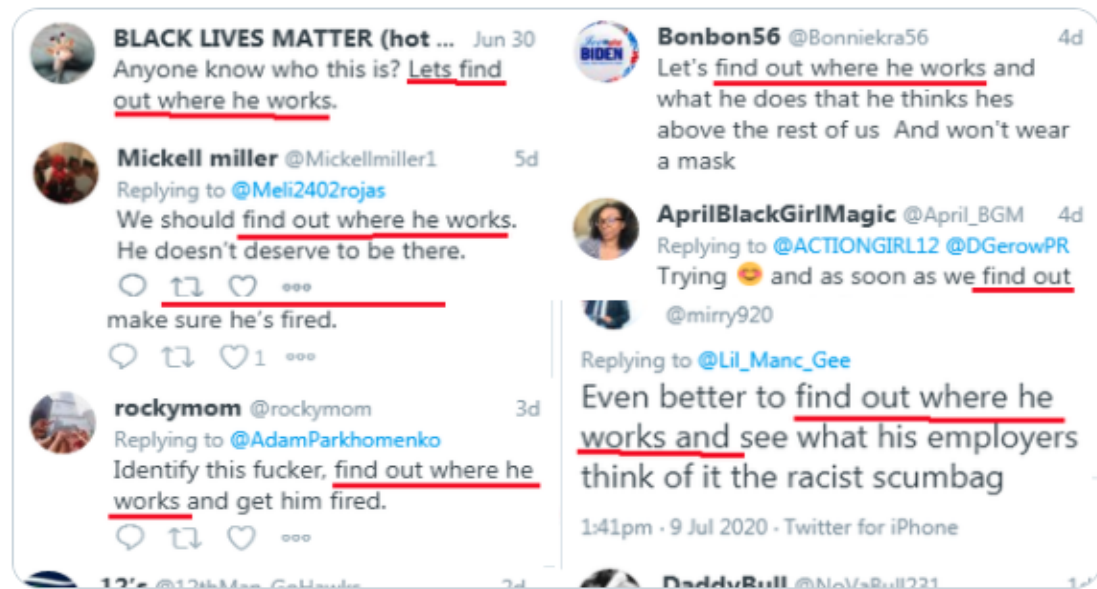
Wokal Distance  
@wokal\_distance

1/

See these screenshots? This is Cancel Culture.

Cancel culture doesn't just attack free speech. Cancel culture attacks the very foundation of civilization and democracy itself and we need to understand it if we want to fight back effectively.

A thread:



7:49 AM · Jul 10, 2020 · Twitter Web App

809 Retweets and comments 1.6K Likes

# Cycle of Socialization

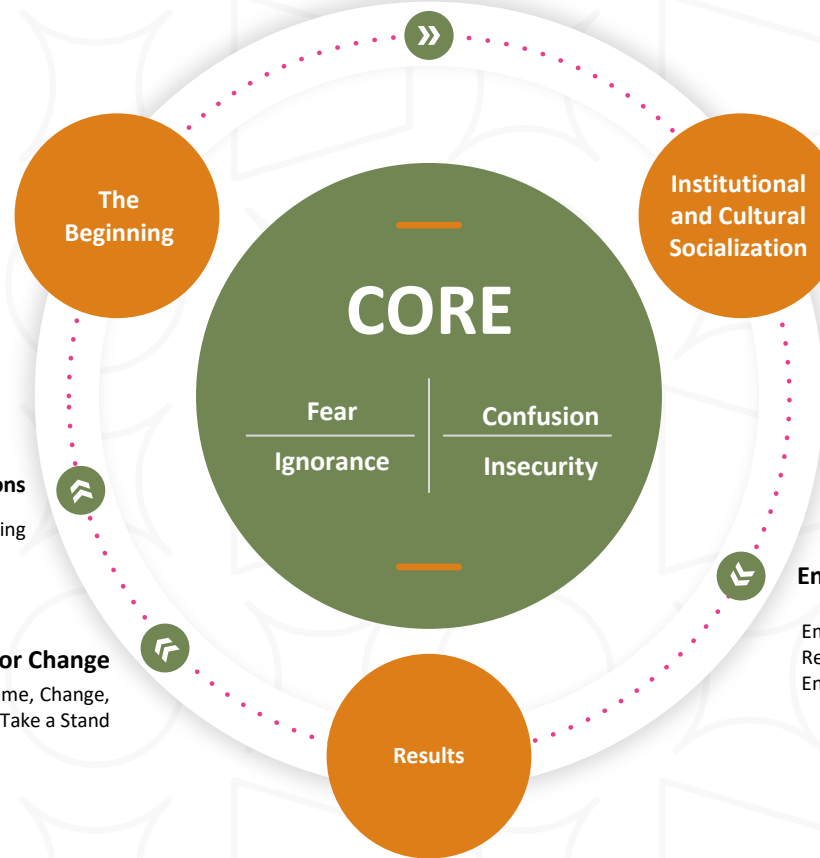
## First Socialization

Taught on a Personal Level by: Parents, Relatives, Teachers, People we love and trust. They are the shapers of: Expectations, Norms, Values, Roles, Rules, Models of ways to be, sources of dreams

### The Beginning

- Biases
- Stereotypes
- Prejudices
- History
- Habit
- Tradition

- Born into World with Mechanics in Place
- No Blame, No Consciousness, No Guilt, No Choice
- Limited Information
- No Information
- Misinformation



### Reinforced/ Bombarded with Messages from

#### Institutions

- Churches
- Schools
- Television
- Legal System

- Mental Health
- Medicine
- Business

#### Culture

- Practices
- Song Lyrics
- Language
- Media
- Pattern of Thought

### On Conscious and Unconscious Levels

#### Actions

Don't Make Waves, Promote Status Quo, Do Nothing

#### Direction for Change

Educate, Interrupt, Raise Consciousness, Reframe, Change, Question, Take a Stand

#### Enforcements

Empowerment, Discrimination, Persecution, Privilege, Rewards and Punishments, Stigmatized, Sanctioned, Enforced

### Resulting In

Dissonance, Silence, Anger, Dehumanization, Guilt, Collusion, Ignorance, Self-Hatred, Stress, Lack of Reality, Inconsistency, Violence, Crime, Internalization of Patterns of Power

Thoughts  
Become  
Things

# How Unconscious Bias Leads to Discrimination

## Stereotype

Widely held. Preconceived and oversimplified image or idea about a person, group, or thing. Over time, stereotypes can become unconscious biases.



## Unconscious Bias

An automatic association or attitude about race or gender, for example. Operates beyond our control and awareness. Informs our perception of a person or social group. Can influence our decision-making and behavior toward the target of the bias. Is a powerful predictor of our behavior.



## Pre-Judging

An attitude about a person or group of people that is based on a belief or stereotype.

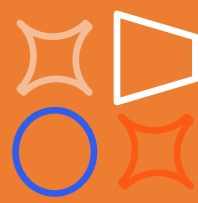
## Behavior

Based on preconceptions and unchecked assumptions. Can create in-groups and out-groups by favoring one group over another.



## Discrimination

An ACTION that follows prejudicial attitudes. Denial of opportunity or unequal treatment regarding selection, promotion, etc.



# Let's Talk

“Always ask yourself: What will happen if I say nothing?”

– Kamand Kojouri

1

Why does it feel so hard to talk about race?

2

What are you most afraid of when the conversation shifts to race?

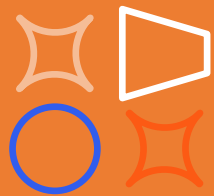
3

If you witness racist or non-inclusive behavior from a colleague, how would you react? What might you say to them in the moment?

## Reflection

It might help to write yourself a script. How would you address the questions above? What would you say?





# 4 E's

“Success is a slow process,  
and quitting does not speed  
it up”

– Jeffrey Fry

1

## Educate

Build your knowledge base

2

## Expose

Allow yourself to be vulnerable

3

## Experience

Formally begin a process

4

## Edify

Uplift and build up others



# Q&A

If you'd like to connect with me  
please use my media platform

LinkedIn: Patrice M. Palmer

Motivational coaching or Public  
speaking contact me at:  
[papalmer5276@gmail.com](mailto:papalmer5276@gmail.com)