

## Cultural Competence:

### The invisible majority culture - How white privilege harms us all

The NZ workforce is changing and growing more diverse. How do we as HR practitioners and IO Psychologists develop our awareness of cultural bias? How can we support diversity? Are we aware of how white privilege can harm us all? How do our unconscious biases impact on the way we work, the assumptions we form, and the decisions we make?

As a nation the words we use to describe population groups and messages reinforced by media shape our perceptions. Without realising it, we make implicit assumptions about identity, difference, decency, values, efficiency, wisdom, work ethic, merit and deservedness. Is the movement to make society 'colorblind' giving clarity to these issues or muddying the water further?

Not limited to ethnicity, we also have implicit assumptions in relations to gender, sexual orientation and age differences (to name a few). These differences are commonly accepted as causal factors in explaining disparities between groups. Why is so much attention paid to those who are disadvantaged, yet no attention is given to those who are privileged? This workshop invites you to explore the issue of societal privilege using current research evidence, simple examples and practical exercises.

#### The workshop will include:

- The role of societal privilege in the production and maintenance of ethnic group disparities
- The implications of maintaining silence and invisibility of societal privilege
- The role of privilege in both personal and professional life
- Critique how identity, power and language can make privilege difficult to recognise and address
- The role media representations play in our interactions with different ethnic groups
- How stereotypes can harm diversity in the workplace
- How statistical data can be infused with privilege

#### Workshop outcomes:

- Understand and describe levels of societal discrimination and privilege
- Identify and examine how group representations can influence personal and professional life
- Understand 'implicit biases' and be able to explain how they work
- Critically examine when the 'universal' is actually culturally specific
- Shared exploration about the dichotomy of Pakeha culture
- Knowledge of strategies to begin addressing bias and privilege in the workplace

#### This workshop is for:

IO Psychologists and HR Professionals (practitioners, consultants, students, academics, registered psychologists). This workshop will develop your cultural competence by building your cultural awareness, knowledge and skill.

#### Facilitator: Belinda Borell

Belinda Borell (Ngati Ranginui, Ngai Te Rangi, Whakatohea) is a researcher with Maori research group, Whariki, at Massey University. She has a research background in identity politics for young urban Maori living in South Auckland. In 2010 she completed a four year HRC funded research project examining the role societal privilege and conferred advantage may play in the continuing disparity of health status between ethnic groups in Aotearoa. Her research areas of interest are in Maori identity, young people, racism, whiteness, discourse analysis and social justice.

**Host:** The Industrial Organisational Psychology Special Interest Group (IO SIG)  
**Date:** Saturday 18 October, 10am-4pm  
**Venue:** ASB, 12 Jellicoe Street, Wynyard Quarter, Auckland  
**Cost:** \$250 + GST Early Bird (register before 26 Sept) and registered psychologists, \$350 + GST non-members  
**Register:** Register with Tamara Sallis ([tamara.sallis@asb.co.nz](mailto:tamara.sallis@asb.co.nz))