

Interrupting Oppression in Our Everyday Lives

Presented by Sally Eck

Strategies for Success

- 1. Respect each other & think well of each other.**
- 2. Listen to each other & support each other.**
- 3. Confidentiality. Share the lesson, not the story.**
- 4. Accept and Expect non-closure.**
- 5. Get comfortable with discomfort & learn the difference between discomfort and being unsafe.**
- 6. Be responsible for our intentions and accountable for our actions.**
- 7. Take risks.**
- 8. Recognize oppression hurts everyone. When we transform the world together, we will all benefit.**
- 9. Love: each other, yourself and your presenter(s).**

**What, exactly,
is Oppression?**

**Oppression is
an institutionalized
power imbalance that is
part of our socialized
consciousness.**

**Let's Break it
Down...**

Oppression is Systemic and Systematic

**it runs through all seven
institutions (systemic) of our
society in a predictable pattern
over and over again (systematic).**

The Seven Institutions that Comprise Society

***Family**

***Economy**

***Government**

***Health**

***Religion**

***Media**

***Education**

Imbalance of Power

A Part of Our Socialized Consciousness

**It's the thing you know before you know
the thing you know.**

YOU know?

Power

The ability of a group or an individual to achieve their own goals or reach their own potential. Individual or group agency.

**Privilege
is**

Access to Potential.

Ally

**Someone with more power
who supports someone with
less power.**

Creating a Culture of care and support

People who are committed to working with and advocating for people in their community will understand and incorporate the following ideas into their practice...

- **Cumulative Impact**
- **Intent vs. Impact**
- **Distinguishing Behavior**

Microaggressions

comments or actions (subtle and/or overt) that may or may not be intentional that express prejudice against a member of a marginalized group.

Interrupting oppression

**Acting upon the opportunity
for dialogue and/or action
regarding the experience of
oppression in our lives.**

Key Points About Interrupting Oppression

- **There is no script.**
- **Interruptions are about relationships and consciousness.**
- **Whether they are a “call in” or a “call out,” interruptions are, ultimately, a gift.**
- **Always consider the desired outcome.**

**Now, imagine a time when you have
said something oppressive...**

**How does it feel to be
Interrupted?**

- **Ashamed**
- **Guilty**
- **Defensive**
- **Misunderstood**
- **Confused**
- **Embarrassed**
- **Angry**

What about some positive feelings as possibilities? Grateful? Loved? Supported? What could be said to make those feelings possible?

**Now imagine a time when you have
said something or wanted to say
something to someone who said
something oppressive...**

How Does it Feel to Interrupt?

- **Ashamed**
- **Guilty**
- **Defensive**
- **Misunderstood**
- **Confused**
- **Embarrassed**
- **Angry**
- **Exhausted**

What about excited to share? Curious? Empowered? How do we craft our interruption to elicit more possibility? Deepen Relationship?

**Why Don't We
Interrupt?**

- **My words won't be heard/make a difference/why bother?**
- **They won't like me./I will become socially isolated. /I don't want to be "*that guy.*"**
- **Job security**
- **They occupy a different target/agent identity than I do.**
- **It's not about me.**
- **They won't/don't care.**
- **I don't care.**
- **It's not safe.**

**Why do we
interrupt?**

- **I can.**
- **It will be a way to show support to the person or group being oppressed as well as the person who said the oppressive thing.**
- **I know something and have something to offer.**
- **I want to educate/inform/enlighten.**
- **No one else is.**
- **In systems of oppression, silence is my approval and there is no neutral.**
- **I believe in our individual and collective capacity to do better for and with each other.**
- **I want a voice in co-creating the kind of world I want to live in.**
- **I care.**

So, What will it be?

Fear or Love?

Tips and Hints for Interrupting Oppression

- **You probably already do this every once in awhile, if not all the time!**
- **Make the internal dialogue external. Because it isn't about being "right," let the person in on your process around the interruption.**
- **Meet people where they are.**
- **Pay attention to power and use what you know to inform and be sensitive to your interruption.**
- **Be specific.**

MORE Tips and Hints for Interrupting Oppression

- **Make a request.**
- **Whenever possible, speak from kindness and love. Use this moment as an opportunity to wonder together.**
- **Be honest about who we are and where we are.**
- **Be mindful of where and when the interruption is performed.**
- **Always be “interruptable.”**
- **When being interrupted, remember to look for the message, no matter how it has been delivered. We ask ourselves, “How can I use this insight to be better?”**

**Scenarios/Practice/
Examples/Questions**

**Thank You Very
Much.**