

CHT Health Care Services Team ARAO

Karen B K Chan

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- Scissors
- Peelers
- Sewing machines
- Writing convention
- Spiral-bound notebooks
- 3-ring binders
- Computer mouse
- Computer number pad
- Microwaves
- Vending machines
- Transit card tappers
- Credit card swipes
- Debit card shields
- Castle staircases
- Automatic weapons
- Can-openers
- Bank pens on chains
- Zippers on pants
- Button holes on clothes
- Measuring cup
- Funny mugs!
- Side-flip desks
- Musical instruments
- Door knobs
- Cell phone buttons
- Camera controls
- Drawing a line along a ruler (L to R)
- Tape measures (upside down on L)
- Watch wind-up & buttons
- Musical compositions (complicated on R)
- Handshakes
- Sports equipment
- "Human rights"
- "Being right"
- "Right-hand person"
- "Sinister"

White Fragility - Robin DiAngelo

- Feels like race has no meaning / no bearing on our lives
- **Good/bad binary.** Individual, conscious, intentional malintent.
- **Individualism.** Exceptional / exemption from socialization.
- **Meritocracy**
- **Universalism**

- **Silence & distance.** Unsettling. Inadvertent power move. Mistrust.

Lens of Power – Julie Diamond

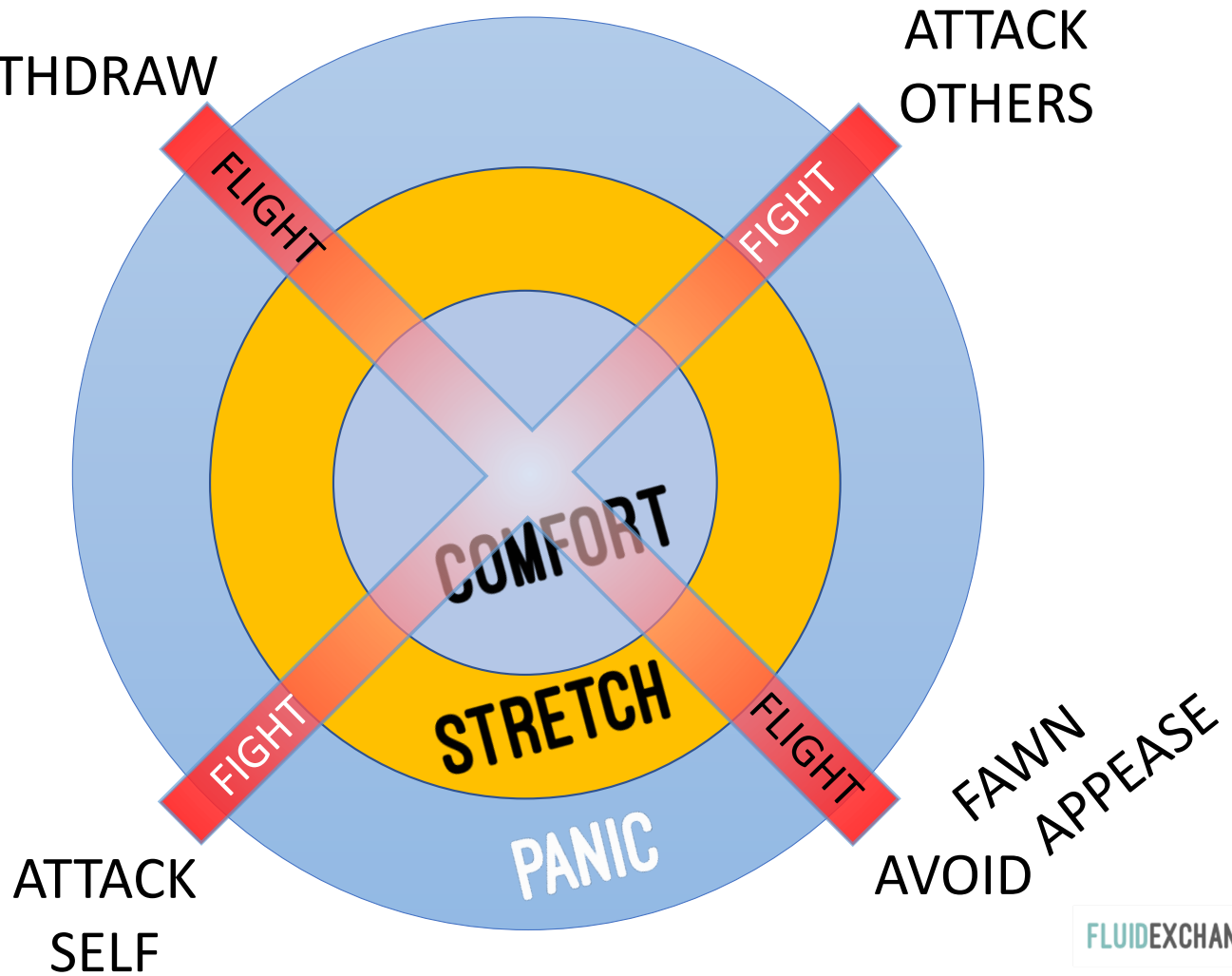
- Power draws projection: Feelings, ideas, powers, unrealistic expectations
- Interpret, magnify, distort
- Your words and actions carry additional meaning
- Admiration, fear, jealousy, distrust
- Inherit leftovers (of role, or social group, of history)
- Feedback as retribution

- You miss knowing consequences and impact of your decisions and actions
- Apathy, hopelessness, I don't matter.

WHAT YOU CAN DO

- Change what it means to be oppressive. Ask **How was I shaped by this system?** Not "if".
- Develop personal power and self-awareness of bodily reactions to conditioning (trust, like, safety)
- Niceness is not courageous.
- Being on equity team, curious, and interested do not mean you are anti-racist
- Clients may be shifting their selves for us.
- Manage impression = Empathy.
- Know there is history of harm in institutions. Health care was a colonial practice.
- Individualism pervades health care.
- Get race on the table. Strategic, intentional action.
- Earn your trust
- Develop an accountability practice.
- Settle your body. Invest in healing.

Zones & Compass



A new staff member asks at staff meeting, “So do we have a list of healers to refer Native Indian clients to? If they want?”

A client mistakes one
white nurse for another.

You mistaken a trans client for a different trans client.

Another clinic's solidarity statement is publicly applauded by some POC racial justice advocates, and called "performative garbage" by others.

You wonder if pain medications are prescribed to different clients differently and unfairly.

Thank you!

Karen B. K. Chan

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