



# Deconstructing Social Justice Myths

Sam Becker, Social Justice Education Specialist  
Caitlyn LoMonte, Assistant Director for Social Justice Programs  
Multicultural Student Center

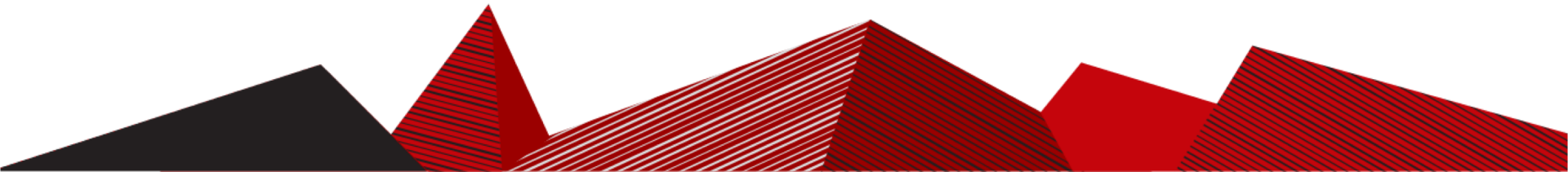


# Land Acknowledgement

The University of Wisconsin-Madison occupies Ho-Chunk land, a place their nation has called Teejop (day-JOPE) since time immemorial.

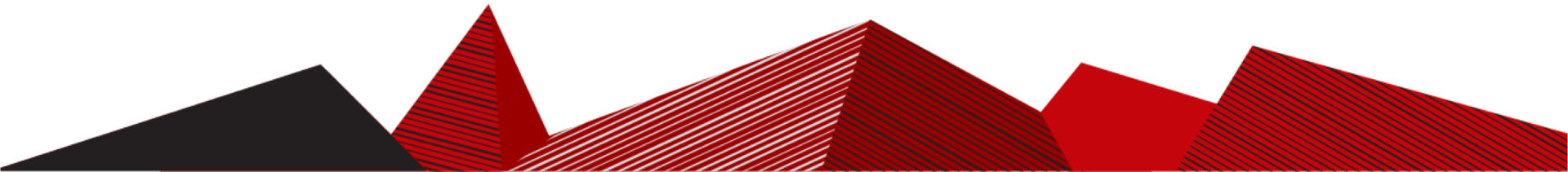
In an 1832 treaty, the Ho-Chunk were forced to cede this territory. Decades of ethnic cleansing followed when both the federal and state government repeatedly, but unsuccessfully, sought to forcibly remove the Ho-Chunk from Wisconsin. This history of colonization informs our shared future of collaboration and innovation.

Today, UW-Madison respects the inherent sovereignty of the Ho-Chunk Nation, along with the eleven other First Nations of Wisconsin. Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today. Join us in uncovering such truths every day.



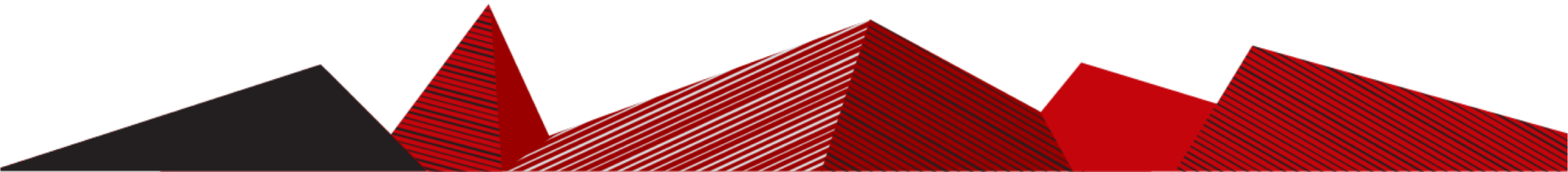
# Learning Goals

- Define relevant social justice terms in order to establish a foundation for collaboration
- Describe social justice myths in order to identify them in our own work
- Identify the role of socialization in creating and perpetuating social justice myths



# Community Agreements

- Everyone knows something
- Being right is not the goal
- Disagreement is okay, and even expected
- What is said here stays here, what is learned here leaves here
- We won't answer everything today

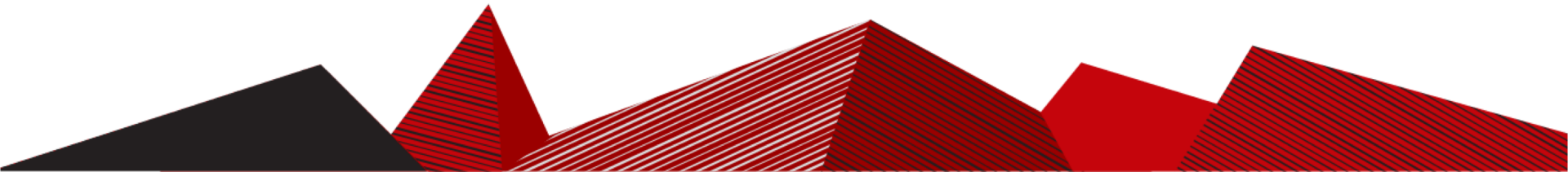




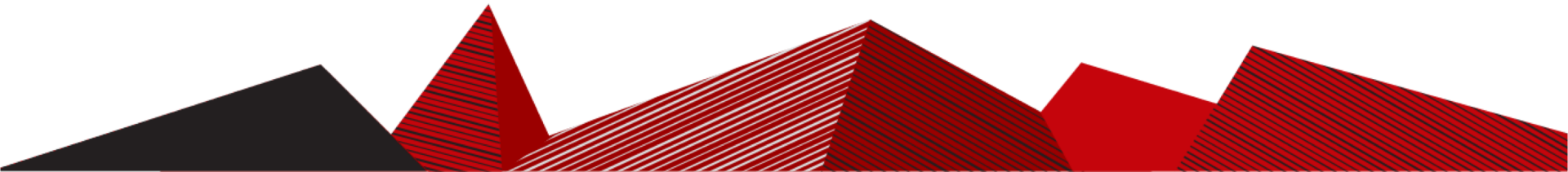
# Pair and Share Activity

Find a partner and share

- Name
- Pronouns
- Answer the question:
  - What is one lesson or take away that you have gotten from the Diversity Forum so far?

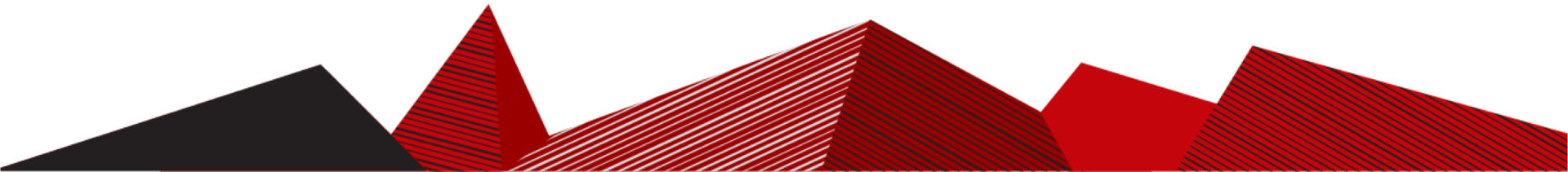


# Terminology



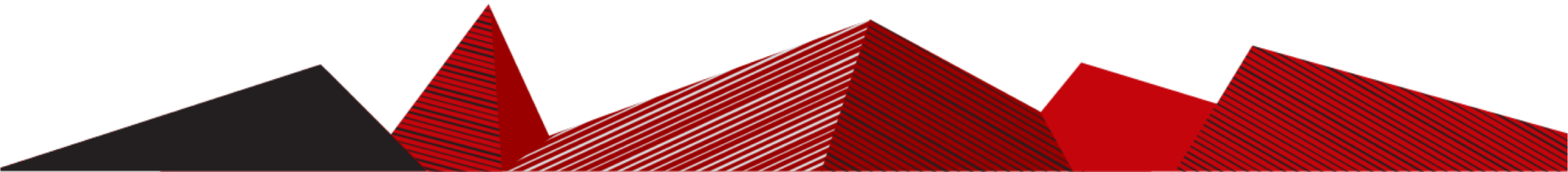
# Diversity

**Diversity** is the condition of having or being composed of differing elements: variety; especially the inclusion of different types of people (as people of different races or cultures) in a group or organization.



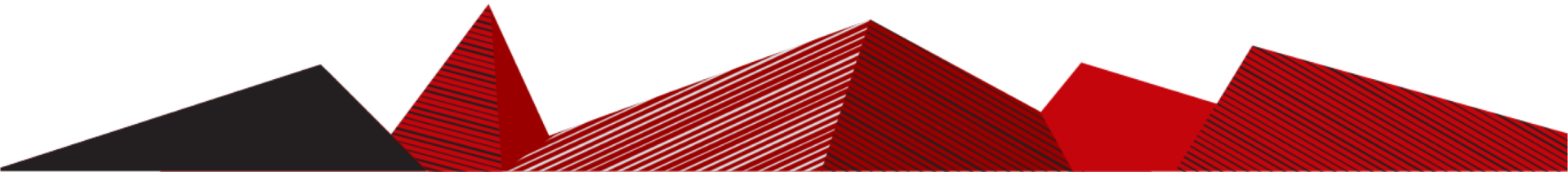
# Inclusion

**Inclusion** is a set of community values which suggest that people of all backgrounds, identities, abilities, perspectives and beliefs should have an equal opportunity to belong, achieve and contribute to their community(ies). Inclusion requires people to value, respect, and accept diversity.



# Social Justice

**Social Justice** is both a process and a goal. The goal of social justice is full and equal participation of all groups in a society that is mutually shaped to meet their needs. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of agency as well as a sense of responsibility toward and with others, their society, and the broader world in which we live. Social justice requires action. (Bell, 2007)



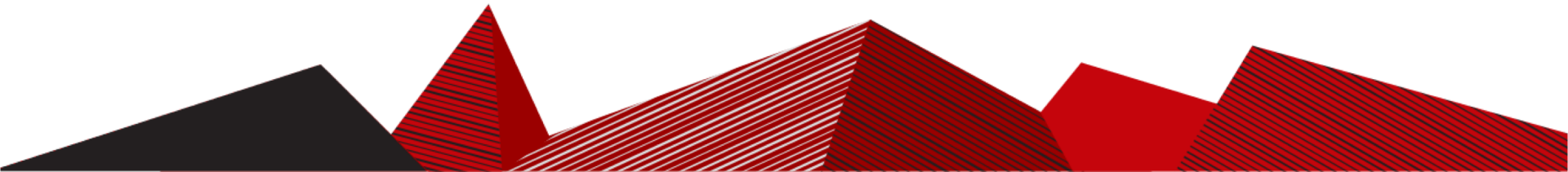


# Privilege and Power

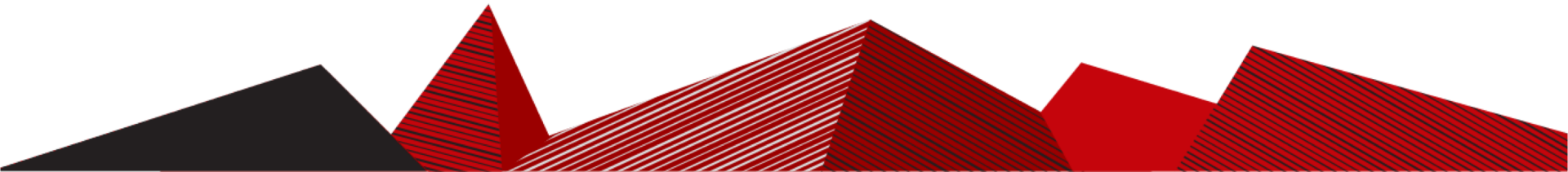
**Privilege** is unearned or earned advantages, rights, freedoms, or benefits given to a group of people based on group membership.

- privileged groups are considered to be the normative groups, everyone else minoritized and othered
- privileged group membership is not a choice and individuals often are not aware of how these advantages benefit them

**Power** is the ability to decide who will have access to resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events.

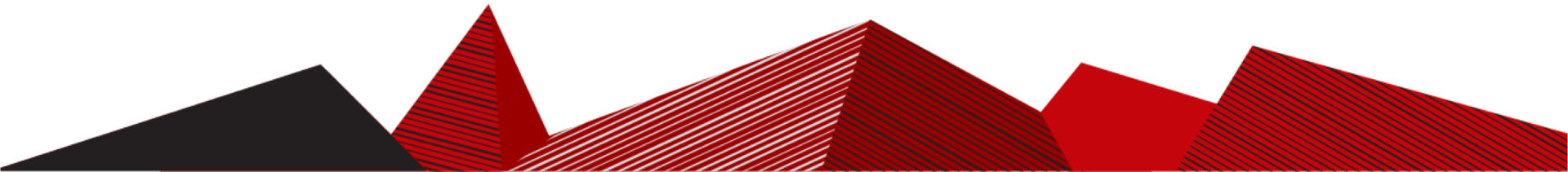


# Social Justice Myths



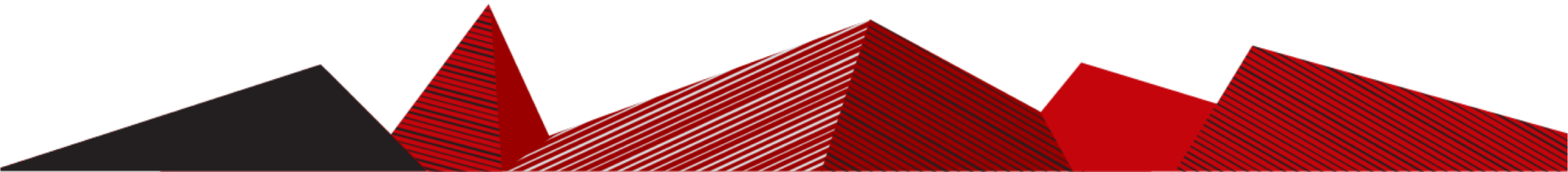
# Myth: Social Justice is just “diversity” and “Inclusion” renamed

- What is the message saying social justice is?
- What is the message saying social justice isn't?
- What is the impact?



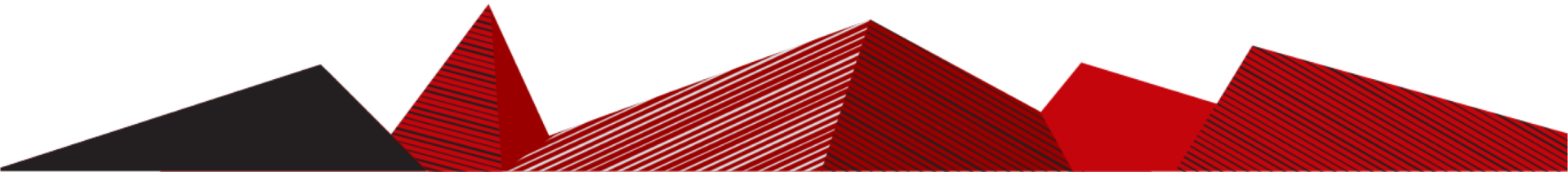
Select a few social justice myths or one you've encountered and explore it using the three reflective questions:

- What is the message saying social justice is?
- What is the message saying social justice isn't?
- What is the impact?



# Myth: We're all good people here so social justice is inherent to our nature

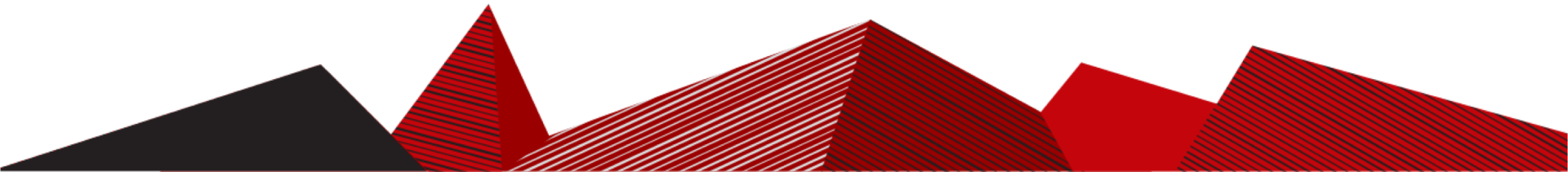
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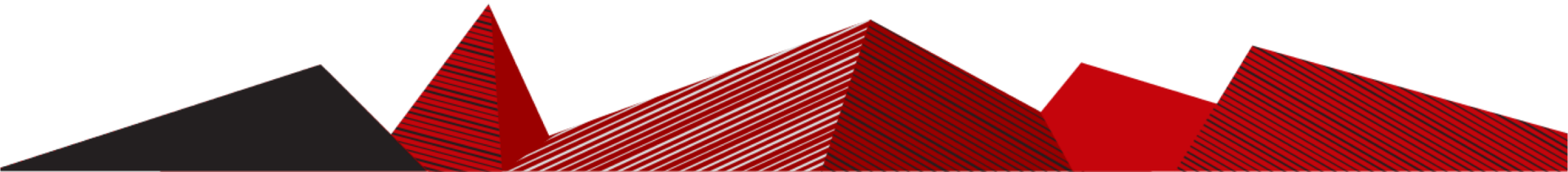
# Myth: Social justice is too abstract and theoretical to be applied to everyday life

- What is the message saying social justice is?
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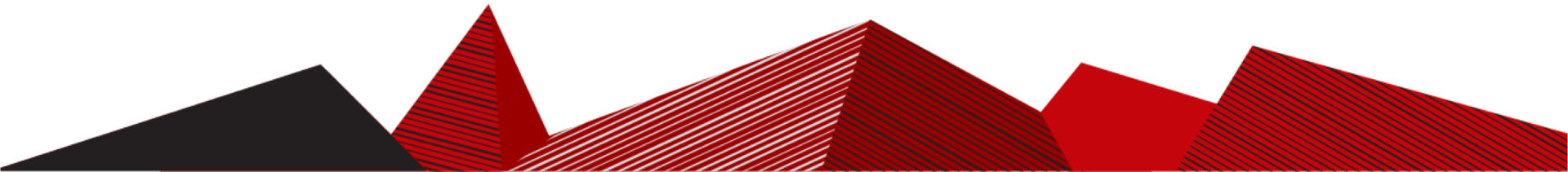
# Myth: Social justice does not welcome “conservative” views or ideas

- What is the message saying social justice is?
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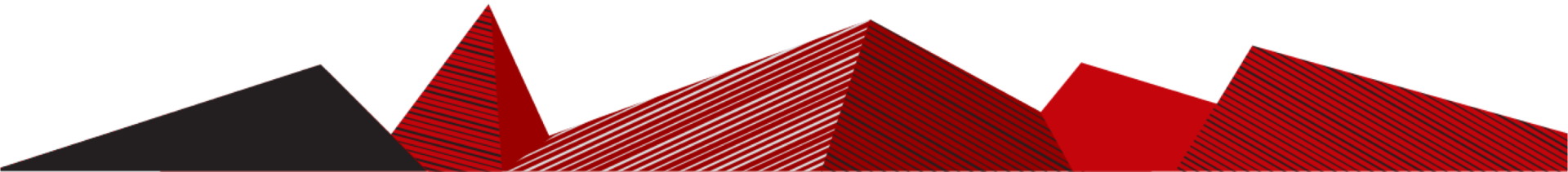


# Myth: Social justice work is better suited to co-curricular activities and doesn't need to be in the classroom

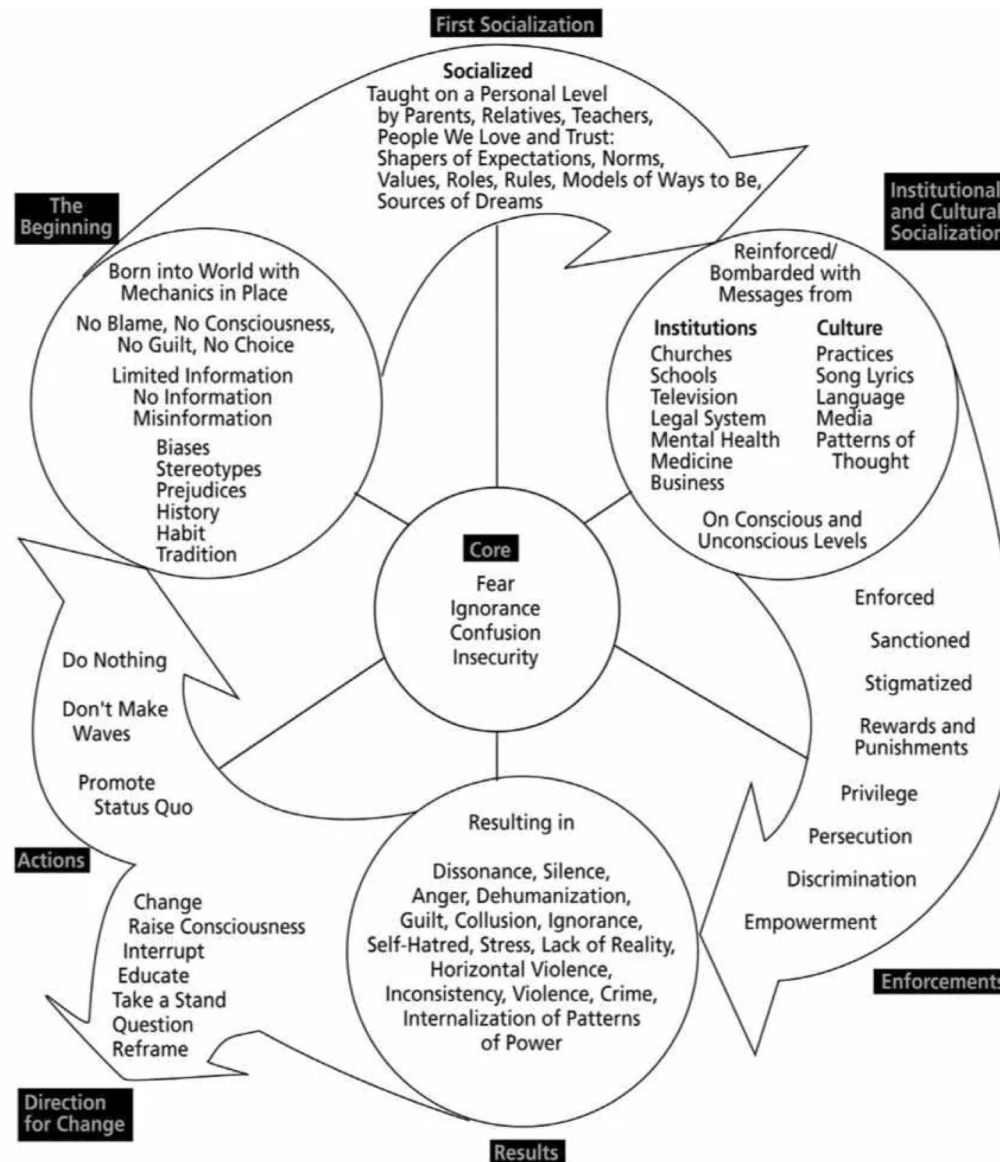
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# Socialization

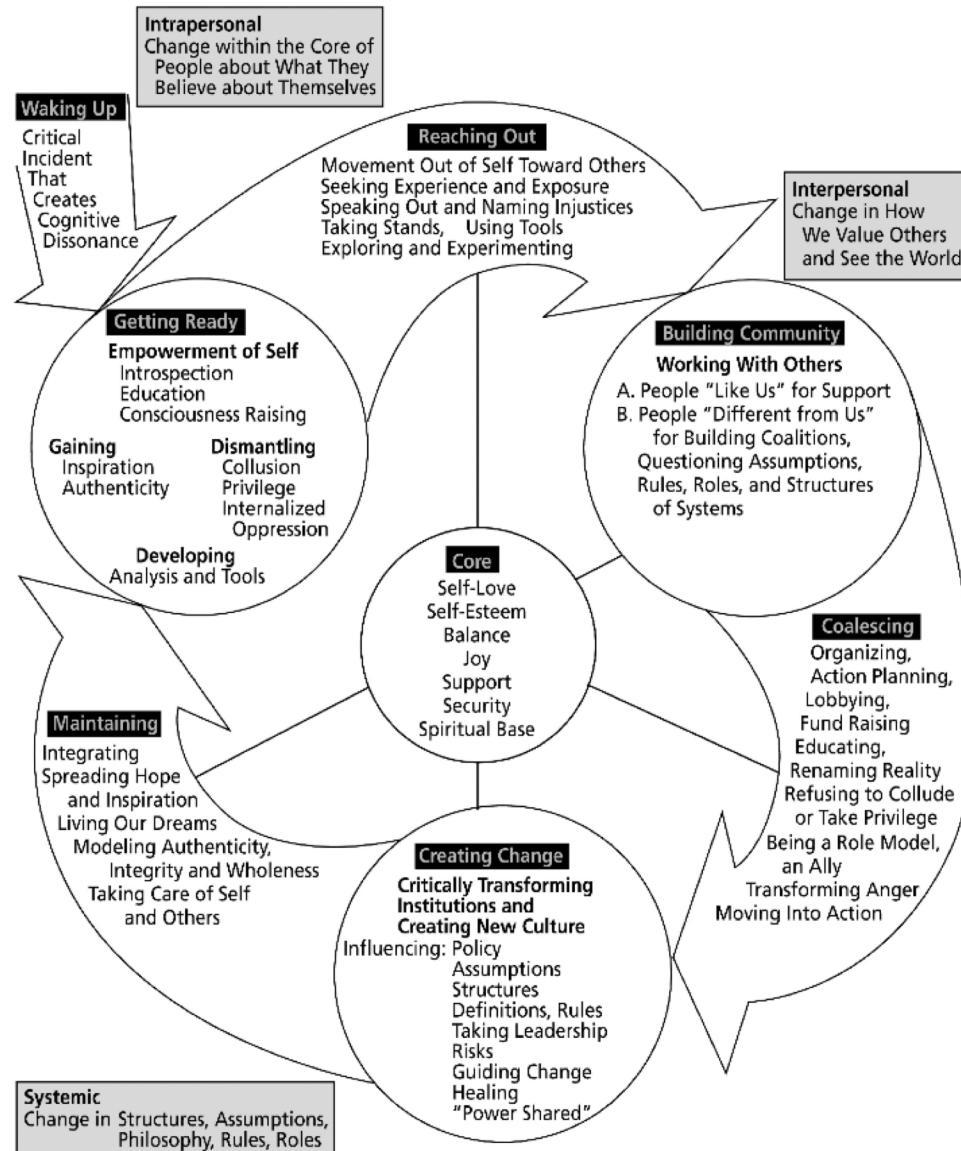


# Cycle of Socialization



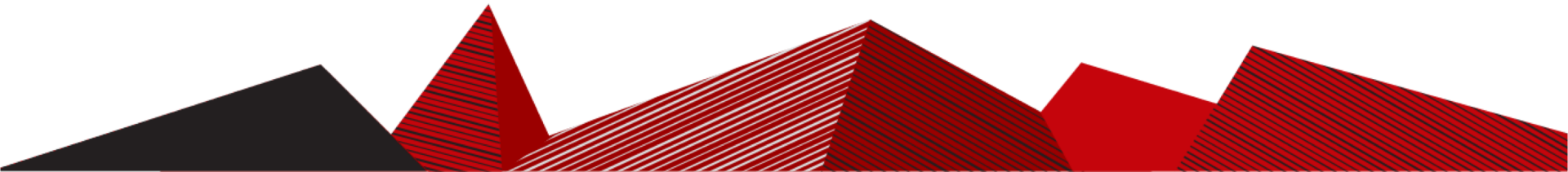


# Cycle of Liberation

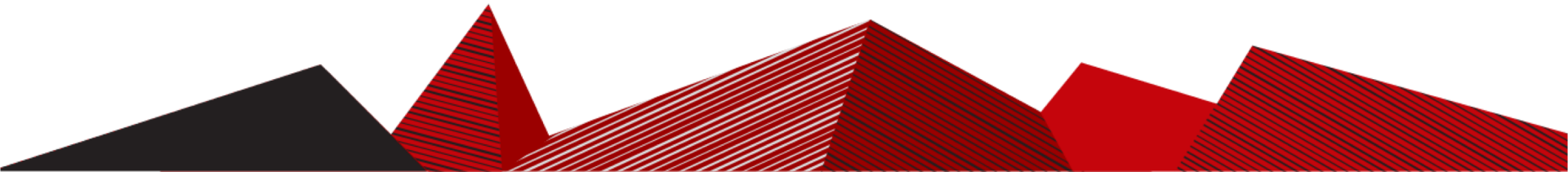


Source: Developed by Bobbie Harro

# Creating Change



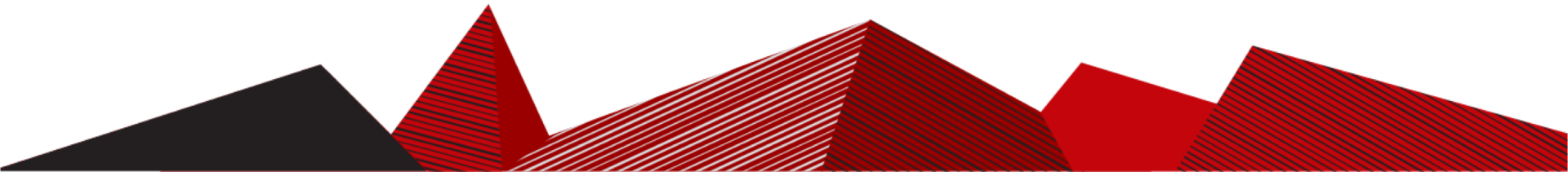
What are you going to do before the  
next Diversity Forum?



# WHAT IS IN YOUR SPHERE OF INFLUENCE?

Where can you have the most direct impact?

How does this apply to your work and role?



# Final Takeaways

## 1. Do your own work first

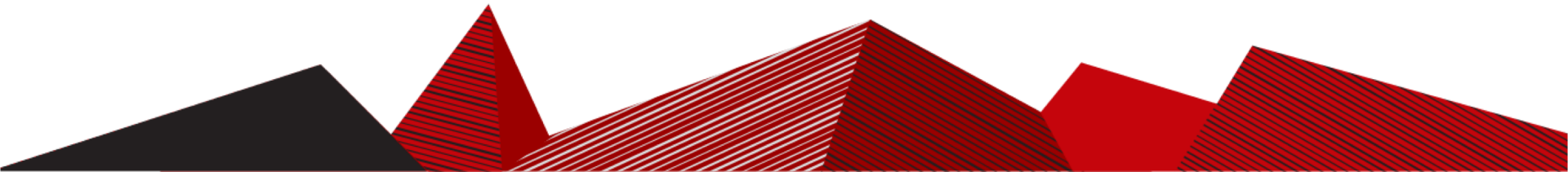
- Understand how your identities impact others and how you interact with systems of oppression and power

## 2. The time is NOW

- Naming limitations and needed growth AND doing what we can, when we can

## 3. Shift your mindset of accountability

- Mistakes will happen-Acknowledge-> Apologize -> Change the Behavior





# Thank you!

Caitlyn LoMonte, [caitlyn.lomonte@wisc.edu](mailto:caitlyn.lomonte@wisc.edu)

Sam Becker, [samantha.becker@wisc.edu](mailto:samantha.becker@wisc.edu)

