

Tasks of the Privileged

1. Draw a critical distinction between intention and consequence/impact.
2. Resist false notions of equality and the equalization of suffering in the discourse between the privileged and the subjugated.
3. Develop a thick skin in order to create and continue the discourse.
4. Be mindful of conversations that may be designed to negate the subjugated person's experience.
5. Resist the temptation to ignore the historical perspective, it's tempting to avoid history because it benefits the privileged not to go back into the past, but it can be liberating for the subjugated, if they choose so.

Tasks of the Subjugated (Oppressed)

1. Reclaim one's voice, it's been socialized out of body, or lost or stolen. Practice it, recognize the power of it. You have to say it, even if you believe no one's listening because it gets infused into the atmosphere and then it changes the atmosphere.
2. Overcome the addiction, transfixion, and/or obsession of taking care of the privilege. *It is to our/their detriment*.
3. Engage in a process of exhaling, and then exorcise the toxins of internalized oppression- whatever that oppression is- racism, sexism, ageism, classism, ableism, anti-Semitism, whatever the oppression is. In the process of exhaling and exorcising- think critically about yourself, the layers of yourself, and examine the layers of shame existing within your subjugated self and put it to rest.

From Dr. Kenneth Hardy's presentation "Managing Hot Moments and Interrupting Ism's at Work"

Also from article: "African-American Experience and the Healing of Relationships" See article of Ken Hardy: <http://www.dulwichcentre.com.au/kenhardyarticle.html>