



MULTIPARTIALITY: CRITICAL FACILITATION CONNECTING PERSONAL EXPERIENCES TO STRUCTURAL INEQUITIES

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Goals



DEFINE MULTIPARTIALITY AND
ITS PURPOSE



UNDERSTAND HOW
MULTIPARTIALITY WORKS



LEARN FACILITATION
APPROACHES AND WHICH
FOSTERS MULTIPARTIALITY

FEARS AND HOPES

Social Identities, Privilege, and Marginalization

- We all belong to many social categories
- Privilege exists when one group has something of value that is denied to others
- For most, our identities belong to privileged groups and in others to less privilege/marginalized groups
- Discrimination, prejudice, and hardships experienced by marginalized groups result in specific forms of oppression (isms)
- Members of privileged groups can experience hardship but not oppression

Hegemony

- Process by which one or some groups gain or maintain power to influence, define, include, or exclude other narratives
 - Master narrative is developed over time by dominant groups to make sense of common experiences and becomes their worldview and maintains hegemony
 - Meritocracy
 - Rugged individualism
 - Melting pot

Dialogue Styles

Neutrality or impartiality

- Results in support of master narrative
- Prevents person in lower power status from being heard and believed
- Maintains hegemonic power relationships and perpetuates socially unjust forms of interaction

Advocacy

- Pushes back against master narrative but disregards privileged person
- Results in support for less privileged person but lack of change in privileged person

Multipartiality

- Overtly and intentionally use positional power as facilitators (teachers) to “push back” on the dominant narrative (Risher & Petryk, 2017)
- Seek to name it and reveal the way it works as well as its implications
- Balance social power among individuals
- Equally invite and encourage participation of dominant and less privileged individuals

Techniques to Foster Multipartiality: Counter Narratives

- Alternative Narrative
 - Recognize dominant narrative is incomplete and more complex
 - Present additional facts to correct dominant narrative
- Oppositional Narrative
 - Dominant narrative is wrong
 - Present moral and factual information to refute it
- Emergent Narrative
 - “I/We are post _____”
 - Belief that social identities no longer influence us the way they used to
 - Need to place narratives in historical context and point to contemporary examples

Tools Educators Can Use



Inquiry through Readings



Guest Speakers



Foster Empathy by Inviting
Panelists to Share Personal
Experiences



Share Own Lived Experiences

Affirming Inquiry

- To challenge and counteract the power of the dominant narrative we must practice affirming inquiry
 - Mutual risk-taking or vulnerability
 - Shared and mutual responsibility for contributions
 - Shared and mutual benefit
 - There to learn but not more important than the agency of others to answer or not answer questions



QUESTIONS

