

## Ken Hardy's Tasks of Participants in Discussions about Race and Other Aspects of Social Identity

### GENERIC TASKS:

1. To be the expert in your own experience, not of others.
2. To create space for the telling of one's story.
3. To make space for both thoughts and feelings.

### TASKS OF THE PRIVILEGED:

1. To resist false notions of equality. It is not helpful to equate suffering.
2. Intentions vs. consequences: to understand that intentions may be good, but that doesn't change the fact that consequences may be bad. It is not helpful to just clarify intentions when consequences were hurtful. Acknowledge the *effect* of consequences of your actions. Intentions are the province of the privileged; consequences are the provinces of the subjugated.
3. To challenge the ahistorical approach. History does matter, the past does effect the present. The privileged cannot understand the subjugated "out of context."
4. To develop thick skin. Need to be able to thicken one's skin, to not give up on connections with people who have been subjugated even if you are initially rebuffed, to continue to go back and back, to continue to try.
5. To not become a FOE—framer of others' experiences.

### TASKS OF THE SUBJUGATED:

1. To overcome learned voicelessness; to advocate for oneself. One needs to challenge the belief that it is not worth speaking up. The subjugated have often been taught that "silence is golden" and "don't speak unless spoken to;" the challenge is to unlearn this behavior.
2. To learn to exhale the negative messages that have become internalized.
3. To overcome the addiction to protect, educate or change the privileged.
4. To deal with one's own rage, to channel it appropriately, not to eradicate it. Shame is a major stumbling block for the privileged; rage is a major stumbling block for the subjugated.