
Favoritism: The Root of ALL the Other “Isms”

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I am still under construction....



Objectives

- How Favoritism Has Impacted Everyone
- Share My Roots Of Favoritism
- How Favoritism Impacts The Workplace And The Clients We Serve
- What Can You And I Do About It?

What is an “Ism”

- Defined as:

“A distinctive practice, system, or philosophy, typically a political ideology or an artistic movement.”

What are the isms out there?

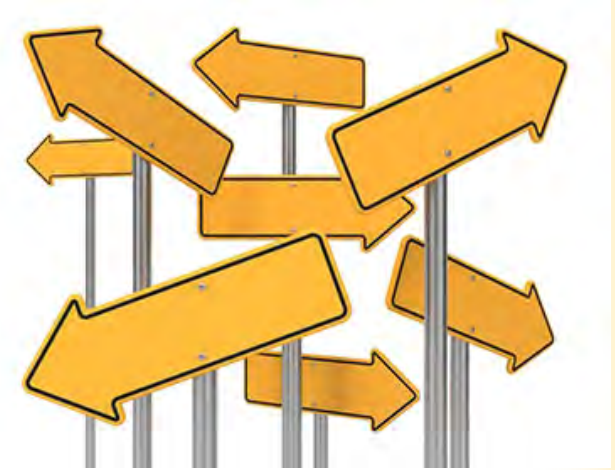
What Is Favoritism?

Favoritism is defined as giving unfair preferential treatment to one person or group at the expense of another.

- Unearned/Undeserved privilege
- False sense of value
- Judgmental
- Unfair/Injustice
- Special Attention

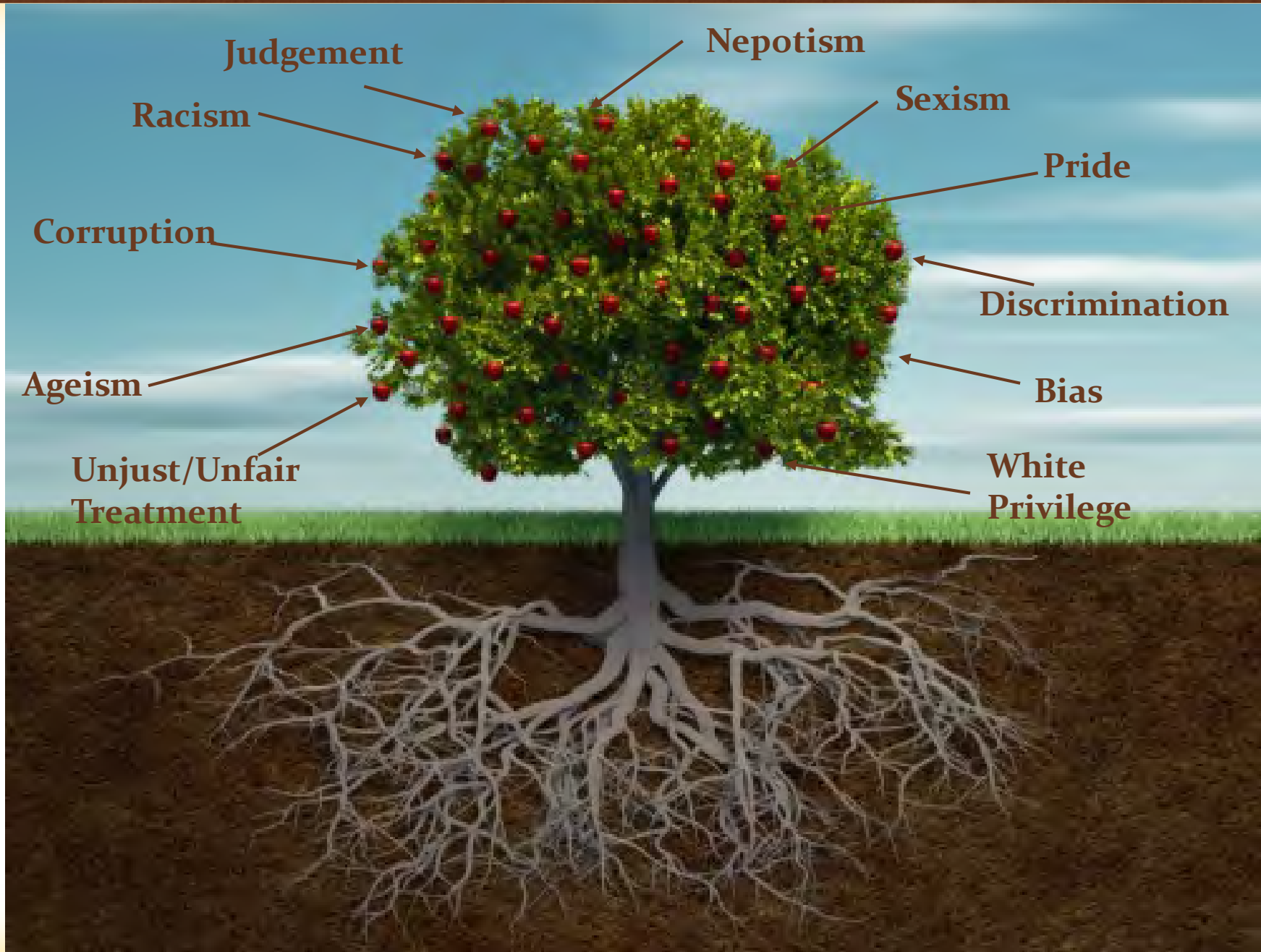
Favoritism...is.....EVERYWHERE!

- Parental Favoritism
- Regional Favoritism (Political/Legal) (Holder & Raschky,2014)
- Peer Favoritism (In-groups/Friendships)
- Workplace (hiring, cliques, promotions, disciplining. etc.)
- Cultural Favoritism (Race, appearance/beauty, skin color, hair, gender, tribe, generational, etc...Infanticide anyone? Genocide?)
- Religious Favoritism (Treatment of members, regional, amongst other religions)
- And of course, all the other “ISMS” (Age, race, sex/gender, etc.)



“Wherever you go there you are.”

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This Might Ruffle Your Feathers



Because....why not?

Favoritism often feels like the right thing to do when you are showing it and/or receiving it.

Favoritism is preferential treatment...It is the root of your biases.

Favoritism actually TRUMPS white privilege...well, it is white privilege except favoritism ain't white!

It's discriminatory, but it doesn't discriminate. It's like privilege on steroids!

Favoritism impacts EVERYONE, EVERY CULTURE, EVERY WHERE!



SO WHY DO WE ENGAGE IN IT?



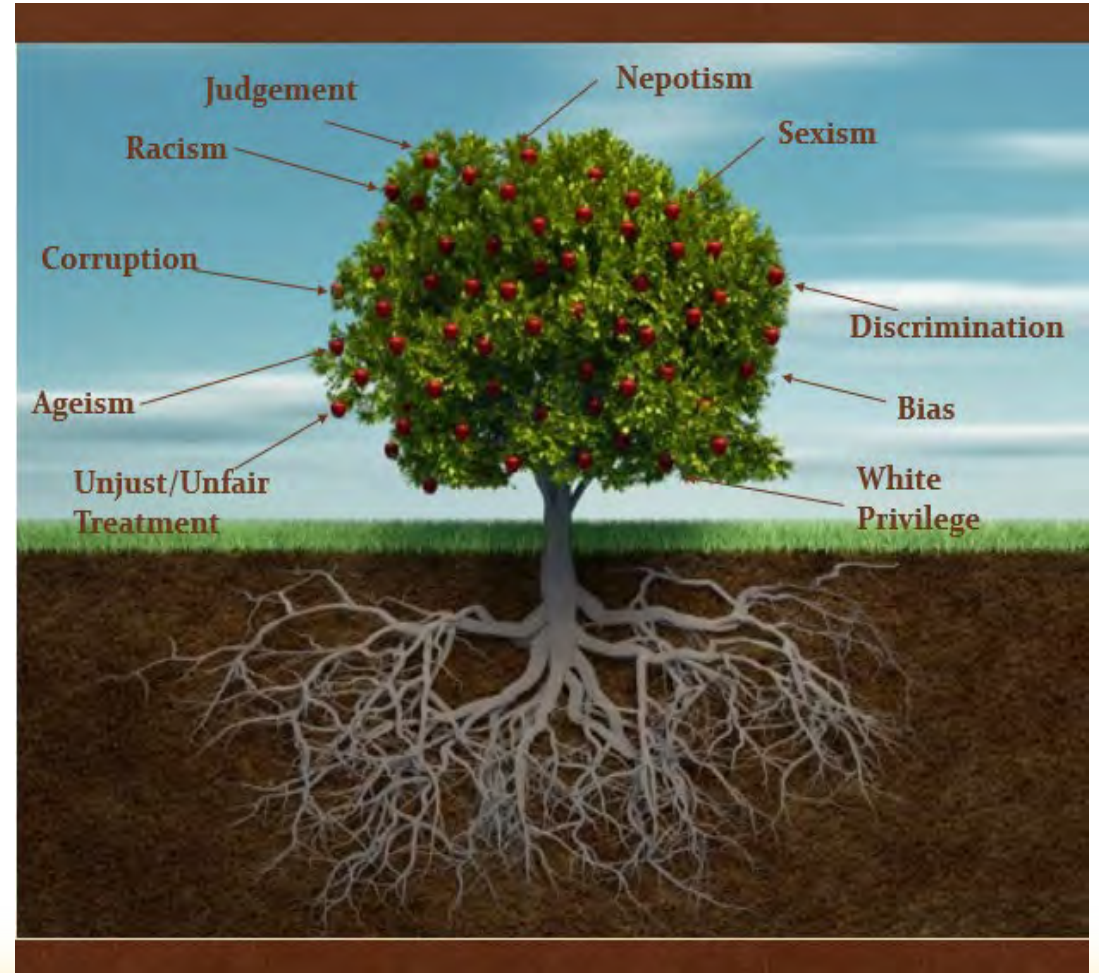
- No one wants to give up anything that feels good.
- You benefit from it! (protections, personal agenda supported, special treatment, etc.)
- It is deeply rooted in personal gain, so if you give it up, it will feel like a cultural and personal loss.
- You WIN with favoritism! (Actually WE ALL Lose) (Zero-Sum game)

Classic Examples of Favoritism

- <https://youtu.be/ICVXf8Vznec>
- <https://www.youtube.com/watch?v=Jxb4Y6LP7qc>
- https://www.youtube.com/watch?v=8x_gFJuMONg
- Parental (gender reveal)
- The Story of Joseph (a few other biblical stories)
- Corporate (Financial-Circles of Privilege)
- Education (teacher/students)
- Sports Teams

This is why it is so hard to overcome racism and the other isms

- We were looking at the fruit and not the root cause of the problem.
- “Gateway” drug to all the other isms.
- We refuse to SAY OR DO ANYTHING about it. So we keep eating the fruit.



Hold Up Wait a Minute!



Questions to ask

Does it involve people?

Is it UNFAIR/UNJUST?

How will my decision impact others?

Is this the BEST decision I am making?

HOW DID IT IMPACT ME?



MY LITTLE AHA MOMENT

Black girl with white privilege

- Beautiful, Red-headed, middle, step-child.
- Daddy's girl....but I have 3 other sisters. (Grandpa's girl too)
- No discipline or correction. Got away with a lot.
- I WIN! DQ, extra cash, always chosen (first), or I got to select.
- Undeserved/Unearned princess privileges.



The child-adult

- Favoritism stunted my growth
- My relationships
- My decisions (Christmas)
- My business
- No discipline-no sorry! Sorry!



My AHA Moment

- Crucible season (the isms...duh duh duhhhhh!)
- Discovery...actually...in the bible! WHAAATT? James 2:2
- Changes made
- Changes observed (how the favoritism has shifted from me to others)
- Salsa Party!
- Next steps: To Share!



HOW DOES IT IMPACT THE CLIENTS WE SERVE?



YOUR LITTLE AHA MOMENT

Worksheet and Discussion

- Please complete your worksheet at your table.
- Discuss among the group
- Share with large group

Have you witnessed any favoritism in your unit? Department?

(supervisor onboarding guide)

It INVITES!

- When we use favoritism with our clients or staff that we serve, it “invites” the opportunities to practice discrimination and the other isms.
- Remember... “Wherever you go, there you are”
- It impacts:
 - Selection process (which agents get what clients, hiring practices)
 - Treatment of individuals (more leniency, or passes, or favors granted)
 - Length of time spent with office visits (or coach vs. referee mode)
 - Whether we roll with resistance or client rolls with our resistance
 - Probation violations! (types of punishments vs rehabilitation efforts)
 - What else?

Pick Me! Pick Me!

- False sense of value
- False sense of feeling “Chosen”



Favoritism is something that is shown

It caters to rejection

There is ALWAYS a PERSONAL AGENDA behind favoritism (ROI/NRI)

Here is the return on your investment in Favoritism



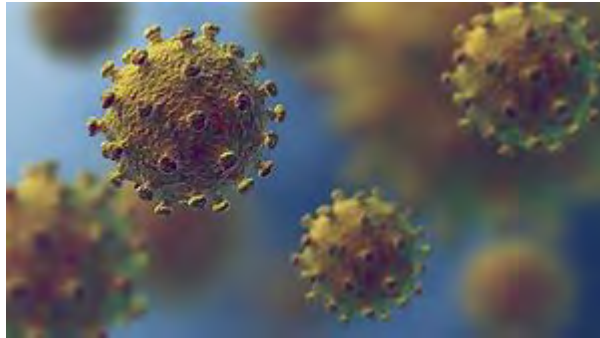
Humans?
Yes.

Humanity?
No.

BREAKING NEWS!

The CDC, Center for Disease Control (AKA YOUR HEART) has just detected a long lasting, free floating, non-confronted disease called the.....

Favoritisona-Virus!



Symptoms include: Ism-itis, racial itch, sexism-manic episodes, personal agendicitis, chosen thoughts, and privilege-betes.

So what can you and I do about this issue?

- First take the plank out of your own eye.
- CHOOSE to disengage and reject favoritism.
 - Call it for what it is.
 - Show fairness/justice.
- Change your perspective. It's NOT a good fruit. It's a BAD root.
- Overcome evil with good. (Invite fairness when you witness favoritism)
 - Walk in love, forgive yourself, others.
 - Ask for accountability, hold someone accountable.
 - STOP showing favoritism.
 - COG yourself! Do a thinking report

Questions?



THANK YOU!

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