

White Accountability Group spring 2021 Session #10

Convened by:
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What are you reading? Watching?

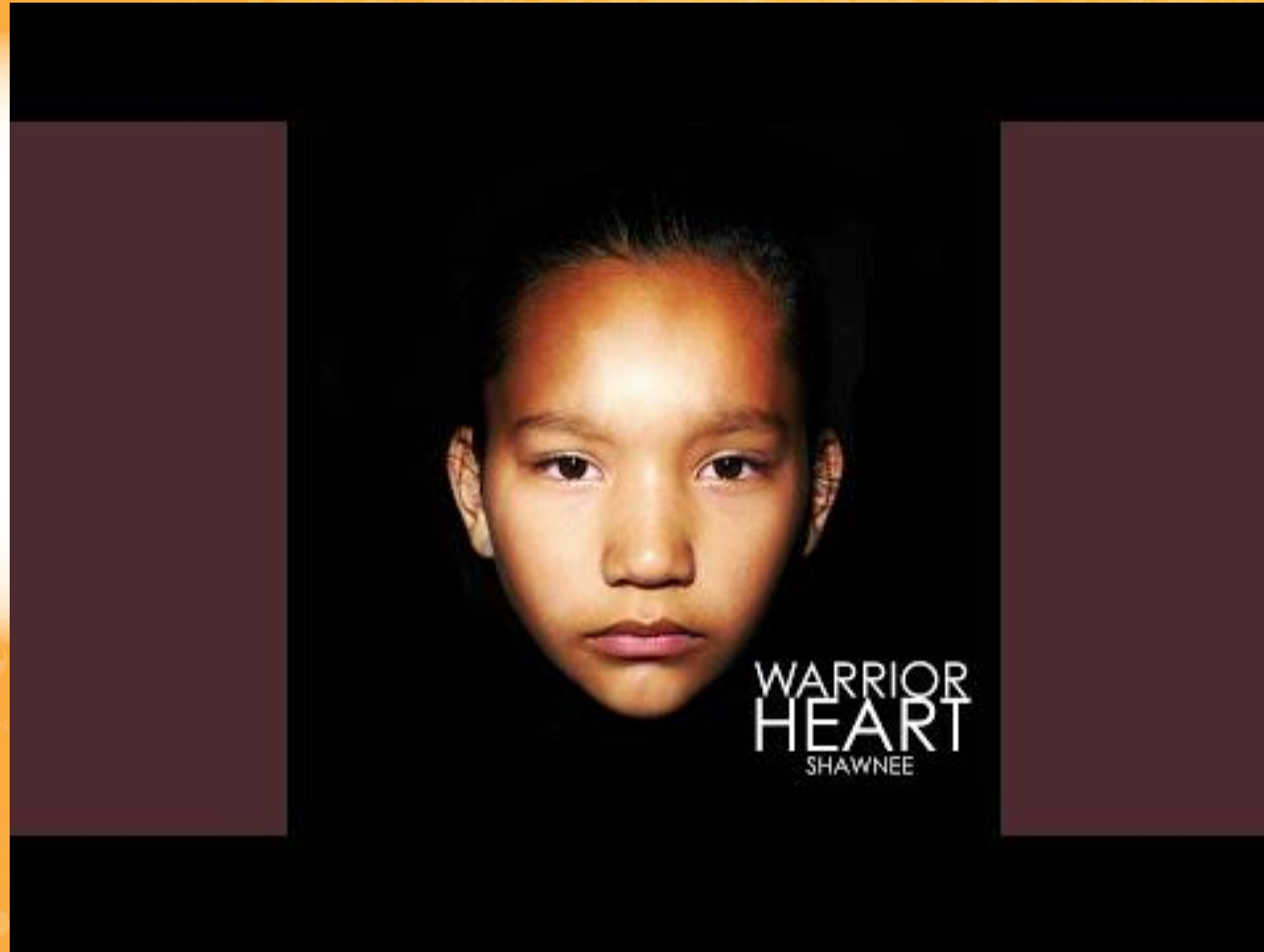
Resources You Recommend

***White Privilege Conference Pre-Conference, April 7-10**

*******April 7 (no WAG 2.0)**

- Create your own accountability conversation group for next week**

Warrior Heart, Shawnee



As a _____, I enter feeling....
what comes up as I listen, impact of the song....
insights from the week(s).....

Unwritten Rules: How Might the Current Organizational Culture Support and/or Undermine Equity and Inclusion Goals? (pgs. 100-103)

- | | |
|---|---|
| 1. Smile; hide emotions; go along | 1. Speak your truth |
| 2. Smooth over conflict | 2. Engage differences, disagree |
| 3. Use indirect communication | 3. Speak honestly, directly |
| 4. Don't raise your voice; be constrained | 4. Feel and express emotions |
| 5. Don't challenge or question leaders;
Keep your mouth shut | 5. Ask questions, raise issues |
| 6. Debate; defend; interrupt; compete | 6. Listen deeply, dialogue |
| 7. Top-down decisions | 7. Collaborative, participatory,
transparent decision-making |
| 8. Get right to business, fast action | 8. Build relationships; focus on
process and progress |
| 9. Don't admit mistakes, you don't
know | 9. Build a learning community |

White Supremacy Culture

by Kenneth Jones & Tema Okun, *changework*

http://cwsworkshop.org/PARC_site_B/dr-culture.html

White Supremacy Culture

by Kenneth Jones & Tema Okun, changework

- **Perfectionism**
- **A sense of urgency**
- **Defensiveness**
- **Quantity over quality**
- **Worship of the written word**
- **Paternalism**
- **Either/or thinking**
- **Power hoarding**
- **Fear of open conflict**
- **Individualism**
- **Progress = Bigger, More**
- **Objectivity**
- **Right to comfort**

Ways you can/do **partner with others to **raise awareness** of how White Supremacy Culture **manifests** in your organization and **facilitate meaningful change**.**

In the Chat

Add policies, programs, practices, norms, and services that probably need revising with a Race Lens

Proactively Use a Race Lens in all Planning and Decision-Making

For Every Idea, Ask These Questions/Use a Race/Anti-Racism Lens:

By group membership, which groups:

1. **Probably** will have their needs met?
2. **May not** have their needs met?
3. **May face extra** barriers, hurdles, and obstacles?
4. Might be **unintentionally, negatively impacted** by this policy, practice, or service? Decision?

USE A RACE LENS:

Intersecting Identities

- 1. Racialized identity, Indigenous identity**
- 2. Culture, ethnicity**
- 3. Skin color**
- 4. Appearance**
- 5. English proficiency**
- 6. “Accents”**
- 7. Nationality; national origin**
- 8. Immigration and/or documentation status**
- 9. Hierarchical status; role in organization**
- 10. Socio-economic status (before, now)**

Practice

1. Interview teams **DO NOT** give candidates **10-15 minutes of quiet, reflection time** to consider a list of questions to be used in the next interview
2. Policy or unwritten rule for hiring/getting promoted to supervisor:
 - **You must have a 4-year college degree (private preferred); and 8+ years of experience.**

Practice

1. Identify **key CURRENT, common practices**(formal/written and informal/unwritten).
2. Briefly discuss the **probable impact of each** on the goal of **hiring and retaining a racial diverse, culturally competent staff and leadership?**
 - +1: Positively impacts our goal**
 - 0: Neutral ~ no positive, no negative impact**
 - 1: Results in probable barriers, unintended negative impact, undermines our goal**

Re-imagining

1. **For each -1 and neutral aspect: What are 1-3+ other ways that might help us reach our goal?**
2. **What questions do you have?**
3. **Take notes**

Questions and dilemmas...

I commit to, I resolve to....

Homework for April 14th:

- 1. Practice analyzing & revising practices, policies, programs, norms, and services to dismantle racism, white supremacy culture, whiteness, etc., embedded in them**
- 2. Find small group for accountability**