



White Accountability Group spring 2021 Session #11

Convened by:
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Convening White Accountability

**Kathy Obear, Beth Yohe, Rachael
Forester**

May 13 at 4 p.m ET

Open Access

**What are you reading? Watching?
Resources you recommend?**

**As a _____ (racialized identity),
I enter feeling....**

Lean on Me, Cover by Wawa Swipes



Fred Michael Beam

**What comes up as I listen, impact of the
song....**

**As a _____, I enter feelings, impacts & insights
from the week(s).....**

What we did last time...

Added 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. **Advantages white people**? Perpetuate white privilege?
4. **May face extra** barriers, hurdles, and obstacles?
5. 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)**
- 11. Others? (Disability status, religion/spirituality, gender identity/expression, sex, sexual identity, etc.)**

In your breakout:

- 1. Identify 3-4 policies and practices to analyze**
- 2. Choose 1 and use the 5 questions to analyze with a Race Lens**
- 3. How racially inclusive is it?**
- 4. Offer 2-3 revised ways to create greater racial equity & inclusion**
- 5. Start analyzing another subsection of a policy, process, practice, program, service.....**

Analyze and revise
all policies,
practices, products,
programs, and
services with a
Race Lens



Get clarity on the **PROCESS for policy revision and **WHO** can make this decisions and **WHAT** information may help them decide **BEFORE** formally having a group analyze & revise....**

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**

Process Mapping & Identifying Discretionary Points (Elsie Y Cross Associates)

Map out an entire process:

**All the current *FORMAL & INFORMAL*
Policies, Processes, Practices & Norms**

Discretionary Points ~ Mapping and Analysis

(Carol Brantley, Delyte Frost, and Barbara Riley,
Elsie Y. Cross Associates, Inc.)

Purpose

Map out the current state of policies, programs, practices, and services to identify and analyze the Discretionary Points where:

- Inattention, indifference, and/or implicit bias could possibly undermine the goals of equity and inclusion and result in negative differential treatment.
- Staff can analyze and revise with an Inclusion Lens to create greater equity and inclusion.



In your small group ~ Discuss & note

- 1. Identify 5-10+ **key CURRENT, common practices** (formal/written and informal/unwritten).**
- 2. Briefly discuss the **probable impact of each** on the goals of dismantling racism and being an anti-racist organization?**
 - +1-+10: Positively impacts our goal**
 - 0: Neutral ~ no positive, no negative impact**
 - 1 to -10: Results in probable barriers, unintended negative impact, undermines our goals**

For Every Aspect/“Discretionary Point,” Ask These Questions as Use a Race/Anti-Racism Lens:

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

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

- a. **For each -1 to -10 (and neutral aspect):** What are 1-3+ other ways that might help us reach our goal?
Dismantle racist dynamics & practices and create an anti-racist organization?
- b. What **questions** do you have?
- c. **Take notes**
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We are always



Questions and dilemmas...

I commit to, I resolve to....

Homework for April 28th, #12:

- 1. Practice analyzing & revising** practices, policies, programs, norms, and services as well as **Process Mapping** with a **Race/Anti-Racism Lens** to dismantle racism, white supremacy culture, whiteness, etc., embedded in them
- 2. Optional:** Watch & share Kathy's video on these skills (posted early next week at www.drkathyobear.com/resources - left-column, 3rd bullet down for 15+ open access short videos of what she has learned since she developed the LWAG onlcourse)
- 3. Bring pretty good onboarding practices.**