

# White Accountability Group spring 2021 Session #9

**Convened by:**  
**Dr. Rachael Forester**  
**Dr. Kathy Obear**

# What are you reading? Watching?

## Resources You Recommend

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

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

- PBS documentary 5-part series, *Asian Americans*
- Dr. Loretta Ross, tomorrow  
<https://www.eventbrite.com/e/white-supremacy-and-cancel-culture-countering-attacks-on-anti-racism-work-tickets-145802347747>

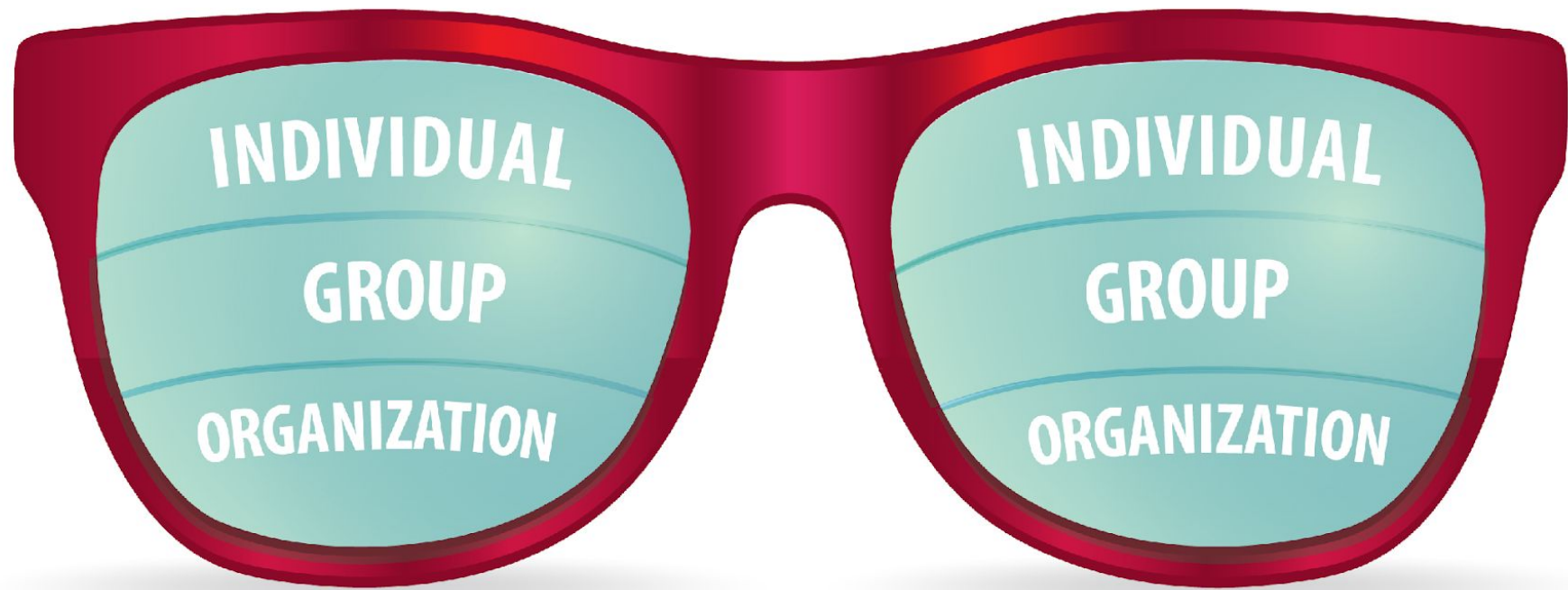
# **I Wish I Knew How it Would Feel to be Free, Nina Simone**

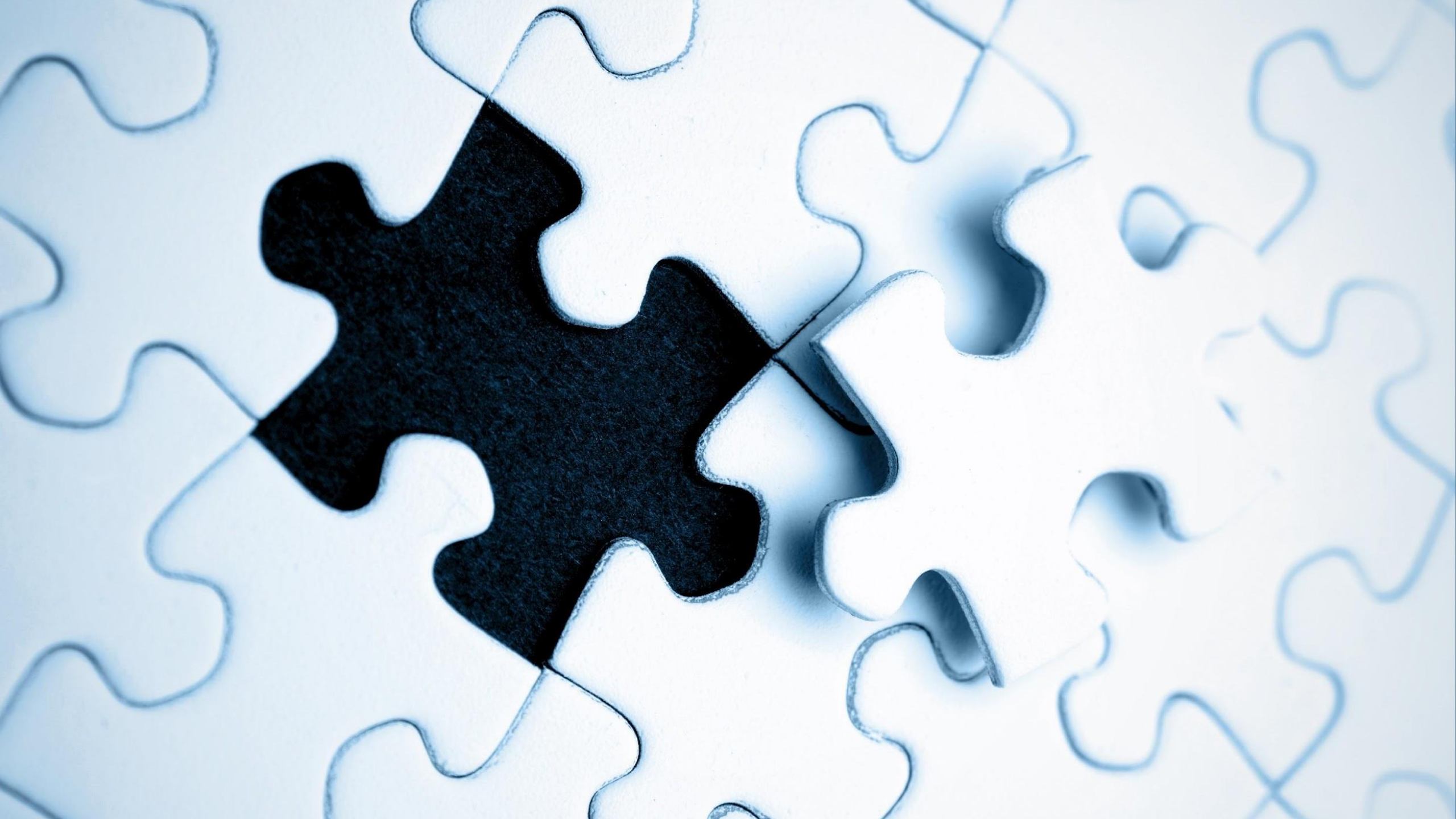


**As a \_\_\_\_\_, I enter feeling....**  
**what comes up as I listen, impact of the song....**  
**insights from the week.....**

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- **What, if anything, do you put in your way to not get vulnerable in chat, in breakouts, and when come on live (if ever)?**
- **How might you be grounded in whiteness, White Supremacy Culture in these moments?**





# **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;<br>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,<br>transparent decision-making |
| 8. Get right to business, fast action                           | 8. Build relationships; focus on<br>process and progress        |
| 9. Don't admit mistakes, you don't<br>know                      | 9. Build a learning community                                   |

# **White Supremacy Culture**

**by Kenneth Jones & Tema Okun, *changework***

**[http://cwsworkshop.org/PARC\\_site\\_B/dr-culture.html](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**

# Reflection, then Breakout:

1. **MORE reflections:** What are ways aspects White Supremacy Culture manifest in daily activities, policies, practices, programs, and services, etc.
2. How do you uphold, perpetuate White Supremacy Culture in your actions, reactions, silence....

**Reflections, insights, feelings from  
small groups?**

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

# **Questions and dilemmas...**

**I commit to, I resolve to....**

# **Homework:**

- 1. Ways you can **partner** with others to **raise awareness** of how White Supremacy Culture **manifests** in your organization and **facilitate meaningful change**.**
- 2. Come with **a list** of policies, programs, practices, norms, and services that probably need revising with a Race Lens**
- 3. **Ways you already have revised** practices, policies, programs, norms, and services to dismantle racism, white supremacy culture, whiteness, etc., embedded in them**