



## **White Accountability Group #12 Spring 2021**

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

**[www.drkathyobear.com/resources](http://www.drkathyobear.com/resources)**

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

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

<https://www.dropbox.com/sh/udohvm0scqlhm0v/AACDUxwW30Dfcj0oNE3KM4Ma?dl=0>

**Kathy's WPC22 folder of slides, packets from her workshops**

**Kathy's recent recording:** *Use a Race Lens in Planning and Revising Policies & Practices*, 25 mins:

[https://youtu.be/p7j4\\_3vfjk0](https://youtu.be/p7j4_3vfjk0)

This and more short new clips:

[www.drkathyobear.com/resources](http://www.drkathyobear.com/resources) - left-column, 3rd bullet down for 15+ open access short videos

<https://www.washingtonpost.com/opinions/2021/04/17/being-black-america-is-exhausting/> (great article by Jonathan Capehart!!)

<https://www.forbes.com/sites/danabrownlee/2021/04/19/why-white-people-should-stop-using-the-term-wokeimmediately/?sh=d96b52177794>



***BREATHE***

**Philonise Floyd writes, "Only with the passage of time will we know if the guilty verdict in the trial of Derek Chauvin is the start of something that will truly change America and the experience of Black Americans."**

<https://www.washingtonpost.com/opinions/2021/04/21/philonise-floyd-chauvin-verdict-justice/>

**As a \_\_\_\_\_ (name your racialized identity), I am feeling....**

# Recruiting, Hiring & Onboarding

1. Identify **5-10+** key **CURRENT**, common **DISCRETIONARY POINTS** (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



# **Ask These Questions as Use a Race/Anti-Racism Lens to Analyze Discretionary Points:**

**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?**
- 6. What else is possible? More racially inclusive? Racially just? Dismantles systemic racism?**





DO NOT BE DAUNTED BY THE  
**ENORMITY**  
OF THE WORLD'S GRIEF.

DO JUSTLY,  
LOVE MERCY,  
WALK HUMBLY, **NOW**

YOU ARE NOT OBLIGATED TO  
**COMPLETE THE WORK**

BUT NEITHER ARE YOU FREE  
**TO ABANDON IT.**

- THE TALMUD





Photo by [Nathan Lemon](#) on [Unsplash](#)

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

# Assignments for April 28<sup>th</sup>, #13

1. **Review** materials, **use** tools and practices we've covered...
2. **Bring any & all questions and dilemmas...**