



### White Accountability Group #12 Spring 2021

Convened by:

Dr. Rachael Forester Dr. Kathy Obear

www.drkathyobear.com/resources

What are your 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

This and more short new clips:

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....

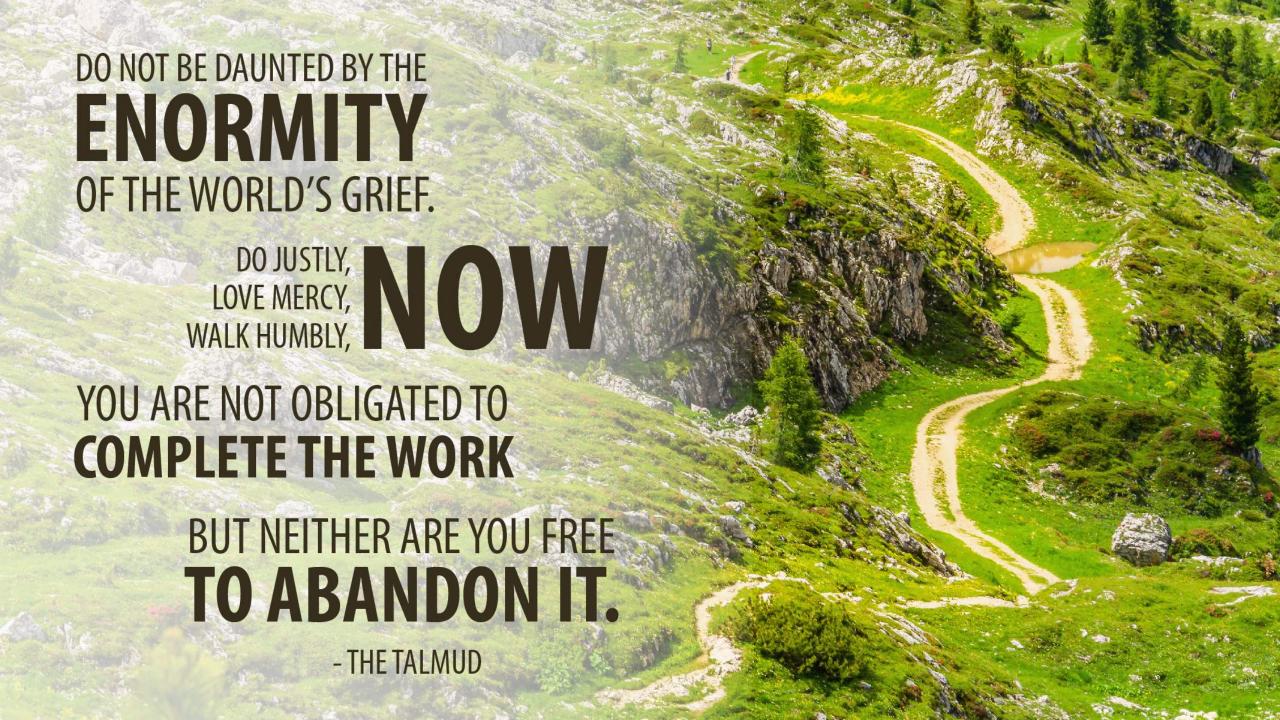
## Recruiting, Hiring & Onboarding

- 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 <u>unintentionally, negatively impacted</u> by this policy, practice, or service? Decision?
- 6. What else is possible? More racially inclusive? Racially just? Dismantles systemic racism?





## I commit to, I resolve to....

## Assignments for April 28th, #13

1. Review materials, use tools and practices we've covered...

2. Bring any & all questions and dilemmas...