



White Accountability Group #12 Spring 2021

Convened by:

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Today's slides:

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

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

Convening White Accountability Groups
Thursday², May 13th & June 3rd 4-5pm ET

Same Zoom link:
<https://us02web.zoom.us/j/84571806790>

BREATHE

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

Dilemmas, questions to explore today”

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....

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Assignments for May 5th, #14

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