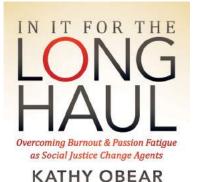


RISE ABOVE TOXIC, DIFFICULT SITUATIONS IN THE WORKPLACE



I'M NOT RACIST!

TOOLS FOR WELL-MEANING WHITES





White Accountability Group #12 Spring 2021

CENTER FOR

transformation

and change

Convened by: Dr. Rachael Forester Dr. Kathy Obear

Today's slides:



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

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

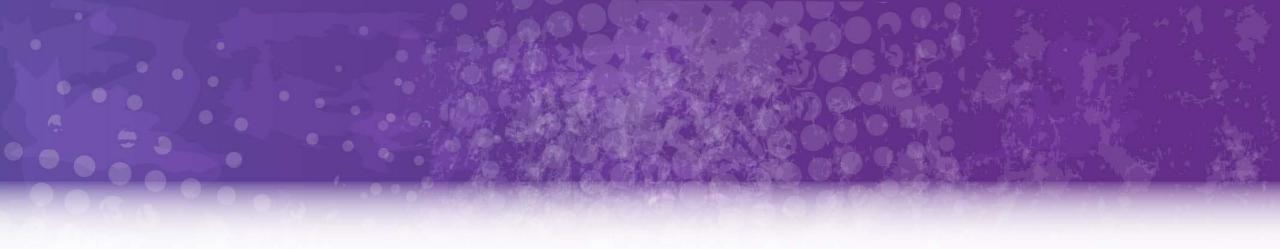
DO JUSTLY, LOVE MERCY, WALK HUMBLY,

YOU ARE NOT OBLIGATED TO COMPLETE THE WORK

BUT NEITHER ARE YOU FREE TO ABANDON IT.

- THE TALMUD





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...