

## White Accountability Group #14 Spring 2021

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

**Today's slides:**

**<https://www.dropbox.com/scl/fi/9mnbyido9ypyfd8ssxy11/WAG-2.0-14-Spring-2021.pptx?dl=0&rlkey=5ci301lyng76a13hsnfpj7fjt>**



***Convening White Accountability Groups***  
**Thursday, May 13<sup>th</sup> & June 3<sup>rd</sup> 4-5pm ET**

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

We are excited to announce ***our next***  
***White Accountability Group*** is starting  
***Wednesday, May 12th from 4-5:30pm ET*** ~ we will  
explore the **history** of race, whiteness, white  
supremacy, and racism.

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

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



***BREATHE***



**Given the current, enduring context, how are **you** doing? **Feeling?****

- **As a \_\_\_\_, **I enter.....****
- **Comments & situations where I feel triggered, lose my center**



***BREATHE***



## Common Unproductive Reactions



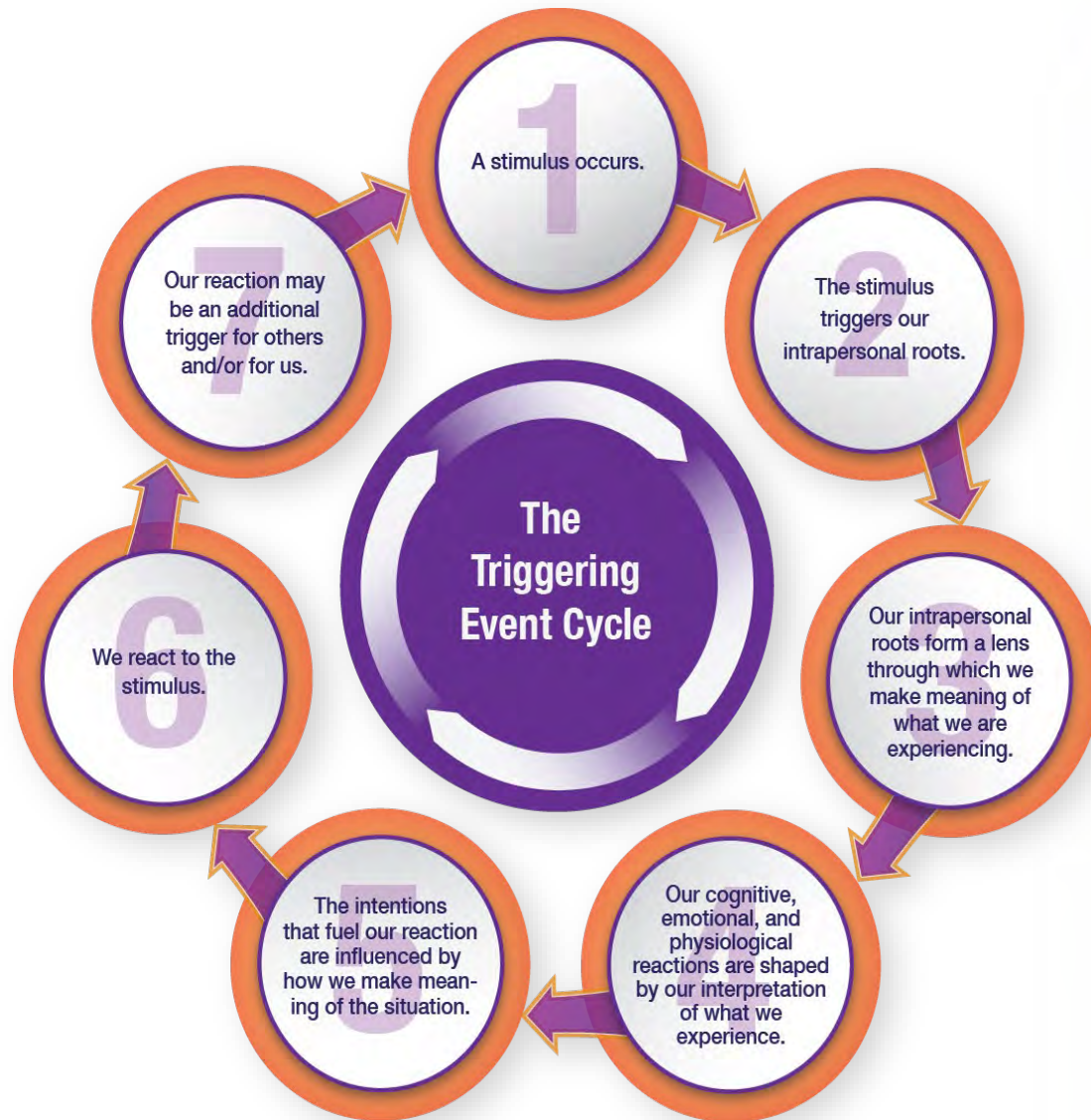






***What are your warning signs?***





# Triggering Event Cycle



# Common Hot Buttons for Conveners of White Accountability Groups

1. **That wasn't my intent!**
2. **They're too sensitive, over-reacting**
3. **Defensiveness, fragility**
4. **Interrupting**
5. **Debating, arguing**
6. **Intellectualizing**
7. **Judging, distancing**
8. **White savior**
9. **I am the "best white," social justice elitism**
10. **Taking up lots of airtime**
11. **Look at our progress!**
12. **PLEs: Perfectly Logical Explanations; Yea, but...**
13. **That happens to me/us, too! It has nothing to do with race!**
14. **I'm NOT Racist! Am a good white**
15. **Dismissing racist patterns**
16. **Minimizing the lived experiences of People of Color**
17. **Why didn't you?!?!?**
18. **Blaming the "victim"**
19. **Stuck in guilt & shame**
20. **Rush to solutions**
21. **All talk, no action**



# **In your breakout:**

**1. Share 5+ of your top hot buttons!!**

**1. Relate in**

**1. How do you re-center yourself in these moments?**

**1. What are 2-3 ways to engage more effectively?**

# **Dilemmas & Questions**

# **Tuckman Group Development Stages**

- 1. Forming**
- 2. Storming/Norming**
- 3. Norming/Storming**
- 4. Performing**
- 5. Adjourning**



**How far I've come,**  
**How far I INTEND to go**

**\*As a \_\_\_\_\_ (claim relevant group identities),**

**1. I have deepened these skills/capacities ...**

**1. I intend to continue to develop these  
skills/capacities ...**

**“I am no longer accepting the things I cannot  
change.**

**I am changing the things I cannot accept.”**

**Angela Davis**



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# Closing out our White Accountability Group

1. What **I have appreciated** about this experience ...
1. What **I commit to doing** moving forward ...



# INCLUSION



# W. Timothy Gallwey

## (The Inner Game of Tennis)

**"When we plant a rose seed in the earth, we notice that it is small, but we do not criticize it as 'rootless and stemless.' We treat it as a seed, giving it the water and nourishment required of a seed. When it first shoots up out of the earth, we don't condemn it as immature and underdeveloped; nor do we criticize the buds for not being open when they appear. We stand in wonder at the process taking place and give the plant the care it needs at each stage of its development. The rose is a rose from the time it is a seed to the time it dies. Within it, at all times, it contains its whole potential. It seems to be constantly in the process of change; yet at each state, at each moment, it is perfectly all right as it is."**