

RISE ABOVE TOXIC, DIFFICULT SITUATIONS IN THE WORKPLACE



I'M NOT RACIST!

TOOLS FOR WELL-MEANING WHITES







transformation and change

White Accountability Group #14 Spring 2021

Convened by: Dr. Rachael Forester Dr. Kathy Obear

<u>Today's slides:</u> https://www.dropbox.com/scl/fi/9mnbyido9y pyfd8ssxy11/WAG-2.0-14-Spring-2021.pptx?dl=0&rlkey=5ci3011yng76a13hsnfpj 7fjt

Convening White Accountability Groups Thursday, May 13th & June 3rd 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 your 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



buttons deskilled just snapped caught off guard deskil oked shut down pushed me over the edge contru on knocked off balance reached my boiling point that set me off intense feeling automatic re d in my tracks distracting with of emotion fight, flight or freeze portionate overwhelmed I just snapped mexpected blew or Two it second friggenetic disorienting pushed my buttows down caught off guard pushed me over the edge intense feeli disorienting intense feelin on knocked off balance reached my boiling point that set me off out of control d in my tracks distracting 'wish of emotion portionate overwhelmed disorienting fight, flight or freeze automatic re lit second pushed my buttons deskilled mexpected blew a fu I just snapped rush of emotion hot button caught off guard deskil copyright Kathy Obear, Ed.D • www.drkathy@bear.com

What are your warning signs?

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Triggering Event Cycle

Common Hot Buttons for Conveners of White Accountability Groups

- 1. That wasn't my intent!
- 2. They're too sensitive, overreacting
- 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 ...



<u>W. Timothy Gallwey</u> (<u>The Inner Game of Tennis</u>)

"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."