# “Costs” of Racism for White People

Directions: Check-off any of the following you have experienced and/or believe are costs of racism for white people.

1. Live narrow, isolated segregated lives
2. Constrained by white supremacy culture: perfectionism, culture of fear, quantity over quality, sense of urgency, good vs. bad, etc.
3. Carry deep guilt and shame
4. Carry racist biases, fear, judgments
5. Walking on eggshells
6. Fear of being called racist; doing something racist
7. Live inauthentic lives; performing
8. False sense of superiority, entitlement, never good enough, a fraud
9. Low capacity for resilience, emotional agility
10. Live out of alignment with core values
11. Live with truth of choosing white privilege at the expense and exploitation of People of Color and Indigenous Peoples
12. Mediocre white managers, leaders, role models
13. Under-performing, toxic, oppressive teams and organizations
14. Lack of skills to succeed, to be useful in the 21st Century
15. Conflict, tension, stress
16. Taught white supremist history
17. Inauthentic relationships
18. Limited choices: partners, friends, housing, work, places of worship and leisure…
19. Deep pain as awaken to the irreparable harm and violence; how we benefit and collude; ways we perpetuate racism, etc.
20. We trust those we should probably fear
21. Loss of empathy, access to our full emotions
22. Lose our own humanity; traded it for white privilege, status, prosperity…
23. Live with the reality, pain of our collusion
24. Choose to numb out
25. Replicate harm in our own families (Dr. Candice Nicole Hargons)
26. Loss of self: Who am I without white privilege, white supremacy culture?
27. Despair, hopelessness, powerlessness, feelings of incompetence ~ choose to wallow and stay stuck

**Sources**:

* Paul Kivel’s book, ***Uprooting Racism***
* Dr. Candice Nicole Hargons, ***Healing Racial Trauma*** February 2021 Radio Show with Dr. Kathy Obear: YouTube: [**https://youtu.be/j9kr50l9xec**](https://youtu.be/j9kr50l9xec)
* Chapter 4 in Dr. Kathy Obear’s, ***But I’m NOT Racist: Tools for Well-Meaning Whites***; free pdf download and Book Club Guide: [**https://drkathyobear.com/imnotracist/**](https://drkathyobear.com/imnotracist/)