**Principles for Designing White Accountability Groups:  
 Meet People Where They Are and Accelerate Development**

**Developed by Kathy Obear, Ed.D., *Center for Transformation and Change***

[**www.drkathyobear.com**](http://www.drkathyobear.com)

**Based on the work of Drs. Jack Gant and Delyte Frost, EYCA, Path to Competence©**

To watch Kathy’s webinar about the ***Path to Competence***: [**https://youtu.be/\_6Q61OP58y8**](https://youtu.be/_6Q61OP58y8)

**Path to Competence©  
Drs. Jack Gant and Delyte Frost  
Elsie Y. Cross Associates**

****

**Directions** ~ **As you review the worksheet, reflect & note:**

* + What **helped you move** along your Path when you were in different places on the **Path to Competence**™️?
  + What learning activities supported your development? What else may have been useful?

**Box of Denial**: **unaware/ineffective**

Intent of learning activities if people are in the Box of Denial

* + Increase awareness of dynamics of difference
  + Increase awareness of how much they don't know
    - Increase their personal willingness to learn, keep learning, and expand their knowledge and self-awareness
* Need to move beyond the Individual Level to recognize and own the GROUP Level
  + Acknowledge existence of bias & prejudice
  + How these fuel microaggressions
  + Understand common privileged/marginalized dynamics

Possible learning content activities:

* Leader’s framing & expectations
* Organization’s mission
* Leadership Case
* Your opening
* What is a source of your passion?
* What all people deserve, no one deserves
* Co-create Engaging Guidelines
* Terms and language
* Relevant statistics
  + Organization climate, retention, changing demographics
  + Microaggressions, hate crimes in region
  + National level disparities
* Socialization stories
* Recognizing bias activities
* Unproductive meeting behaviors
* Intent & Impact
* Examples of microaggressions
* Video clips of microaggressions
* Memoirs of people in marginalized groups
* Racism/white supremacy history timeline
* Gallery of systemic manifestations of racism
* Panning media, environments inside and outside the organization
  + Bring in many more voices
* Panels of role models who are further along their Path to Competence™

**Box of Fear: increasing aware/ineffective**

Intent of learning activities if people are in the Box of Fear:

* + Increasing awareness of what they still don’t know
  + And how ineffective they are
  + Own their fears and emotions
  + Identify what they need to learn
  + Expand toolkit
  + Practice, practice, practice

Possible learning content activities:

* Co-create Engaging Guidelines
* Unproductive reactions in discussions about race and racism
* Recognize and respond to unproductive meeting behaviors and microaggressions
* Authentic dialogue about times they did microaggressions
* Depth of negative impact on People of Color and Indigenous Peoples
  + Cumulative Impact
  + Emotional tax and labor
* Impact & Intent
* Unproductive reactions during difficult conversations
* Costs & “benefits” of staying silent, colluding
* Video clips of effective ways to interrupt microaggressions
* Costs & benefits of speaking up effectively
* More productive reactions, tools to engage
* Case studies: What could you do? PRACTICE!!!
* Navigating difficult, triggering situations
* Recognize and shift unproductive, biased thoughts and feelings
* Identify and own unproductive, racist behaviors
* Skill building, practice to interrupt self, others
* How to recover after missteps
* Analyzing programs, policies, practices, and services with an Inclusion Lens
* Healing Internalized Dominance
* Cycle of Liberation
* Book Clubs, Video Groups to deepen learning and skill development

**Box of Judgment: maybe aware or unaware, still ineffective**

Intent of learning activities if people are in the Box of Judgment

* Feel and express emotions productively
* Remember when… To build empathy and compassion
* Identify and shift unproductive, judgmental thoughts
* Redirect energy and passion to deepen learning and skill development
* Healing work

Possible learning content activities:

* Identify their breadth of identities in privileged and marginalized groups
* Socialization stories ~ relate in
  + Biases growing up
  + Examples of prejudice, microaggressions
* Times you used to have more bias and prejudice ~ relate in
  + What helped you shift?
* Recent racist thoughts
* Times you reacted out of racist of biases ~ relate in
* Times you have stayed silent, colluded ~ relate in
* Biases fueling your unproductive comments and behaviors ~ relate in
* How did you shift your biased thoughts before you reacted?
* Navigating triggering situations
* Unproductive white ally behaviors
* More productive white ally behaviors

**Box of Engagement: greater awareness/increasingly effective**

Intent of learning activities if people are in Box of Engagement:

* More practice until skills become a habit
* Provide reminder tools
* PRACTICE & Feedback
* Increased capacity to meet people where they are & teach and share tools with others

Possible learning content activities:

* Teach the Path to Competence™️
* Identify examples of when you were in Denial, Fear & Judgment: What helped you move & grow?
* Toolkits, checklists of skills and capacities
* Depth work on privilege: examples, costs and “benefits”
* Recognize and interrupt privileged dynamics in others, self
* Videos of effective engagement
* Practice skills using organizational situations in role plays, fishbowl activities, demonstrations: explore any fears, anxiousness
* Identify Discretionary Power & Discretionary Risk
* Practice analyzing policies, programs & services with an Inclusion Lens
* Discretionary Points Mapping: Identify and shift unproductive Discretionary Points
* Train how to lead discussions to use an Inclusion/Race Lens as revise and develop practices, policies and services
* Reverse mentoring with organizational leaders
* Supervising across difference; leading racially inclusive teams
* Facilitation skills
* Practice navigating difficult, triggering situations
* Identify common triggers, intrapersonal roots
* Shift triggering thoughts
* Strategies to co-create Team Guidelines for Engagement
* Study change agents throughout history
* Empowerment work: Take collective, organized action
* Peer coaching groups
* Give and receive get feedback within and across differences
* Assigned as EDIB Advocates on Inclusion Change Teams, Search Committees
* Practice interrupting biased comments in real time in Search Committees, Leadership meetings, Inclusion Change Teams
* Ongoing training & development for Inclusion Partners & Facilitators, EDI Advocates

**Box of Competence: unaware; show up very effective**

Intent of learning activities if people are in Box of Competence:

* Remember when…
* Develop as leaders, facilitators, change makers
* Ongoing development

Possible learning content activities:

* What helped you learn and grow? How can you do this for others?
* Change Management strategies
* Multicultural Organizational Development Model (MCOD)
* Move into leadership roles on Inclusion Change Teams, Search Committees, Inclusion Partners, Inclusion Facilitators
* Training of trainers & facilitators
* Implementing Inclusion Partner Program, Mentoring Program
* Train how to lead Accountability/Affinity Spaces
  + Dismantling Internalized Dominance
  + Healing from Internalized Oppression, Imposter Syndrome
* Continuous professional development

**Developed by Kathy Obear, Ed.D., *Center for Transformation and Change***

[**www.drkathyobear.com**](http://www.drkathyobear.com)

**Based on the work of Drs. Jack Gant and Delyte Frost, EYCA, Path to Competence©**