# Prompts for White Accountability Groups Based on the Intersecting Identities of Race and Sex

**For white people who were socialized as white girls: Guiding questions and homework prompts**

***Deepening our Capacity to Co-Create an Anti-Racist Organization from the Intersection of Whiteness and Sexism***

This series of virtual/in-person gatherings is open to white women and folks socialized into white womanhood who desire to be more effective agents of anti-racism.

In these interactive, engaging conversations we will explore our own lived experiences and socialization as well as the roots and barriers that get in our way of effective allyship. Together we will identify and practice more effective ways to partner with colleagues of color and other white people to dismantle racist dynamics and practices.

Folks are encouraged to enroll if you are ready to deepen your capacity as an antiracist ally/change agent, take full responsibility for your own participation and healing, and commit to taking action that disrupts the status quo of whiteness and racism from the intersection of whiteness and sexism.

Participants are encouraged to commit to full participation (or as close to full participation as life these days allows for!) both during and outside of the Zoom sessions.

a.   How was I raised and what messages/modeling did I get about being a white girl, given my other intersecting identities? How was I socialized to… (if at all):

1.   Behave?

2.   Speak up?

3.   Interact with, respond to rules (written and unwritten)?

4.   Engage with conflict and disagreement?

5.   Source my self-worth, self-esteem? Worthiness? Value?

6.   Lead/follow?

7.   Engage others? (Expected roles & responsibilities with others)

8.   Use my voice?

9.   Make decisions?

10.  Make mistakes & take risks?

11.  Understand my relationship with and the role of white boys & men? With white women and white girls?

12.  Use power and positionality?

13.  Recognize and disrupt racist dynamics and systems?

14. Work? Both inside and outside of the home?

15. To have or show emotions?

b.   Were there any confusing or conflicting messages or expectations you received about your roles and responsibilities as a white girl? (explicit and implicit from multiple sources)

c. How might whiteness and racism be connected to these early gendered messages, if at all?

d. How were you/might you still be impacted by these socialization messages and experiences?

e. How might these socialized messages impact our responding to racist dynamics in the moment?

f. Why, if at all, do you stay silent during racist dynamics? Why, if at all, do you speak up to shift racist microaggressive dynamics?

g. What are some patterns of unproductive behaviors from white women and other white people in the workplace, especially during discussions about race and racism?

h. What are examples of times you have responded pretty effectively during racist dynamics?

i. In what types of racist dynamics and microaggressions do you want more ideas for ways to respond effectively?

j. When have you effectively shown up when given feedback about the racist impact of your behaviors? When haven’t you and possibly were resisting, defensive, dismissive, crying…

**For white people who were socialized as white boys: Guiding questions and homework prompts**

***Deepening our Capacity to Co-Create an Anti-Racist College from the Intersection of Whiteness and White Male Privilege***

This series of virtual/in-person gatherings is open to white men and folks who grew up with white male socialization and white male privilege who desire to be more effective agents of anti-racism.

In these interactive, engaging conversations we will explore our own lived experiences and socialization as well as the roots and barriers that get in the way of effective allyship. Together we will identify and practice more effective ways to partner with colleagues of color and other white people to dismantle racist dynamics and practices.

Folks are encouraged to participate if you are ready to deepen your capacity as an antiracist ally/change agent, take full responsibility for your own participation and healing, and commit to taking action that disrupts the status quo of whiteness and racism from the intersection of whiteness and white male privilege. Participants are encouraged to commit to full participation (or as close to full participation as life these days allows for) both during and outside of the Zoom sessions.

a.   How was I raised and what messages/modeling did I get about being a white boy, given my other intersecting identities? How was I socialized to… (if at all):

1. Behave?

2.  Speak up?

3. Interact with, respond to rules (written and unwritten)?

4.   Engage with conflict and disagreement?

5.   Source my self-worth, self-esteem? Worthiness? Value?

6.   Lead/follow?

7.   Engage others? (Expected roles & responsibilities with others)

8.   Use my voice?

9.   Make decisions?

10.  Make mistakes & take risks?

11.  Understand my relationship with and the role of white boys & men? With white women and white girls?

12.  Use power and positionality?

13.  Recognize and disrupt racist dynamics and systems?

14. Work? Both inside and outside of the home?

15. To have or show emotions?

b.   Were there any confusing or conflicting messages or expectations you received about your roles and responsibilities as a white boy? (explicit and implicit from multiple sources)

c. How might whiteness and racism be connected to these early gendered messages, if at all?

d. How were you/might you still be impacted by these socialization messages and experiences?

e. How might these socialized messages impact your responding to racist dynamics in the moment?

f. Why, if at all, do you stay silent during racist dynamics? Why, if at all, do you speak up to shift racist microaggressive dynamics?

g. What are some patterns of unproductive behaviors from white men and other white people in the workplace, especially during discussions about race and racism?

h. What are examples of times you have responded pretty effectively during racist dynamics?

i. In what types of racist dynamics and microaggressions do you want more ideas for ways to respond effectively?

j. When have you effectively shown up when given feedback about the racist impact of your behaviors? When haven’t you and possibly were resisting, defensive, dismissive, crying…

k. What does it mean to be a “real man” today? In the organization?

l. What behaviors from white men are outside the expected, enforced cultural norms?

m. What are the costs to white men for adhering to these dominant cultural norms? How are white men hurt, while also receiving male and white privilege?

n. What are examples of white male privilege in the past & today? In the organization?

o. How have you/could you use white male privilege to dismantle racism and sexism in your organization?

I am grateful to the insights and contributions of Dr. Victoria Farris as we developed and co-facilitated a series of Zoom sessions in 2022 for people socialized as white girls. These materials reflect our collective work.