* + EJI Calendar: <https://shop.eji.org/products/a-history-of-racial-injustice-calendar-2023>
  + <https://drkathyobear.com/leading/>
  + "Do the Work!: An Antiracist Activity Book"
  + by W. Kamau Bell, Kate Schatz
  + Sharing Vu Le’s article, who is an excellent resource even if you’re not in philanthropy: <https://nonprofitaf.com/2022/10/advice-for-white-allies-going-through-existential-crises-while-doing-dei-work/>
  + I love that “don’t freeze frame”
  + Race Dialogues: A Facilitator's Guide to Tackling the Elephant in the Classroom Illustrated Edition by Donna Rich Kaplowitz (Author), Shayla Reese Griffin (Author), Sheri Seyka (Author)
  + love "how am I like them"
  + The practicing of not distancing myself from other white people has been SOOOO powerful! I am NOT an exceptional white person! (Whew!)
  + help others STOP doing similar racist behaviors, practices I did, colluded with
  + address health disparities
  + Shared liberation
  + Because I see better results the more diverse my team is.
  + My personal motivation/passion is to not have my children grow up in the world that we live in today. We can do better if we are just willing to step up and in
  + So i can keep learning and unlearning.
  + My personal passion for doing this work is because everyone belongs and we must correct the injustice done to anyone and any group.
  + Wanting to make the world a better place for us all.
  + I want to be in better connection and coalition with BIPOC folks, mixed folks, and white folks working race.
  + CORE VALUE: Meet others where they are and be open to learning something new myself.
  + Liberation for all. Less pain. Less fear. More connection. More access. More opportunities.
  + I had the privilege of working with a multi-cultural team and I learned so much including learning more about my own racism - and i want to do all i can to eliminate systemic racism.
  + I was raised with a core value of “As long as anyone is not free, none of us are free” — centered every year at our Passover Seder
  + I'm doing it for my biracial daughter.
  + Building authentic community amongst white ppl, since most white spaces “working” on dismantling white supremacy focuses on “doing” and “checkbox” work, but fails to feel connected with each other, not making true belonging a priority.
  + My core values are acknowledged that I am ALWAYS going to be on a change journey... and actively working on myself helps others see how they can be working on themselves, so we can make a more inclusive workplace for everyone.
  + White supremacy culture robs me and those that I love of our humanity. I want to be more whole. Interdependence, mutuality, equity, honoring others’ agency are some of my values.
  + One source of passion and commitment is my parents who instilled in me my core values of justice and love.
  + Create true racial justice to minimize racism and WS folks of color experience everywhere.
  + I have seen and later realized that I have perpetuated harm in the past and I don’t want to do that anymore.
  + I want police to stop killing, maiming and raping people in my neighborhood with impunity.
  + It's why I'm here in this lifetime. I am here to facilitate (make easier) conversations that feel hard. I am here to assist humans in recognizing and clearing/healing their resistances and fears.
  + Because I love my community and "my people.".. and we are also so good at hurting each other, even when we are trying to help.
  + reclaiming my own and our shared humanity
  + My source of personal motivation is to create a community that is more welcoming and inclusive for my children as they begin to navigate on their own.
  + reduce harm create an anti-racist society.
  + want to be better at recognizing my privileges and blind spots and helping others to do the same (hopefully)
  + Having witnessed racial inequality - and having the first-hand experience of witnessing my own privilege as a cis white woman in an organizational context, I feel driven to use my privilege to overcome systemic racism
  + I want all faculty to think before judging. Everyone is a person with their own history and that history, those preferences should be honored whether they match yours or not
  + To help students (any myself) be better versions of themselves/ourselves
  + One of my motivations is continued self-improvement to work towards being the human I need to be to create change.
  + I have both experienced marginalization and I have marginalized others. Both experiences suck.
  + To create a better world around me. I'm so sick of hearing all the hate in the world.
  + To be more loving, walk more justly.
  + White supremacy is killing all of us 2. we are all intricately interconnected. What harms you - harms me. What heals you - heals me.
  + Being a voice to offer another perspective and possibly plant a seed. Valuing we all have worth and people misunderstand equity work.
  + My personal motivation is for supporting my Black colleagues and taking responsibility for helping to create an inclusive culture.
  + Humans are the most interesting part of life and are my motivation. Collaboration and respect are core values.
  + Values: connection, seeing myself in others
  + Leveraging the privilege I have and trying to make work more human and humane.
  + Everyone in this world is special, unique, and important. All deserve a voice to be heard, seen, and welcomed in this world. community, and in my workplace.
  + Core Value - Everyone has worth.
  + Core Value: EVERYONE belongs and has value.
  + Growing up in the 60's led me to care deeply about racial justice. Working in colleges it became clear what a great opportunity we have to help create a more just world.
  + When we center equity and inclusion for all identities, people show up in those spaces in fuller and more holistic ways which enriches those spaces.
  + Source of motivation is hard to put into words!
  + Be better, do better, connect and belong (flourish with everyone I encounter)
  + Making the world a better place for my daughter and future daughter in law. Supporting my colleagues and challenging my institution to live up to our values.
  + Minimizing my participation in and collusion with whiteness and maximizing my agency to counter whiteness in structures and systems. Noticing how the opposite happens through embodiment, my own and others. Repair and hearing love and healing
  + A source of my personal commitment for creating greater equity is to connect and drive connections. And not stop.
  + I've been engaged in social justice work since college, so have been passionate about the inherent dignity and worth of people for some time, but also now am part of a Black-white Haitian-American family and I have two biracial children, so I have an urgent personal lens as a mom who wants the world to be different for my kids. Some of my core values are integrity, emergence, humility, belonging, and authentic connection.
  + Learn the truth and help others to improve themselves to create a better world.
  + Source of commitment" Familia as I come from a mixed family and/ first gen family. My Values to create a bridge connection to healing around racism.
  + I do the work I do so my future generations are less pained than I or my previous generations. A core value I bring is that respect should be given to all no matter where they are in learning since we've all been raised in the same white supremacist country.
  + Share the goodness that is associated with equity, inclusion, and belonging.
  + Help create the world I want.
  + Healing; eliminating health disparities.
  + Undo in myself in community with others, working to make more equitable compassionate accountable spaces for everyone. Repairing the harm I made and make.
  + always want to try a be a source of comfort and connection with my friends and colleagues and students of color and not harming them with my unrecognized white privilege.
  + One of my core values is the cycle of change and change in this frame is long, long overdue.
  + Future generations of kids depending on us.
  + You cannot have wellbeing without belonging.
  + Family, kindness and freedom for all, truth and healing, freedom for every being to share their brilliance.
  + Having worked with incarcerated people I feel that I have been handed the baton to take my privilege as a person who has never been in prison to help undo unjust systems.
  + My passion is for everyone to live lives free of racial oppression … thinking about coming from a people who experienced genocide less than a generation before I was born.
  + Working to become a good ancestor and keep building the work forward. Repair harm that I have done and humanize self and others fully.
  + Motivation—lessening and ultimately stopping the racial harm done to my siblings of color, restore humanity and community, Values-love of people, justice, fairness.
  + Personal commitment/motivation: I want to hold myself and fellow white colleagues accountable to my college's anti-racist commitment. I'm aiming to hold space for healing and skill-building to disrupt racism on campus. values: connection and love
  + Values - authenticity and connection for real change not "Midwest nice" change
  + I work hard to be a co-conspirator with my friends and loved ones of color.
  + A source of my personal motivation is to dismantle capitalism - a system built on the backs of enslaved labor - and believe that we need to shift power in order to do this. Following uncolonized and decolonized leaders
  + Our future together means that everyone will have access to resources and opportunities they need to thrive.
  + desire to learn more & to share what I'm receiving with my religious sisters. we made a commitment to continue learning, experiencing our white fears which make us remain biased & how to address this in ourselves.
  + Thanks for the reminder about censorship, book banning and the banning of ideas.
  + Jamie W frequently makes the point that we have power working out of our privilege. White people must take responsibility for reducing the harms we've created.
  + I'm part of a group that purposely pairs a white facilitator and a person of the global majority facilitator because we see that there is more openness among the learners.
  + Shared labor, including emotional labor (“many hands make light work?), all in service of more love and less violence.
  + Build stronger moral character for myself and teach others how to lead with positive intent for all.
  + Impact—more actually meaningful change will occur because there will be fewer and fewer white people who backlash any gains.
  + Core values include building multi-racial coalition, simultaneously working with the white people who are in the struggle to understand our own racism & be more effective in the coalition.
  + We will have true justice for all… everyone held accountable for cocreating equity.
  + Impact: closer to my own humanity and loving myself more; deeper more authentic relationships with other humans
  + The impact is FOIA requests & heightened scrutiny of my work.
  + Personal - Having a strong sense of social justice/wanting to see equity in the world and be a part of creating/building that in my personal and professional life and in society. Coming from NYC, wanting to dismantle Rikers and the whole current carceral system. Core values - authenticity, social justice, confronting and healing trauma.
  + Strengthen my own resolve and tenacity for the long haul.
  + Reduce harm & trauma.
  + Powerful authentic relationships
  + Collective liberation - healing, health, happiness
  + We will be living in a world that is truly based on love and truth.
  + So far, helped to grow a small community of white colleagues who are committed to racial justice in our university. Now ready to enlarge the circle.
  + Opening one's mouth for doing the right thing and stop being quiet.
  + changes will be made that benefit the people who need them.
  + Larger goal: racial equity work is no longer necessary, because Humanity lives by and for LOVE for one another.
  + Health, wholeness, flourishing, love…
  + People show up more fully in their full identities with less fear and guardedness.
  + I want everyone to be able to show up at work and thrive. I want to help organizations let go of their need for toxic hierarchy and colonized leadership. See the leadership present in everyone and empower them. Radical Re-envisioning. My core motivating values are Courage and Learning. I have been too challenging for some leaders.
  + True accountability, love and care for each other where everyone truly feels like they belong.
  + A workplace where we feel, express and respect authentically in our bodies, not just attempting to use our mouths.
  + work would be a better place to "be" for everyone there.
  + Key word is effectively because we white people in multiracial coalitions can enact A LOT of harm because of our unexamined racial superiority.
  + In its fullest potential, I don’t believe I can really know because it’s so different from what I have experienced. I feel sure I and the world will be fundamentally different. I am open to what emerges through the work of our labor and delivery.
  + We will change the face of leadership; we will create an equitable experience and we will get closer to closing the wealth gap for those from historically excluded identities
  + So far, it's only present in the queer and activist spaces I inhabit.
  + A space where people truly see each other and racist policies are dismantled.
  + Values: we can evolve our current situations toward justice
  + I think of the MLK quote about white people not putting in the similar work to undo their racial conditioning and learn about the history. We white people so easily and often, check out of racial equity work (if we ever even enter it)
  + Achieving our college's anti-racist mission, is everyone's responsibility, especially white people like you and me.
  + Because there will always be excuses about delaying this work—and part of that is fear and whiteness of wanting the timing and work to be perfect.
  + move past allyship to accomplice.
  + Human beings are undergoing a consciousness raising, so there is higher level of intrapersonal readiness for this work.
  + Walk our Talk.
  + The time is always right to do right. (King)
  + Our organization cannot reach its full potential, nor can it fulfill its mission or vision without doing this work. By dismantling the structures of power that make both this country and this economy run, we are dismantling the structures which make many of our most valuable voices invisible and teach us how to take care of our communities and our country as a whole.
  + Because it's on white people to break white supremacy...and we (collectively) have not been doing our part. There is also very active organizing from white people who want to continue white supremacy and we urgently need to combat this.
  + White people built the system and benefit from the system while it continues to harm people.
  + Also, we can't call ourselves an anti-racist organization unless we are actively doing the work. Words are not enough, actions matter.
  + Saving our planet depends upon it.
  + Being clinically and organizationally responsive is always needed. Bringing this work to all levels of the organization - bottom up and top down - is how we can meaningfully do this work and we have publicly committed ourselves to being an anti-racist organization.
  + For this - I tell a story about something I learned from some folks of color our organization serves. It was far more powerful and less abstract.
  + because in a black majority democratic country the old ways of being white are restricted, destructive and self-destructive.
  + Is the use of the term "folks of color" a reflection of whiteness?
  + The use of People of Color seems more inclusive.
  + In our CAG we have been reading and discussing The Business of Race- how to create and sustain an anti-racist workplace and why it's actually good for business Authors: Margaret Greenberg and Gina Greenlee
  + Incorporate somatic practice from start. And when possible, incorporate connection to blood and community ancestry.
  + I like to speak about emotional intelligence and how we relate to each other through our emotions.
  + space for some low stakes interactions to start growing some basic safety
  + We must acknowledge that the current educational system in the United States was created from inequities within society that have crafted a history exempt of Black, Indigenous, and other People of Color and other groups that share in marginalized statuses or roles.  Whiteness in education has disempowered marginalized groups by denying their existence within educational and academic narratives and by assigning them invisibility as educated people.
  + Giving people time to write down first helps introverts
  + Here’s an interesting exploration of “folx vs. people” <https://english.stackexchange.com/questions/523419/why-is-folks-commonly-used-as-a-gender-neutral-term-for-people-when-people>
  + How do work with groups that are virtual to create safety in dyad/group exercises?
  + We have found that pre-work helps so folks come ready with their thoughts.
  + How do you avoid white collusion with each other through the group formation?
  + we use 'padlet' for anonymous sharing.
  + Movement breaks are always helpful for this ADHD guy. I can probably hang on for 90 minutes, but any longer than that...
  + Breakouts
  + Jamboard for problem solving.
  + Sometimes letting group members choose what breakout room to go into.
  + Activities
  + For accessibility reasons, would it possible to get the slides (or self-reflections prompts) ahead of time?
  + Breakouts in small groups/ dyads, some embodied activity
  + Hope and concern to open up more honest sharing.
  + Body breaks, rituals/centering, buddy work, smaller groups and breakouts
  + Journaling, accountability to goals. Accountability partner.
  + Autobio reflective writing/sharing
  + Moments for reflection and somatic work
  + Using yourself as a safe example- modeling self-assessment and that we are all learning and growing together.
  + Appreciate and encourage one another. Atmosphere of positivity to take down the heat on the fear people feel talking about race.
  + Lots of small groups
  + Changing the ways we engage with the material and one another:
* Movement
* Art
* Writing
* Small group
* Large group
* Chat
* Jamboards
* Padlet
* Shared google docs
* Include music, poetry, somatic practices
* Time between sessions
* Small groups with camera on.
  + Dialogue about the dialogue has been really helpful. Instead of bringing the pair/small group dialogue into the large group, giving some time to reflect about the dialogue re: resistance, engagement/participation, how whatever framework we were dialoguing about showed up (e.g., white supremacy culture characteristics, etc.)
  + So much retrenching right now.
  + Big time backsliding of the great white awakening.
  + I don't know if it's backsliding or just uncovering buried things the more time we do this work. The less conversations we have, the more people can hide.
  + Introduced initial exposure by having black professor share her story of experienced racism & commitment to not allow white privilege hold us back from changes needed in our community
  + Equine assisted learning (e.g., PATH Intl., Horse-powered reading & math, etc., Wellness with Horses)
  + Opportunity for facilitating white breakout rooms: The People’s Gathering <https://www.plu.edu/continuing-education/diversity-equity-and-inclusion/the-peoples-gathering/>
  + Its uncomfortable in noticing that I have so much to learn.
  + | PLU November 9, 8:30-4:30 Pacific Time. Contact me [Kenneth.sauby@dshs.wa.gov](mailto:Kenneth.sauby@dshs.wa.gov) to volunteer.
  + A one-day professional development experience curated as a supportive space for anyone seeking to “skill up” their Anti-Racist Leadership acumen and practice. Participants engage in facilitated unapologetic dialogue and problem solving around the race, racism and racial disparities.
  + Examples of sustained organizational change that have occurred as a result of white accountability sessions?
  + I feel overwhelmed by the competencies a little bit and while I also feel like I'm doing most of that work, I hope I learn and develop ways to get my colleagues to do that work. Especially ones who are hesitant. And learn how to do that work more comfortably myself. Repeat those competencies without needing to look at a list.
  + I really love your share here. It’s an uncomfortable reminder for me too. 🌻💚
  + Experiencing deja vu moments and feeling a bit tired realizing how much I still need to learn…
  + I know that as a white woman I am the problem, so I need to connect always to learn and understand so as to act consciously.
  + Racial Identity Development Models…. Jackson, Hardiman, Helms….
  + our agency likes the competency stuff - how to navigate that if there are not systems for accountability especially for those with positional privilege because of social and work systems? if that doesn't exist are we ready to name competencies? what if we are not ready to hold grace around achievement, perfectionism, shame, or other harmful systems next to the competencies?
  + Astrid this also makes me think of all there unpaid labor and retraumatization that BIPOC fox experience in DEI work
  + or Foundational Black Americans per my colleague
  + <https://www.newyorker.com/news/annals-of-communications/the-gospel-of-candace-owens>
  + I agree. It’s important to name that all of us regardless of skin color are at various places in our racial consciousness.
  + Turning Point USA
  + Talking about systems of oppression and internalized oppression is a conversation that has to be had.
  + I DO think the national backlash is VERY important to address...
  + Re Candice Owens et al…A Black woman friend of mine says “white supremacy needs all of us all the time.”
  + Conservatives seek answers I the past. Progressives seek change in the future. Mindset
  + And we as people of color have often internalized those negative or oppressive thoughts/attitudes about ourselves as a result of living in a society that lifts up Whiteness.
  + I deeply see this question. I'm actually not being permitted to lead a WAG group, but we're calling it a 'Next Level Allyship' group so BIPOC who want to join can also, acknowledging it's going to be a group working on privilege and anti-racism... But there was a concern a WAG would create more division.
  + I think its also important to pull apart the resistance coming from folks who are upholding white supremacy and the reactions to DEI training that come from the experiences that some Black, Brown, Indigenous, and People of Color have had in sessions that have done a lot of racist harm.
  + Conversation between Candace Owens & Dr Cornel West. Interesting! <https://www.youtube.com/watch?v=byUy67YnCTo>
  + This reminds me a bit about some of the discourse of racialized trauma. Seeing the Ibram X Kendi polemic against Joy Degruy Leary has been fascinating. Kendi says “the only thing wrong with Black People is the idea that there is something wrong with Black People”. And, Joy Degruy Leary says “We must honor the trauma experienced by Black People in this country”. Kendi does not want to essentialize this trauma in the totality of Black People’s identities. They are both right in a way. Black People are so much more than “The Maafa”, and yet ignoring this part of their history is negligent. I see many of these conversations as polarities to be managed.
  + Unhealed facilitators cause more harm than good in these conversations no matter the race.
  + I appreciate the complexity you are sharing. I have felt it in spaces I have been in. And hard to address as a white person. It’s why I always have a co-facilitator of color in mixed race spaces.
  + I'm struggling with that framing a little. I agree that facilitators need to be doing healing work, and I'm feeling some resistance to the idea that we have to be "healed" (as though there is an endpoint) to facilitate and do work together and also heal together
  + And I have absolutely done harm from my own unhealed spaces/triggers in the past
  + Definitely strategies for working through resistance
  + Community WAGs - anything different?
  + I yearn for a regular gathering of my peers, trainers/facilitators in DEI field
  + Definitely holding a lot of both/and around healing here
  + Thoughts about groups mandated (or at least “strongly suggested”) by employers….
  + I want to feel more confident and like I do belong leading in this space. Feeling a bit of imposter syndrome after being asked to co-lead a white affinity group. We'll have 9 monthly sessions, 1 so far. I am afraid of the conflict I know will happen. Want to be able to be less nervous....
  + <https://healwithholla.com/>
  + Should WAGs be mandated or voluntary in orgs?
  + Check out HOLLAs work on healing from racism.
  + Strategies and activities around practicing vulnerability
  + To white people experiencing trauma
  + Racism robs white people of their humanity.
  + Difficult existential grappling =/= trauma
  + But I hear you.
  + Resmaa Menakem’s My Grandmother’s Hands is a great resource on understanding intergenerational white trauma.
  + Often facilitators are a part of the group (eg facilitating peers b/c the business says they want to do this work), how to effectively navigate that
  + I think white people act out of their trauma all of the time when ‘race’ comes up
  + HOLLA documentary about healing from racism: <https://www.youtube.com/watch?v=o1ITejZrw6Y>
  + <https://www.eugeneellis.co.uk/>
  + People of Color/formerly-incarcerated led-org
  + One week I'd love to be grouped with people from a similar location (Minneapolis, seems to be reppin today!).
  + Here’s what I mentioned to my group: adapted by Beth Strano’s words - <https://drive.google.com/file/d/1w-AI7yzJC7ooFwFNwzwUgLgoSJLMBCla/view?usp=sharing>
  + [participant] shared new name for "white affinity groups" which can connect one more thing for white people to "White Anti-Racism Caucuses" Loved it.
  + Thank you for the framing about "whiteness forgetting itself.”
  + Calling In vs. Calling Out is a good article can’t recall the author.
  + [www.drkathyobear.com/leading -](http://www.drkathyobear.com/leading%20-) all these worksheets I mention early.
  + Lots of work in that community agreement building.
  + Oops - ouch is basic but may also be helpful.
  + We have BIPOC Affinity group and White Affinity- we are not ready for joint affinity group trying to create safe spaces for all. We have other aspects of our REDI work that brings us together.
  + state what you believe, stand for.
  + Framing of competencies moves this decisively beyond ideological debate/ culture wars.
  + I would recommend looking into disability justice organizations.
  + Not disability rights necessarily
  + Most disability justice organizations are QTBIPOC run.
  + Most disability rights orgs are white run (often abled)
  + In the US there is usually a governor's task force for DEI. That could be something to tap into as well. Disability advocacy and justice is top of mind.
  + We've been able to utilize re-analyzed (outside of the institutional analysis that absolutely minimized the "negative" feedback) climate data to provide some of that to leadership to give space. We've also facilitated antiracist leadership development spaces for white leaders across campus.
  + Which is one way to create a group outside of a single unit
  + Antiracist leadership development spaces and training for white leaders across campus would be amazing!
  + I love that comment in our company it is going to the opposite site of the balance where If leaders are of color, then the hiring process goes by color. Hope I am making sense.
  + Also want to name FOIA as a barrier to electronic communication and file sharing and other things in writing.