* [www.drkathyobear.com/resources](http://www.drkathyobear.com/resources)
* <https://drkathyobear.com/leading/>
* <https://calendar.eji.org/racial-injustice/oct>
* <https://blog.nativehope.org/dakota-38-2-honoring-those-who-lost-their-lives-striving-to-survive>
* speaking of throughlines - good podcast on NPR, throughline about Abraham Lincoln. <https://www.npr.org/transcripts/1198908107>
* <https://morris.umn.edu/about-morris/american-indian-boarding-schools-morris>
* Gasoline baths in 1910s on Mexican border to 'decontaminate' immigrants
* <https://www.history.com/topics/hispanic-history/hispanic-latinx-milestones>
* In Oklahoma — The Goodland Academy marked 175 years on October 14… this began as a boarding school…
* [Www.Gimletmedia.com/shows/uncivil](http://Www.Gimletmedia.com/shows/uncivil) is a great podcast unpacking whitewashed American history
* Tacoma Method—expulsion of Chinese residents 1886
* I grew-up in Dorchester County, Maryland and the 1933 lynching in Princess Anne stuck me similarly
* Much of this can be very triggering of trauma. I think this requires very deliberate and careful attention in pivoting to next agenda items, moving a conversation forward
* [www.Landgrabu.org](http://www.Landgrabu.org) talks about the history of stolen Indigenous lands and the funding of land grant institutions.
* By state law, all Oklahoma deeds must have an abstract attached that tells the whole history of the property since the Louisiana Purchase… which means that the layers of dispossession are witnessed there, documented, and available to folks… so in accountability groups there, we have used it to have a contemporary conversation about the various claims on a particular place.
* Learning history is the easy part--doing something to stop the current horrors is the hard part. In Chicago we all need to know the story of Chairman Fred Hampton-- a 1971 documentary: <https://www.youtube.com/watch?v=w-RxvgIMfX4> This is more recent, on the effective collaboration between the Black Panthers and both white and Latino groups: <https://www.youtube.com/watch?v=w-RxvgIMfX4>
* My Name is Lisa C… Pete Seegar
* I use this with myself and my clients (I do past life readings and clearings of Soul Contracts): "I hereby clear, delete, relinquish, release all feelings, all beliefs, all memories, all anguish (fill in the blank), and all accompanying physical manifestations (health, pain, etc.), and all connected Soul contracts/vows and obligations from all life times, known and unknown, conscious and unconscious, through all time, all space and all dimension. I do so with compassion, with unconditional Love and with appreciation for all the ways in which they served me. I am cleared. And so it is. And so it is. And so it is."
* The ripples of impact within and beyond ourselves
* Correct link for 2nd resource: <https://www.youtube.com/watch?v=Y6Th5-Mbrq4>
* My Name Is Lisa Kalvelage - <https://www.youtube.com/watch?v=xmnRFyR-zRc>
* For virtual session, find out about hierarchical relationships in advance, and avoid putting them in breakout together.
* I’ve had good luck meeting with folks with the most hierarchical power ahead of the first meeting and at the halfway point, to let them know what our expectations are of them in the space (i.e. modeling vulnerability, curiosity, etc); and to answer questions that they may have/give them an opportunity to share concerns. At the halfway point we check in and both give / get feedback about how it’s been going
* Come with an open mind, open heart, and ready to learn.
* I'm drawn to the collaborative real-time approach to developing the guidelines. this allows time to clarify meanings and connection
* be very aware of not doing problematic behaviors…. defensiveness, dominating….
* Expect difficult feelings to arise and commit to being honest in the moment about them AND to staying in the work, even when it gets hard.
* Engage in conversations with direct reports/supervisors about what fears/hopes are and how they navigate white accountability knowing that it takes pushing back against power the best way, but assume good intent and ask to clarify.
* How about online groups? I recently had a big challenge with anti-trans sentiments and defensiveness and vilifying me for bringing it up (as name-calling). It was very challenging for me
* reminders of that constitutes retaliation and ask people to not engage in that
* My experience has been discouraging--leadership has tended to participate for performative "cred" --to check a box, not to learn.
* I'm hearing these concerns and problematic behaviors and wondering how to frame those and balance those with the right to pass?
* Anything that a supervisee shares and is coming from a place of vulnerability needs to be valued and viewed as a form of them exceeding expectations, given the additional risk they are taking.
* talk as a group about power dynamics rooted in rank...how it reinforces hierarchical white systemic structures
* over time i have moved away from naming group 'guidelines' to naming the 'values' we want to bring into our shared space. we often do this is a talking circle and have folks share a story about how they learned this value. Over time when reflecting on group behaviors, honoring our collective values feels less punitive than abiding by/breaking guidelines.
* After many years of offering guidelines, I now name 3 or 4 obstacles to meaningful engagements, including ones about power differences across social group identity and level, and put them in small groups to figure out their agreements. I don’t give any anymore. It’s been powerful.
* I love the "I need you to" language
* I recently was facilitating a retreat and some very subtle dynamics across race started to surface. I asked the group if they noticed a shift or harm, and what was happening for them. That could be another approach.
* Hand off to a co-facilitator. Take some space to recenter
* to my partner (try not to do these alone).
* I take a pause and just breathe. Feel my feet. Let them see me pause and self-regulate. Sometimes afterward share what I was doing and why and use it in the learning
* I anchor back to the most present I can be by focusing in my body
* Ask for a pause, then move, pound my chest (thank you Resmaa Menakem), write and decide next step
* Kathy, I appreciate how you skillfully continue the language through the discomfort. Your words help process the internal disruption and chaos.
* Higher consciousness (birds eye view) allows us to move out of emotional ego-based reaction, and move to being response-able
* For group agreements, I'm currently co-facilitating a white affinity group that's using the Singleton and Linton courageous conversations agreements, 4 simple ones, plus we added confidentiality (what's learned here leaves here, what's said here stays here)
* stop & take a deep breath. ask group to slow down & ask for co-anchor to speak to issue or ask if others in group have any reactions.
* Anyone familiar with 3Practice Circles? I could see a use within a discussion about hot buttons. Like pausing and doing a quick 3Practice Circle in the moment. Of course, assuming we’ve all been intro’d to the practice and can pivot to it in the moment.
* Knowing and sharing your own patterns… and having a plan for when you are surprised… I agree to a signal
* Sometimes that big emotion is the impetus to play my power as a white person and really dive into the issue because it is safer for me to do than some of my friends. So, use it wisely.
* A signal to let my partner know I’m flooding
* I do "oops/ouch"
* Hot Buttons, Worksheet: <https://view.officeapps.live.com/op/view.aspx?src=http%3A%2F%2Fdrkathyobear.com%2Fwp-content%2Fuploads%2F2023%2F08%2FExamples-of-Hot-Buttons-Triggering-Comments-During-Discussions-About-Race-and-Racism.docx%3Fvgo_ee%3Dtl3hcd%252BIWRHtWj4rK0uHg7LA%252FJKKR3Sy%252BpcoMwPnOl2Zx5oaMw%253D%253D%253AP50fdU0JoV6cn3Rhj0K4nlS%252FhkmDyE6U&wdOrigin=BROWSELINK>
* I also remember the Identity Development Models to remind me that each individual expresses themselves based upon their current level of awareness and consciousness, allowing me to more easily drop judgment and reactions
* I often use IDI with folks — so we have that framework to offer some language when we are stuck
* PAIRS: <https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fdrkathyobear.com%2Fwp-content%2Fuploads%2F2023%2F08%2FPAIRS-.docx&wdOrigin=BROWSELINK>
* I think sharing stories of times we've messed up, or said or done racist things, can be helpful to demonstrate to people we are not perfect and not going to judge them
* to open compassion/empathy, I will sometimes invite people to describe the ways that micro aggressions related to their social identities have hurt them. Then, I draw a connective thread between their experiences & the impacts and someone else's social identity & impacts
* what considerable privilege this person brings to the space to behave that way, too.