* [www.sjti.org](http://www.sjti.org), <https://drkathyobear.com/leading> for all resources
* What does PAN stand for again?
* Pay Attention Now
* Love that - paying attention to judgment and woke-Olympics or value signaling around my own need to be "good."
* One of many websites referencing Ida B. Wells: <https://idabwellsmuseum.org/>
* Does anyone have resources of atrocities of racism on other racialized groups, Latino?
* <https://unidosus.org/blog/2021/12/16/the-long-history-of-forced-sterilization-of-Latinas/>
* All and I have experienced repercussions in my career but it's not stopping me.
* Across all: Fear that it will be unrepairable...
* BIPOC colleagues won't trust the work.
* Being "cancelled" (whatever that means)
* Feeling overwhelmed by emotions that surface
* That I will pronounce things wrong, get history or dates wrong, etc.
* Fear of being misunderstood or not heard.
* One way of reframing these concerns/fears for White people is that some of the items listed is how our POC colleagues feel regularly on the day to day.
* I hear a lot about fears that we will “do it wrong” and be forever seen as a racist/sexist, etc...
* That I will sound pedantic, lecture-y, judge-y.
* People will tune me out.
* What about getting overwhelmed?
* Fear of disrupting relationships outside of the group and in the work environment
* I worry about the thing that Kathy is naming - taking up too much space or talking too much.
* <https://drkathyobear.com/leading/>
* Definitely done #7. Been silent, analyzing the perfect response and not talking until I'm certain I had the exact right thing to say to do the group work 'right' to prove my change journey is 'on the right path'.
* Keep thinking about #9 - all talk, no behavior change, learning (book clubs)
* What about rescuing other white people in the room... I'm sure you didn't mean anything by what you said....
* I've done "here's how to fix it", and I've seen "we talked about a lot of bad stuff, but here's some good stuff that's happening". Like, it's ok for things to be bad and to hurt. We don't need to act like everything is better or everything has gotten better.
* A resource that was shared is Shelly Tochluk Being White Today: <https://www.shellytochluk.com/being-white-today/>
* Our Problem Our Path- Ali Michael and Eleanora Bartoli
* I have used The Circle Way to help cover norms and guidelines.
* I find that each person's (conveners & participants of any social identity) individual level of consciousness will greatly impact and shape their experience of these conversations.
* I like to use “believe others experiences.”
* Lean into discomfort is always my favorite.
* #15 is one I’m going to add to mine. I rephrase #4 as Listen as if you might be wrong.
* Share the learning, not individual's stories.
* 2 -- We call it "Live in uncomfortable spaces" Or breathe in discomfort
* For #6 I've said "take space, make space."
* Related to #11— I like to invite folks to take risks at a level directly related to how much privilege they have (the more privilege, the more responsibility to take risks)
* Differentiate safety from comfort.
* Listen to understand.
* I use #11 on the slide (#12 on the handout) Take risks - be brave.
* Recognize your hot buttons - if you don't, you shut down and stop listening.
* I really like to suggest we strive to create "Brave Space" in addition to "Safe Space."
* Don’t freeze-frame others is great- remember that folks are evolving.
* WAIT: Why am I talking? Why am I not talking?
* We dive into what "respect" means because that is a word that means something different for white folks who were socialized to be "nice."
* I like to frame 12 as what's said here stays here, what's learned here leaves here.
* I brought forward the freeze frame one after last week. I love that offering.
* Try not to judge others for not knowing what you know. There was a time you didn't know it either.
* How do you all feel about the "right to pass"?
* Wondering about treating yourself and other group members with respect
* <https://www.thecircleway.net/>
* Moving from ‘triggered” to “activated.” Less violent in its origin and connotation.
* Calls these "group agreements". We start with hers and then co-create anything to add.
* <https://vetvoicenational.files.wordpress.com/2018/10/3-from-safe-spaces-to-brave-spaces.pdf>
* Embrace ragged thoughts; No one "knows" everything, together we know a lot.
* We call that "cookie dough" sharing thoughts that aren't fully baked or perfect.
* Rita Hardiman's White Identity Dev Model: <https://scholarworks.umass.edu/cgi/viewcontent.cgi?article=5671&context=dissertations_1>
* <https://drkathyobear.com/leading>
* We have heard from the folks who are in positional leadership that they feel like they need to fix/get defensive.
* I usually use the term "facilitator", but used Kathy's term "convener", for consistency.
* We have both faculty and staff. The positionality in the group is complex.
* We have ongoing, pre-assigned dyads for people to do the discussions throughout and we make sure there aren't supervisor/supervisee dyads.
* We're not to the point yet where we get 15-20. We're working right now with what we have, would love to see those numbers increase (the people are there) and stay/attend consistently.
* Faculty have positional power over staff, and they do not appreciate this too much.
* Hard to engage the humanity of leaders or invite them as learners and not experts.
* But that title is waiting to be picked back up when walking out the door…
* My school is a medieval court!! There is no work outside of internal politics. We are also in the Midwest and the discomfort with directly speaking about these things honestly is rare.
* I worry about staff level.
* being reticent to be authentic in their work with supervisors present…
* Re: Guidelines and creating Brave/Safe Space... I really like Jay Smooth's TEDx Talk (https://youtu.be/MbdxeFcQtaU?si=qB\_VcsV5LABLlrLq). He talks about how being a "Good Person" is not a state of being, but a practice.
* The Butterfly Hug! <https://www.youtube.com/watch?reload=9&v=iGGJrqscvtU>
* Historically I name that I've been activated, and invite the group to breathe or take a break.
* Naming the feeling out loud
* Definitely I move my body.
* Learning from my peers to just name the pause for everybody, lean into the moment, maybe allow it to open up for discussion / teachability.
* I try to relate in. How am I like that them?
* Trying to use this - <https://www.urmc.rochester.edu/behavioral-health-partners/bhp-blog/april-2018/5-4-3-2-1-coping-technique-for-anxiety.aspx>
* Acknowledge and Relax
* Breathe … notice my connections with the people in the group …
* I ask myself, "Why might this be happening FOR me?", as opposed to, "Why is this happening TO me?"
* I share my trigger and create a break space.
* I'm not super comfortable naming the feeling that "I'm totally judging you right now."
* I like to name it out loud and try to gain clarity (breathing)
* Amazing how helpful my water bottle is--take a drink of water alongside a deep breath(s)
* I WANT to go into fight.
* Fight. Dominance. Control
* Freeze
* ME! Fight is my go-to.
* I tend to flounder.
* Fight
* Cry
* I also “Fawn” with people who have more power than me.
* Flounder
* Sometimes want to fight … almost always no it is an unhelpful response.
* Freeze and Appease -- but Flounder is new to me and sounds familiar.
* In the Midwest we have "Wisconsin nice". This is a huge cultural barrier.
* I’m like self-pity.
* I recognize and sometimes share that I’ve been triggered. I take a moment or two to collect myself and evaluate my feelings. If anger is present, I make sure to think things through before I speak so as not to judge or fight.
* I often feel that adrenaline - freeze or flounder.
* Co-sign 100% as a Minnesotan
* I have had some moments where I flip out when triggered. I try to fight and overcome this but have work to do.
* I have come back to major challenges later.
* I think there are "levels" of Fight... just leaning in can be perceived as "fight."
* Because I believe in reincarnation, I always wonder if the reactions I am experiencing might be present from experiences/memories from my other lifetimes.
* Use the charge, explore in the body, Resmaa Menakem is amazing with this in My Grandmother’s Hands
* No, I insist.
* I have read Resmaa Menakem refer to an extreme fight reaction which is an annihilate reaction!
* “I want to name what I’m noticing in this moment. I think it’s important for us to pause and attend to this."
* Owning the triggered reaction can be a powerful way of showing presence and modeling honesty
* Yes, 2 hours x 15+
* When do we de-escalate the emotions and when do we let them erupt so that folks can discharge?
* Intercultural Conflict Styles (ICS) recognizes that emotional restraint is highly valued in White Culture... I imagine that makes (intense) emotional reactions to hot buttons feel threatening in White Accountability Groups
* David Lawrence Grant's chapter "People Like Us" in "A good time for the Truth: Race in
* “Flooding” is also a helpful term I’ve heard for overwhelm.
* Is that time thing part of deficit mindset? Thinking about emergent strategy and what we pay attention to (make time for?) grows.
* Kathy, can biracial folks like me (part white) really facilitate white accountability groups? Depends on how I'm perceived, right? I often pass as white to other whites, but BIPOCs almost always see me as non-white...
* Thanks! Some further pointers to WHERE on the site to find some of these different resources (Chats, ppts) would help. Cause it’s good and I really wanna find it :-)
* Working with BIPOC in our groups, I have concerns about sending them into their own group because it's setting up those divisions already, again. But I understand the reasoning. I just need to sit with it and figure out how to explain it.
* PG county redlining and covenants map: <https://uofmd.maps.arcgis.com/apps/MapJournal/index.html?appid=8108032fa37d49d09bdc54158d32fc4d>
* <https://drkathyobear.com/fall-series-replays/?vgo_ee=N3vT%2FTr2W0p1z1MmJL6YFI37caHk1rV%2FBe8loe%2BRg2FIPy0fYVI%3D%3Aqm2vGXRITpkVr1k72C66hUFSFlY%2F5g1k>
* What were you taught "race" was? How were racial disparities explained? Justified?
* That link I just dropped has the direct link to the page with the replays.
* Race is a “social construct”, made up to justify racist and white supremacist actions.
* Different racial groups have inherent traits and character strengths or flaws.
* We need to be “color-blind” and not focus on race.
* We are “post-racial.”
* People of Color have equal opportunity to work hard, and just need to pull themselves up by their bootstraps to succeed.
* Everybody has a hard life; life isn’t fair.
* Others?
* Recognizing the vulnerability that people of color bring and have describing their own racial history and pain to white people.
* "Wrong" "others" were as a way of distancing myself from that or showing how more advanced I am.
* "All Americans are in the same social, economic, political and racial storm, but some citizens are in yachts and others in canoes." M.C.Brown II, PH.D. Executive Director and Research Scientist, Payne Center for Social Justice
* We had a good talk about rural folks looking down on the cities and how dangerous they are because those kinds of people are there and how two of us had similar experiences growing up in rural settings with those implications.
* The question that emerged for me from our breakout was - if there was this mix of narratives and there still is - what might we do? What narrative would we like to replace these racist narratives with? How might we tell a new story?
* This was the first time that I recognized my own exoticization of Black people as a child. Not sure what this means...