# LWAG Chat Session #5 (11/17/23)

* + As a \_\_\_\_\_\_\_\_\_\_, I enter celebrating... progress I see...
  + Feeling the relief of being in community, shared experience
  + Think globally, act locally.
  + It was great to see that other organizations also make progress.
  + Nervous that my progress wasn't good enough!
  + Powerful to hear the growth and impactful work of this community.
  + My nervous system felt settled as others helped me co-regulate. It was buoying for my spirit!!
  + Holding up my little piece of the sky…
  + Thinking about the shift from “good white” to “reducing harm”
  + A hopeful sense of being part of an international white counter-conspiracy against racism!
  + Feeling more hopeful and reconnected to what is restorative rather than depleting.
  + <https://drkathyobear.com/leading/>
  + calling in, not calling out Dr. Loretta Ross
  + Let’s pause for a second- I’m noticing that X persona and X person have been interrupted. Let’s pay attention to this and make sure…. ….
  + relating in, sharing….
  + Perhaps a bit of counter-interruption even: "I don't think that X was finished what she was sharing - can we hear more."
  + "Let's hear what X has to say.”
  + "Hey, let's all take a breath, X was speaking and I know I've often been eager to share my experiences, but let's try to hear her's fully before sharing again..."
  + "I didn't quite catch the point brought up by X and perhaps others feel the same. Could we hear more about the idea”?
  + "Excuse me, \_\_\_\_\_, were you finished speaking? Did you have more to say?"
  + Being really explicit about the racialized dynamics feels like a challenging (and valuable) opportunity to be a “traitor” to the cultural expectations of white Midwestern womanhood that I’m facing...
  + I love the “who else is seeing it in themselves.”
  + indirect, redirect, direct 1-10 scale
  + I’d really like to hear what \_\_\_\_ was saying…
  + I'm trying to figure out how to put into words what I'm thinking here... something that has been impactful for me is when this happens in a room, when someone intervenes and calls in... modeling how to respond to that. Particularly when there are leaders in the room... having them say, "thank you for pointing that out! I didn't realize I was doing that." This makes the space feel safer and encourages others to call in more frequently... it removes some of the "fear" of speaking out.
  + In my experience, BIPOC colleagues have expressed gratitude for having an ally speak up.
  + Sometimes a polite interruption of the behaviour in the room and a backchannel conversation to take on the pattern directly with the white colleague?
  + The redirect to the interrupted party should happen in the moment, but the call in could happen separately or privately later if it's a first incident.
  + I was definitely floundering with my point 🙂 Thanks to everyone who was able to relate in.
  + We need preventative work that reframes the good/bad binary so “that was racist” = “hey, well intentioned person who has unwittingly stepped in it, I believe in your ability to course correct” as opposed to “hey person with a white hood on who’s purposely harming another individual, in trying to shame you”
  + dilemma
  + I wonder about also checking in afterwards with the person(s) of color who were interrupted about how that went. If they don't pull you aside. A chance to ask "How did that feel for you? Would you like it handled differently in the future?"
  + Has anyone asked attendees how they best feel supported in discussion early on. I have not considered this before but the current discussion leads me to consider this. I find I have often waited for events to happen and respond. I need to improve here.
  + regret maybe
  + Shame- something is wrong with me.
  + Guilt- I’ve done something wrong.
  + If you get feedback that your intervention didn’t land the way it was intended, what a great time to practice/model accepting that feedback and existing in the complexities 🙂
  + Yes, key. Shame can help catalyze change or shut it down. Supporting the constructive response is so important.
  + I don't presume to know someone's life story or how shame affects them, how it might shut them down (like it did for me for so long and still might in on-the-spot situations). I try really hard to not apply it as a tactic, not to weaponize it.
  + Wow! That was powerful.
  + 4Fs
  + I do some of that especially - "whoa - hold up everyone- breathe" and then talk about it
  + Tense, but listening. Remembering to breathe.
  + And it’s interesting because at the same time, I’ve seen ineffective interrupting for personal gain.
  + I like Tell me more...
  + Definitely done the You may not have realized…
  + I'm not sure I understood...
  + “I know we have shared values about equity, and so I want to name\_\_\_\_\_” (if I actually do know that!)
  + did I hear you correctly...? can you say more...?
  + 2 & 3, especially when a power dynamic is present.
  + I remember a time when I was given feedback and the feelings that came up for me were…AND
  + I have done something similar.
  + I have seen you work for equity in the past, so I know you know we are in this together, but
  + I know your intent was, but your impact was.
  + I have seen you work for equity in the past, so I know you know we are in this together, but
  + I show the emotion through body, audible sound and breathe heavy than proceed.
  + I could be wrong. I think your comment had an impact you didn't intend...
  + Overview, definition
  + Review Panning with an Inclusion Lens
  + Unproductive Meeting Behaviors worksheet
  + Review PAIRS and other tools to respond.
  + Practice interrupting and shifting unproductive meeting behaviors.
  + Review Key Concepts: Intent vs. Impact; Cumulative Impact, others.
  + Review and discuss: Common Racist Behaviors and Attitudes of Some/Many White People, Common Racist Microaggressions, Biased Behaviors that Perpetuate Racist Dynamics and Structural Racism:
  + Observed? Impact? Possible Racist Biases Fueling Behaviors?
  + Done? Impact? Possible Racist Biases Fueling Behaviors?
  + Spoke up? Didn’t? Concerns & fears? 4 F’s? Impact?
  + Review more tools.
  + Identify and discuss unproductive intentions & and more productive intentions; shift unproductive intentions.
  + Discuss ways to respond to various racist microaggressions.
  + Practice responding: role plays, demonstrations…
  + What if you do something microaggressive…
  + Assess skill development, progress towards suggested competencies.
  + My Board Committee Chair says in a meeting, "I taught my children not to see color."
  + Repercussions...
  + Hurting the greater mission
  + retaliation
  + I’d be afraid that I could lose my job.
  + That I will call it ion too messy and make it worse
  + I remember hearing that message too! And here’s what I’ve come to understand.
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  + Practice responding: role plays, demonstrations…
  + What if you do something microaggressive…
  + Assess skill development, progress towards suggested competencies.
  + We were trained to use checklists!
  + The list is from 2004. Do you think the list has grown or shrunk?
  + I resonate with using proximity of BIPOC friends to make myself feel/ 'look' better. Thanks for your gutsy share.
  + I have put my hands on shoulders (and even hair at one point?) of Black Women non-consensually as a result of the entitlement to their bodies that I internalized growing up.
  + I assume my experience with x will be the same for a person of Color-- done the same thing with expecting my Black female friend to be able to drive across the country solo, like I can.
  + owning, increasing awareness increases chance of NOT doing it again….
  + There’s two ways to do this work: imperfectly or not at all.
  + Once we get over our perfectionism, we can be freed to actually do the work!!
  + “We deserve to heal from out racist attitudes and behaviors” LOVE THIS!!!
  + What I appreciate is that this group is naming it. I have had challenges with getting folks in White Accountability to name it and acknowledge it.