

**Leading White Accountability
Groups:
Create Racially Inclusive Teams and
Anti-Racist Organizations, #4**

Kathy Obear
www.drkathyobear.com/resources
www.drkathyobear.com/leading

BREATHE, then BREATHE again!

As a _____, I enter feeling....
**(feel free to name your racialized group
identity(s) and other related group
memberships)**

Examples of history of race, racism, white supremacy, whiteness, white privilege....
<https://calendar.eji.org/racial-injustice/oct>

This week, November

<https://calendar.eji.org/racial-injustice/Nov>

11/1/1879: Federal Government Separates Native Children from Families in Efforts at Forced Assimilation: The first such school to open was Carlisle Indian School, opened in Carlisle, Pennsylvania on November 1, 1879.

11/3/1874 in Eufaula, Alabama local white residents used terror and intimidation to suppress Black votes, ultimately waging a violent, deadly massacre.

11/4/1890. Benjamin Ryan Tillman, an outspoken white supremacist, was elected governor of South Carolina. He was involved in the 1876 Hamburg Massacre, where white men rioted and killed nine Black people. He later served as a US Senator for 24 years.

11/2/1920 White mobs in Ocoee, Florida Lynches Dozens of Black People and Burns Down Black Homes Because They Attempted to Vote.

Engaging Guidelines

1. Open and honest communication; **anticipate impact** on others before you speak
2. **Participate fully (beyond comfort zone); Expect discomfort if learning**
3. Speak from personal experience
4. **Listen respectfully; Listen to learn**
5. Seek to understand; Expect disagreement & listen harder
6. **Share airtime: Move in, move out**
7. Be fully present
8. **Be open to new perspectives**
9. Explore & take responsibility for impact; acknowledge intent
10. **Expect people to learn and grow; don't freeze-frame others**
11. Take risks; Lean into discomfort; Be brave; Engage
12. **Respect, maintain confidentiality**
13. Notice/describe what you see happening in the group, in you
14. **Recognize your hot buttons; Share if you feel triggered**
15. Trust that dialogue will take us to deeper levels of understanding
16. **Engage & embrace this opportunity; We won't be finished**







STIMULUS



RESPONSE

STIMULUS

Between stimulus and response there is a space.

**In that space is our power
to choose our response.**

In our response lies our growth and our freedom.

RESPONSE

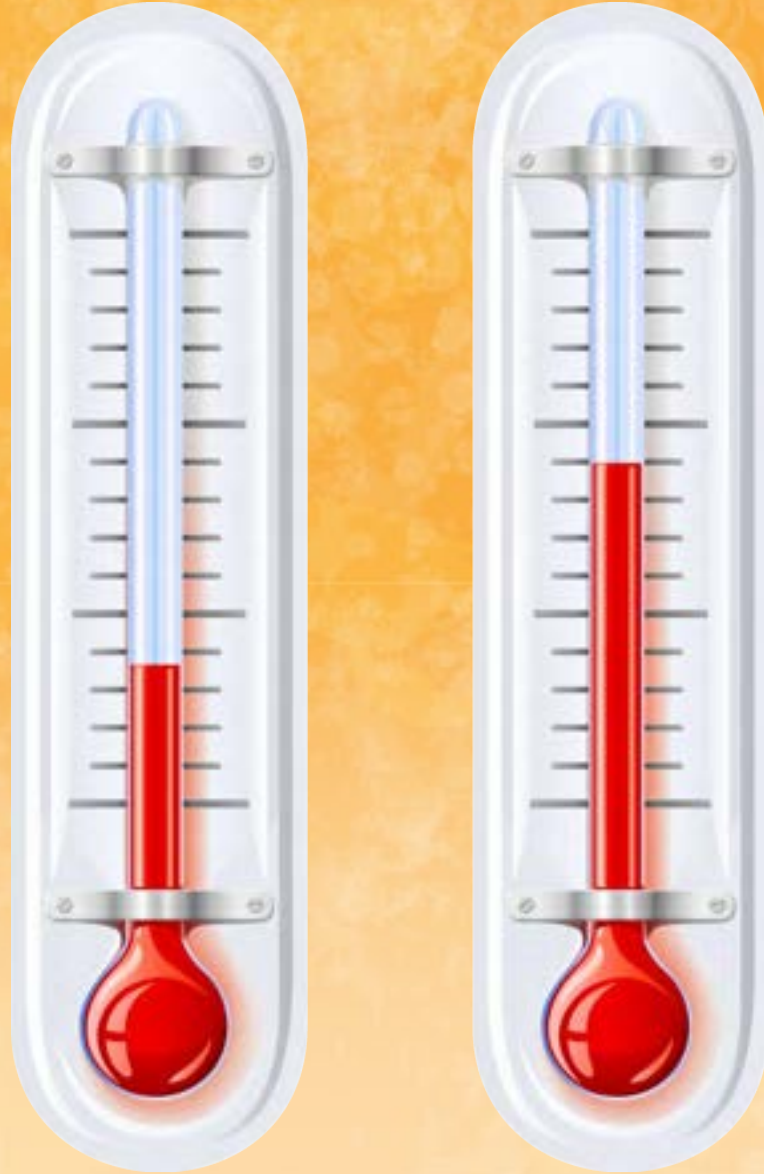
Viktor Frankl

**What can we do when... How to
navigate our restimulated reactions**



Triggering Event Cycle





BREATHE

Begin Within: Systems Check

What fueled your less effective reactions?

- 1. How am I feeling? How intense are my emotions?
(-10 to +10)**
- 2. What are my physiological reactions?**
- 3. What story did I make up about this situation?**
- 4. What intentions fueled my reaction?**
- 5. What intrapersonal roots are fueling my less effective reactions?**



**It's not what
you look at
that matters,
it's what you see.**

Henry David Thoreau



adorable

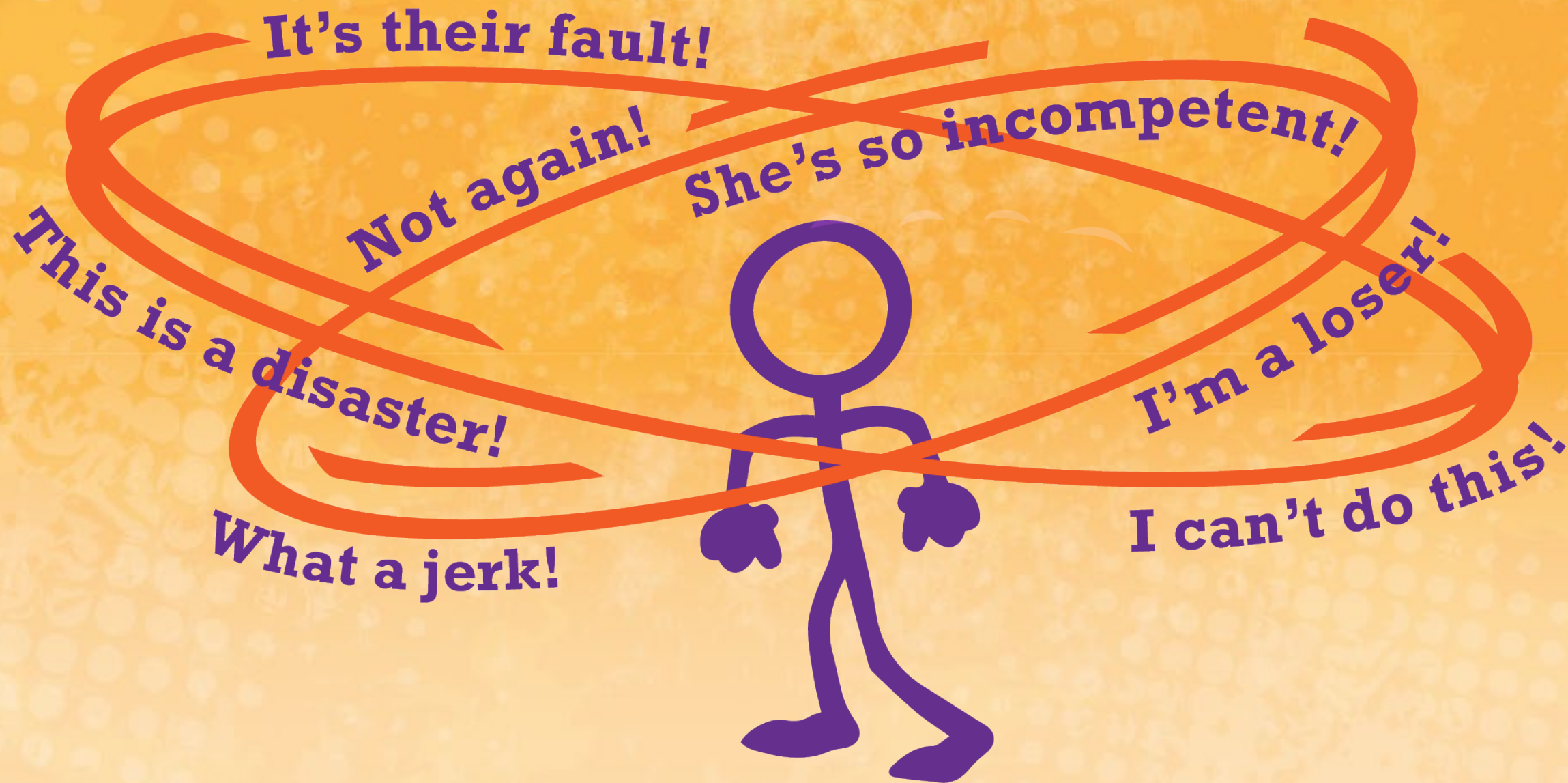


allergies



loud barking

**DON'T BELIEVE
EVERYTHING YOU
THINK**



It's their fault!

Not again!

She's so incompetent!

I'm a loser!

I can't do this!

What a jerk!

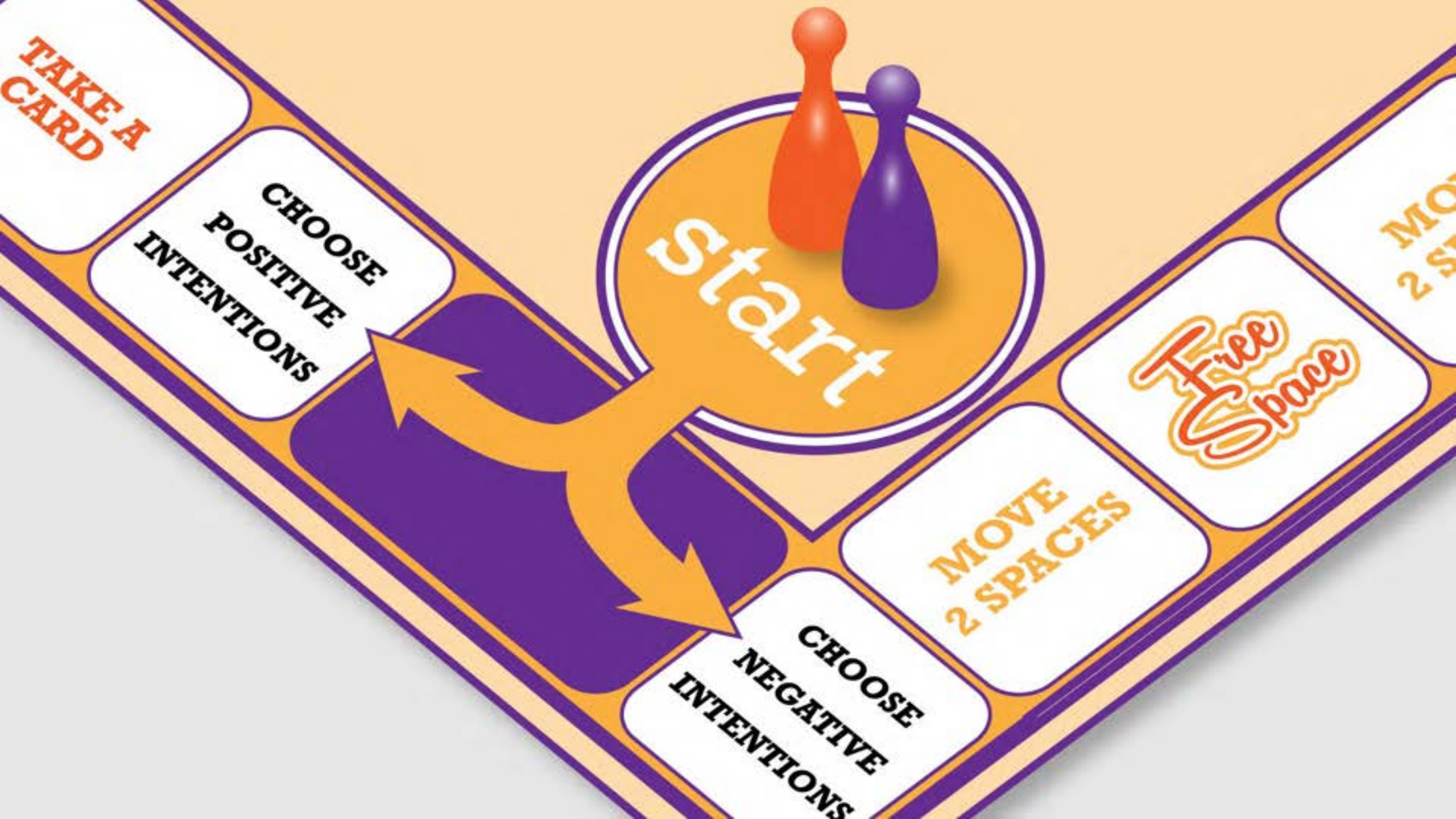
This is a disaster!

A close-up photograph of a computer keyboard. The central focus is a bright red key with the words "Change Your Story" printed in white, sans-serif font. The key is slightly raised and has rounded edges. Surrounding it are several black keys with white symbols: an equals sign, a left bracket, a right bracket, a backslash/underscore, a forward slash/quote, a right arrow, and a Shift key with an upward arrow. The lighting is soft, creating subtle shadows and highlights on the keys' surfaces.

Change
Your Story

Shift





Shift Your Intentions

Less Productive

- **Win**
- **Get even; get them back**
- **Make people learn**
- **Embarrass them**
- **Keep conversation under control**
- **Prove you are competent, smart, in charge**
- **Make everyone feel happy and harmonious**

More Productive

- **Create respectful dialogue, greater inclusion**
- **Interrupt unproductive, inappropriate behaviors**
- **Understand the impact**
- **Deepen learning**
- **Negotiate new ways of engaging**



Tools for facilitating hot button moments...

Dialogue Tools to Broaden the Conversation if You Need Time to Re-Center:

- **What do others think?**
- **Let's hear from those who haven't shared lately....**
- **Who has some additional ideas or perspectives?**
- **Let's take a moment to reflect on our current dynamics...**
- **I need a moment to pause... to reflect...**
- **Dyads, reflective writing, take a break...**

Recognize Microaggressions

Dr. Chester Pierce; Dr. Derald Sue

- **There is nothing “micro” about the impact of these situations**
- **Micro = At the Interpersonal level**
- **Macroaggressions**
 - **Systemic and organizational policies, practices, norms, services....**

Microaggressions: Characteristics

Dr. Derald Sue

- **Every day actions that occur all around us**
- **By people who believe they are fair-minded, without prejudice**
- **Possibly, without any conscious intent or malice**
- **Usually unaware of how their comment, tone, or behavior negatively impact others**

Microaggressions, Interpersonal Aggressions: Characteristics

- May be considered “no big deal”
- Few recognize the cumulative, enduring impact of constant barrage of interpersonal aggressions
- Some may not even recognize they experienced a microaggression until later

- **Swarmed by mosquitoes**
- **The elephant in the room...**
- **Paper cuts**
- **Constantly pecked at by geese/ducks**

Think about a time in your life when **you
felt that you mattered, belonged**

**~ when you were a part of a group or situation
where you felt included; important; valued,
connected to others; you were respected for who
you are & what you had to contribute**

***What did others do that helped you feel you
belonged? Mattered?
Were included?**

**Any difference, any time in your life:
When have you experienced
microaggressions? Impact?**

A time you felt you were **treated less than, disrespected, or excluded:**

~ by someone or a group because of their attitudes towards some group membership or difference you had...or they perceived you had....

***What happened...how did you feel?**

*** What was the **impact in the moment? Over time?****

***How did you react?**

***What, if anything, did you or someone else do to intervene and create more inclusion, understanding, and/or stop the disrespectful treatment?**

Unproductive Meeting Behaviors ~ Impact Across Differences?

- 1. Interrupts, dominates**
- 2. Makes inappropriate comments or “jokes”**
- 3. Belittles the input or comments of others**
- 4. Makes snide or sarcastic comments**
- 5. Only interacts and makes eye contact with people like them**
- 6. Gives unsolicited “advice”**
- 7. Disregards feedback from others**
- 8. Laughs at or makes fun of others**
- 9. Treats peers with disrespect**
- 10. Uses an overly aggressive or forceful style**
- 11. Challenges the validity of the information being presented**



**PRIVILEGED
GROUP**

**groups
spanning the
margins**

**MARGINALIZED
GROUP**

Unproductive Meeting Behaviors

As you review some of the unproductive meeting behaviors:



Share 4-5 behaviors from each page that seem all too familiar...

AND the PROBABLE IMPACT

A decorative header with a purple background featuring a bokeh effect of out-of-focus light circles. Below this is a horizontal gradient bar transitioning from purple to white.

INTENT vs. IMPACT

IMPACT AND INTENT

**WHAT ARE OTHER EXAMPLES OF DAILY
INDIGNITIES, MICROAGGRESSIONS
THAT OCCUR that negative impact
Indigenous Peoples and other People of
Color?**

**What are possible racist assumptions & biases
(even if unconscious) fueling these
microaggressions?**

**The messages conveyed, even if
unintentional?**

**What is the
probable
CUMULATIVE
IMPACT
of these often
daily+
microaggressions?**



Possible short & long-term impacts?

Possible long-term impacts?

Can feel isolated, angry, irritated, confused, degraded, distrustful, invisible, silenced, overlooked, invalidated, resentful, betrayed, othered, insulted, dehumanized, anxious, hyper-vigilant, agitated, depressed, discouraged, self-doubt, question self...

Headaches, sleep disturbances, high blood pressure, type 2 diabetes, weakens the immune system, harder to concentrate/focus, deep fatigue, premature aging...

**POLL ~ In microaggressive situations,
I can react in these unproductive ways:
fight, flight, freeze, founder, other F's**



Common Unproductive Reactions



**Make a difference about something
other than yourselves.**

- Toni Morrison

**What else? Questions, dilemmas,
resources, strategies....**