

**Leading White Accountability
Groups:
Create Racially Inclusive Teams and
Anti-Racist Organizations, #3**

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BREATHE, then BREATHE again!

My Intentions

- **Share some approaches, insights, activities, resources, and experiences**
- **Explore dilemmas and questions**
- **Offer space for whatever else can support folks leading White Accountability Groups**
- **Learn with you**

All resources:
www.drkathyobear.com/leading

Overview of ways to co-create and lead WAGs:

V8: Radio Show on Leading White Accountability Groups, February 2020

V9: Radio Show on Leading White Accountability Groups, March 2020

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, October

<https://calendar.eji.org/racial-injustice/oct/15>

1669: Colonial Virginia Authorizes Enslavers to Kill Enslaved People Who Resisted

1835: White Mob Attacks Abolitionist William Lloyd Garrison in Boston

1871: Violence by KKK in South Carolina Forces Pres. Grant to Declare Martial Law, KKK Act

1883: Supreme Court Strikes Down 1875 Civil Rights Act, Legitimizing Segregation and Violent Assaults Against Black People

1920: Black Community in Roxboro, NC, Required to Leave or Face Racial Violence

1933: White Mob of 2,000 People Lynches George Armwood in Princess Anne, Maryland

1982: President Ronald Reagan Expands Drug War: mass

In earlier sessions, we covered ways to co-create the learning container:

- **Welcoming, framing, intros**
- **Connecting up activities: Passion, core values, WHY NOW?**
- **Racialized socialization**
- **Panning, problematic behaviors**
- **Engaging Guidelines**
- **Envision racial equity & inclusion**
- **Hopes & concerns from self-assessment**

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**

**How can we navigate hierarchical,
supervisory relationships in the
group?**

What can you do if **you hit a hot button,**
feel triggered in our sessions?





• I just snapped unexpected
triggered
t off guard pushed me over the edge



Negative Triggered
Emotions



High

Moderate

Mild

Mild

Moderate

High

Positive Triggered
Emotions



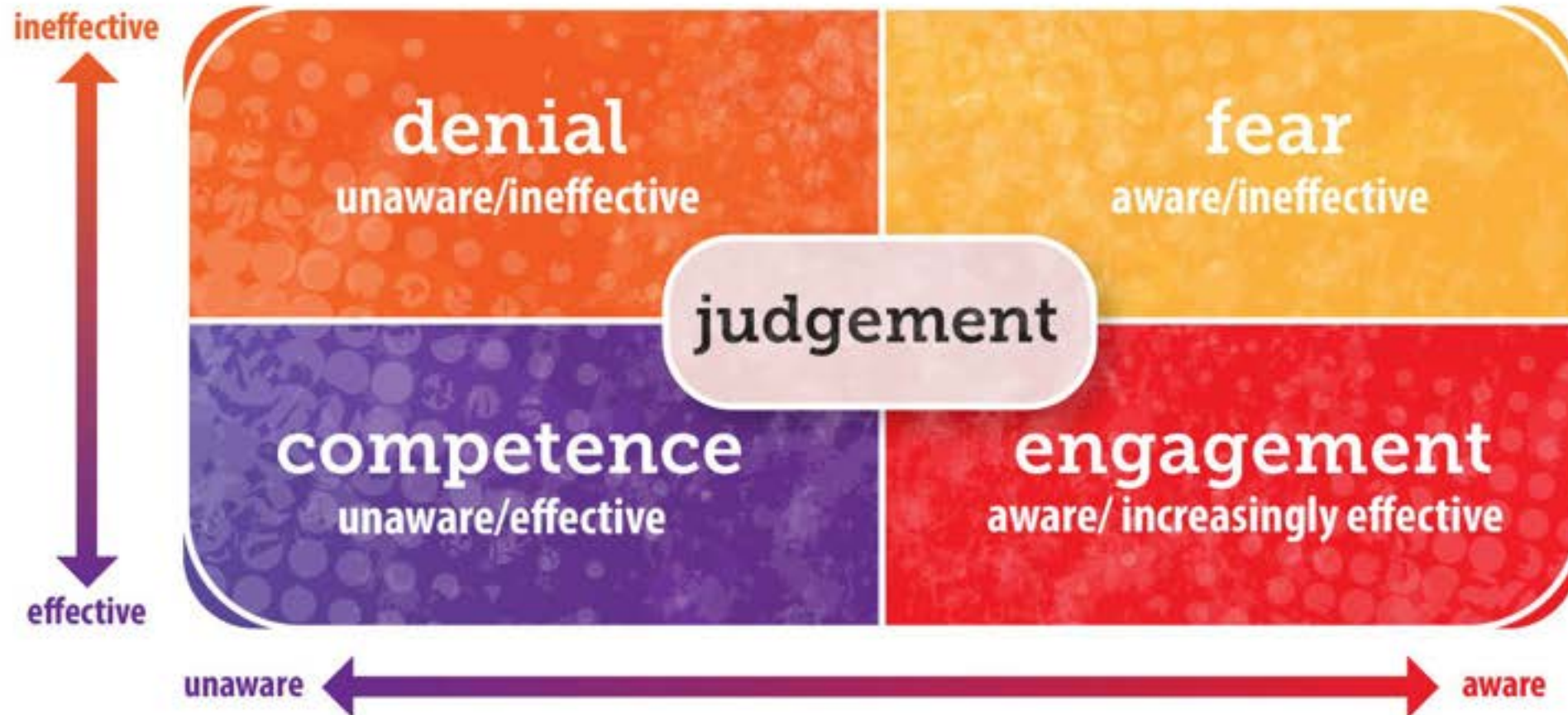
Unproductive Meeting Behaviors

Any of These Your Hot Buttons?

- 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**

Path to Competence™

Moving to Competence with Us/Them



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Adapted from *Conscious Unconscious Competence* by Abraham Maslow, with input from Jack Gant, PhD

What are some of your **medium to high hot buttons**?

- 1. White savior**
- 2. Distance ourselves from white participants**
- 3. Compete to be the “best white”**
- 4. “Find the racist” in the room**
- 5. Get defensive if confronted, PLEs (Perfectly Logical Explanations)**
- 6. Critiquing white leaders & change agents ~ social justice elitism**
- 7. Stuck in our heads**
- 8. Here is how to fix it!**
- 9. All talk, no behavior change, learning**
- 10. Drop out; Others?**

What are your warning signs?



Hot Buttons and Triggering Comments & Behaviors Related Race for Leaders and Change Agents

- a. **What are some of your common hot buttons in discussions on race, in white accountability groups?**
- b. **How do you know you have hit a hot button?**
- c. **What are some of your warning signs when you feel reactivated or triggered? If only mildly reactive? If a medium emotional reaction? If a high emotional reaction?**



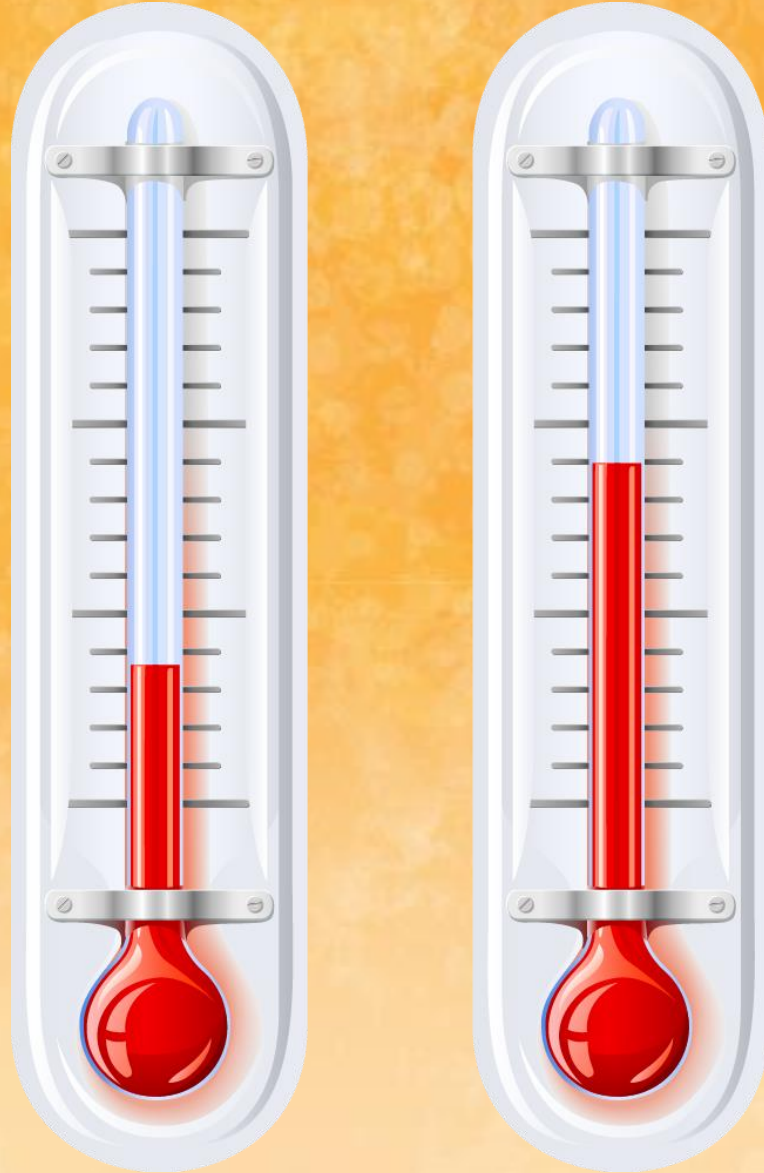
Common Unproductive Reactions



Hot Buttons and Triggering Comments & Behaviors Related Race for Leaders and Change Agents

- d. How have you/might you react unproductively in these situations in ways that are not aligned with your core values and learning needs?**
- e. How do you/could you de-escalate your emotional/physical reactions enough to also think more clearly and intentionally choose a more effective response?**

What can we do when...



BREATHE

**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!

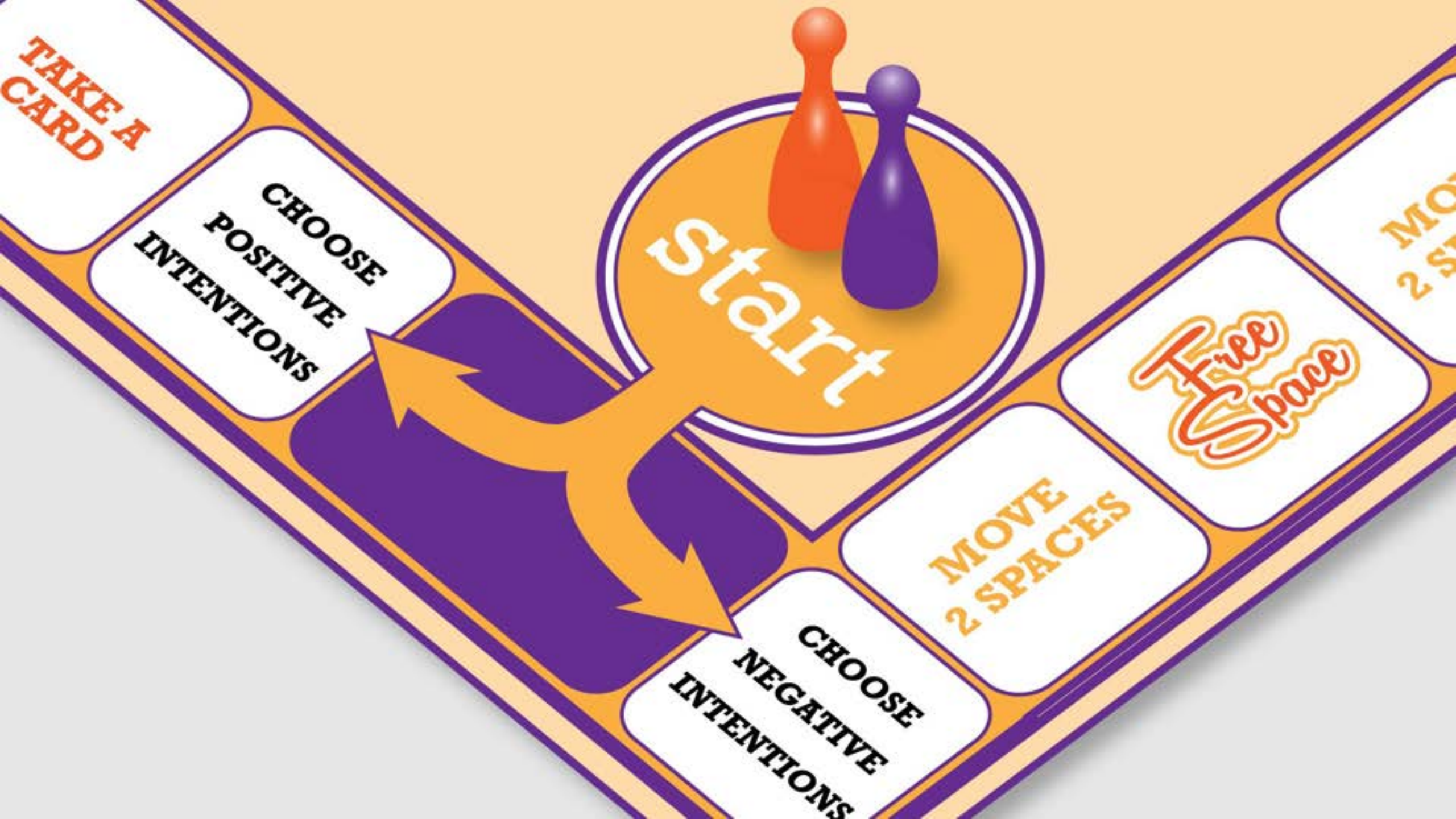
What a jerk!

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 arrow, a right curly brace, a double quote, a period/underscore, 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...**

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

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

- Toni Morrison