

Leading White Accountability Groups:

**Create Racially Inclusive Teams
and Anti-Racist Organizations, #5**

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BREATHE, then BREATHE again!

**As a _____, I enter celebrating...
progress I see...**

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**

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Recognize Microaggressions

Dr. Chester Pierce; Dr. Derald Sue

Recognize & Respond to Racist Microaggressions

1. **Overview, definition**
2. **Review *Panning with an Inclusion Lens***
3. ***Unproductive Meeting Behaviors* worksheet**
4. **Review *PAIRS* and other tools to respond**
5. **Practice interrupting and shifting unproductive meeting behaviors**
6. **Review Key Concepts: Intent vs. Impact; Cumulative Impact, others**

Recognize & Respond to Racist Microaggressions

- 7. 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:*
 - a. Observed? Impact? Possible Racist Biases Fueling Behaviors?*
 - b. Done? Impact? Possible Racist Biases Fueling Behaviors?*
- 8. Spoke up? Didn't? Concerns & fears? 4 F's? Impact?**
- 9. Review more tools**

Recognize & Respond to Racist Microaggressions

- 10. Identify and discuss unproductive intentions & and more productive intentions; shift unproductive intentions**
- 11. Discuss ways to respond to various racist microaggressions**
- 12. Practice responding: role plays, demonstrations...**
- 13. What if you do something microaggressive...**
- 14. Assess skill development, progress towards suggested competencies**

- **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:

- ✓ **Check-off** *any that* **YOU HAVE DONE, Seen or experienced**
- **NOTE the PROBABLE IMPACT** *if these go unaddressed...*

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

AND the PROBABLE IMPACT

INTENT vs. IMPACT

IMPACT AND INTENT

What can you do when these occur?

To interrupt the dynamics:

- 1. Can we pause a minute...**
- 2. I need an equity pause, please....**
- 3. Can we take a breath...**
- 4. I need a moment... I'd like to circle back to that statement...**
- 5. I'm feeling unsettled with our conversation just now.**
- 6.**

Clarify what you thought you heard:

- 1. I thought I heard you say.... Is that accurate?**
- 2. Are you saying that ____?**
- 3. I want to make sure I understand your point... you think that... your concern is... you believe that...**
- 4. Can you repeat what you said so I can make sure I understand? (if repeating it doesn't cause further harm)**
- 5. ...**

Use a “face-saving” on-ramp:

1. **You may not have realized...**
2. **I could be wrong, but I think your comment had an impact you didn't intend...**
3. **My guess is you didn't notice the impact of what you just said...**
4. **I trust you didn't intend to, but your comment didn't land well on me...**

**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**



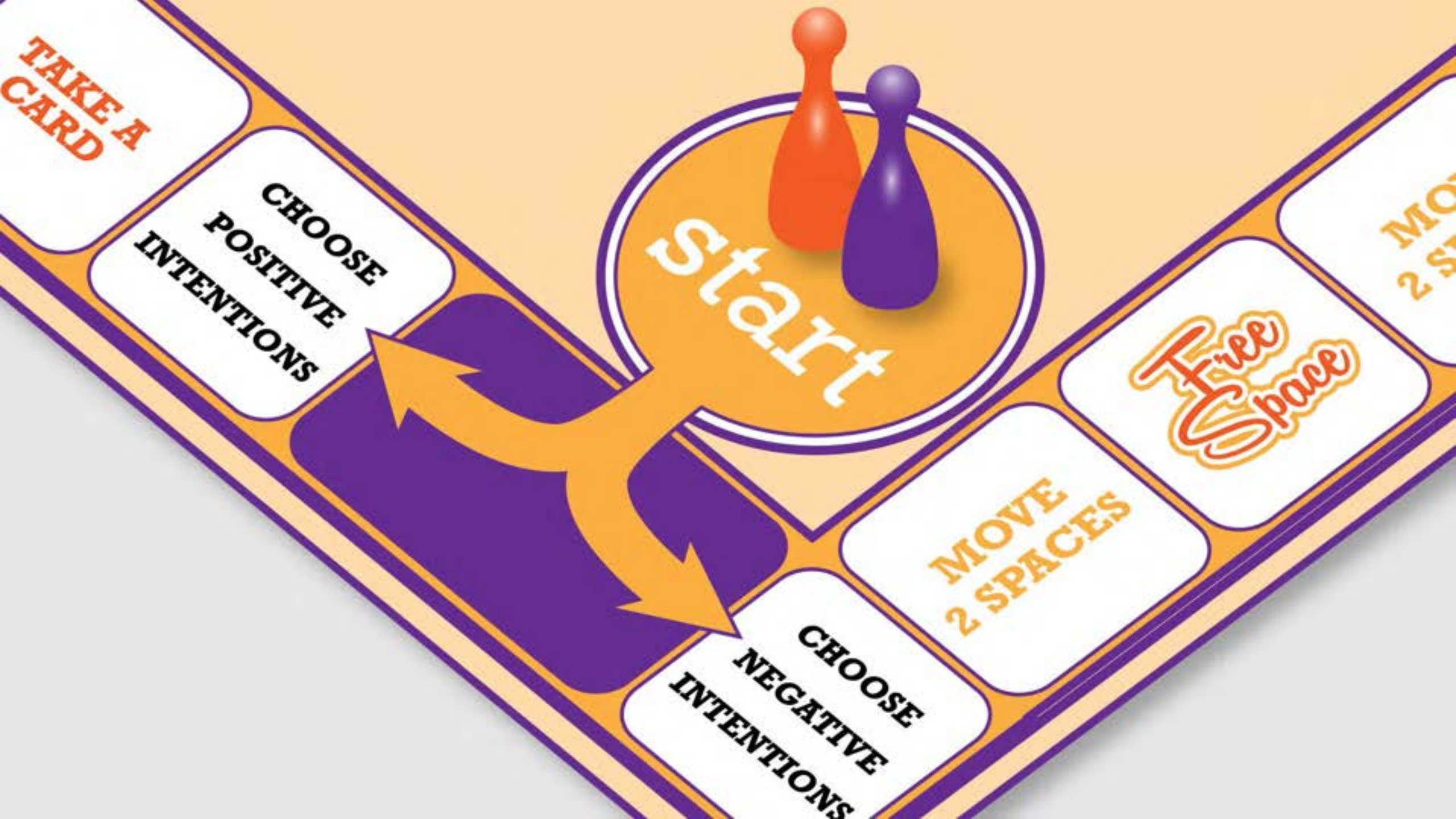
Common Unproductive Reactions



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

- Toni Morrison

What can you do when these occur?



Unproductive Intentions, Motives

- *win the argument*
- *get even; get them back*
- *to be right; prove the other person wrong*
- *to prove you are competent, smart*
- *assert your power and authority*
- *gain status; be admired*
- *be in control*
- *intimidate the other person*
- *“put them in their place,” shut them down*
- *punish or embarrass them*
- *trick and “out fox” them*
- *change the other person’s views, feelings or behaviors*
- *to make people learn*
- *keep conversation “under control”*
- *avoid intense emotions: in self and others*
- *make everyone feel happy and harmonious*
- *avoid feeling or being viewed as “incompetent”*
- *control how others feel about you*



More Productive Intentions, Motives

- *meet people where they are, +1*
- *create greater inclusion*
- *leave people feeling whole*
- *engage in respectful dialogue*
- *do no harm*
- *“go with the flow;” trust the process*
- *deepen learning and growth*
- *use the triggering moment to deepen understanding*
- *relate in to the person; connect with them*
- *model the social justice behaviors you espouse: authenticity, empathy, self-reflection, engagement...*
- *facilitate open, honest discussion*
- *create space for the other person to express their feelings, perceptions*
- *interrupt unproductive, inappropriate behaviors and group dynamics*
- *take time to “gather oneself,” navigate personal emotions, gain perspective...*
- *support people to disagree with each other in respectful ways*

Use PAIRS & Engaging Skills

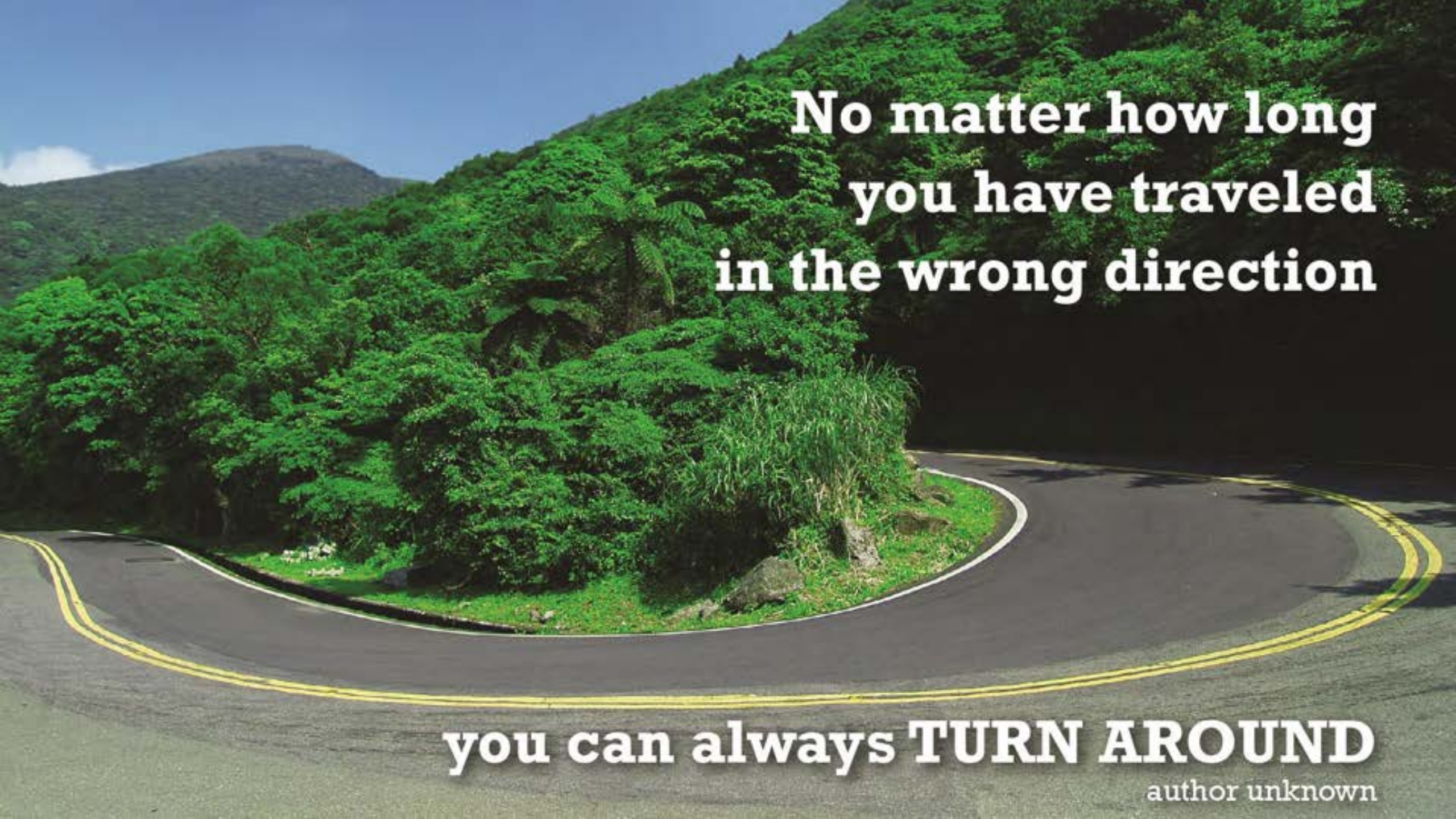
PAN (share what you observed, noticed)

ASK a question

INTERRUPT the dynamic

RELATE in ~ to the person, situation

SHARE a reaction, story, example, feeling...

A scenic photograph of a paved road with double yellow lines that curves sharply to the right. The road is set against a backdrop of a steep, densely forested hillside with various green trees and ferns. In the distance, another mountain peak is visible under a clear blue sky. The overall atmosphere is peaceful and natural.

**No matter how long
you have traveled
in the wrong direction**

you can always TURN AROUND

author unknown

When you realize your behavior crossed a line, own your behavior and apologize:

- **Breathe; choose to listen deeply & own your part**
- **I apologize for my impact... what I did...**
- **Are you open to saying more about the impact of my behavior?**
- **So, when I (share back what you understood)**
- **I regret my impact on you.... What I did/said...**
- **I commit to learning more....changing my behavior in the future....**
- **If there is ever more you want to share with me....**

**People will forget what you said,
People will forget what you did,
But people will never forget**

how you made them feel.

maya angelou



am i about to

Speak and act

as the person i want to be?

allan lokos

We are always



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