* White Privilege Conference: <https://www.theprivilegeinstitute.com/>
* NCORE: <https://ncore.ou.edu/Upcoming-Events/NCORE-2024>
* As a \_\_\_\_\_, I enter feeling….
* (feel free to name your racialized group identity(s) and other related group memberships) <https://calendar.eji.org/racial-injustice/nov/03>
* JH Hunter patented the portable weighing scales today in 1896. Thinking about the ways Black inventors have impacted us in the past and now.
* A great film to better understand the legacy of Carlisle Indian School: <https://visionmakermedia.org/home-from-school/#:~:text=Home%20From%20School%3A%20The%20Children%20of%20Carlisle%20dives%20into%20history,Carlisle%20over%20100%20years%20ago>.
* In 1989, on November 7, the US had its first Black governor. Only 34 years ago. I was born in 1989.
* I’m hyper aware of the history of police violence against POC, particularly Black people as I attend, daily, the trial of the officer that killed Manny Ellis here in Tacoma, WA. It’s infuriating and exhausting.
* Do we know when the last residential school was closed in the US… in Canada it was in 1977.
* Harbor Springs, 1983?
* I know I visited the Hopi Indian School in Arizona in the 1980s but I'm trying to figure out if it's still open today.
* Great opportunity for white folks to gather in multiracial space that includes dialogue spaces by race (as we list ourselves on census). <https://www.plu.edu/continuing-education/diversity-equity-and-inclusion/the-peoples-gathering/>
* Kathy, I’ve had some resistance to the idea of regulating emotions through the Emotional Intelligence framework and asked to use a Relational Intelligence framework… any pushback or thoughts and any use of relational intelligence?
* I appreciate thinking about navigating in place of managing or regulating.
* I have been using Positive Intelligence - it is similar to self-compassion (awareness of emotion. Pause. Making a choice - alternative perspective)
* "tend and befriend" - shift into caretaking.
* Thinking about how as a pattern of my own whiteness, I will try to pushback “discomfort” for others without always thinking about how I create discomfort for many.
* I don’t know much about relational intelligence at all but google explained things this way…relational intelligence, we define that as the ability to successfully connect with people and build strong, long lasting relationships. Emotional intelligence is really defined as the ability to understand your emotions, the emotions of others, and how to manage emotions effectively.
* unsolicited advice is one of my main triggers.
* "She's a white savior!"
* They think they know it all.
* They think they know more than me.
* It's self-centering.
* lacks empathy.
* Patterns of my mom
* They are distancing themselves from other white folks.
* Know it all.
* Dominating and directing the speaking
* MOST of my immediate family
* They might lick me (gross)
* Lol my puppy is all of these!
* My kid is terrorized by puppies jumping on her/knocking her over.
* Just listen to what they have to say.
* Maybe they're offering something I might be able to utilize to change my own behavior.
* they're trying, but just haven't found the best language/approach yet.
* This person wants the same things that I do. How can I be curious?
* My feelings about dogs completely changed after I was bitten while riding my bike.
* That person may have some fear that is causing them to try to resolve that fear.
* They want to show how far they’ve come from being a racist. Desperate to be “not racist.”
* Curiosity is SO helpful for me.
* They are here for a reason… listen more to find some, connect.
* This is an opportunity to relate, dig deeper into understanding when I do this, … and find ways to interrupting "knowing" instead of connecting.
* Relate in and ask them to tell me more.
* what can I learn or change about my own behavior from witnessing this?
* Perhaps I would ask the question: What is your intention in sharing that piece of feedback?
* What part of me is activated because I see myself in them
* Love "interrupting knowing instead of connecting."
* Mmmm…. Projection…
* Asking how many of us have shown up In this pattern/behavior.
* And engage in the why and the feeling.
* I’m also learning to think in terms of “how is this functioning…?”
* I notice you shared some advice… can you relate to also doing the less productive behavior?
* Name our trigger and engage in dialogue about the pattern we show up in. Then ask others to relate in
* I'm going to share some of Kathy's handouts. These are all available at: <https://drkathyobear.com/leading/> & [kathy@drkathyobear.com](mailto:kathy@drkathyobear.com)
* Move to a PAN
* One idea is to tag in your co-facilitator.
* “I’d like us all to check in with what’s happening in our bodies right now.”
* Movement break
* We have art supplies out sometimes and give folks doodling time… that sometimes opens up the language centers.
* I usually say, "I don't want to always hear from the same folks."
* Let’s take a deep breath.
* I try to use a variety of sharing opportunities. I provide my contact information if people have reactions after the discussion and want to chat further.
* And as you breathe, here is what I want us to think about:
* Last month I had someone "drop-in" mid-community gathering and, in an attempt, to show "everyone is welcome here any time" we welcomed her. She completely took over and refused to be redirected or to take turns with others. I think I've learned we need a group norm that first time attendees need to come at the beginning of the meeting (for group norms) or be welcomed in as witness/listeners only for the first time to explore group dynamics while a session is ongoing.
* Paying a lot of attention with your co-facilitator to learning each other, being able to read when each other’s needs support, and when they don’t….
* And explicitly communicating our preferences with our co-facilitators during prep time!
* “Maybe we close it for a while is great…”
* "I wonder what your intentions are of being in this space. We have some group principles we have agreed to..." Rachel Forrester
* I loved the "what are your intentions."
* It reminds me to protect the group over the individual. Great example.
* Any resources you recommend for "calling in vs calling out"?
* I want to take ownership of that fact that we said we were going to xxxx next and I came in. Open to any feedback and want to fully own any impact I had.
* First of SURJ's core values: <https://surj.org/about/our-values/>
* I would love resources on call-in vs. out. I have a wondering - in the agency I work with we have a habit (I think unintentionally) of protecting the feelings of white men in particular. its suuuper subtle and sometimes shows up in asks to call-in or be "soft on people, tough on systems". We have community agreements and norms but sometimes they seem to be causing issues with naming power, identity, etc.
* Anyone familiar with 3Practice Circles? I’ve appreciated the practice of always leading with “I’d be curious to know…”
* I did that. There was one woman of color in the group and she hadn't had a turn yet. I absolutely should have called out quicker.
* Loretta J. Ross. 2021. Don't call people out -- call them in. TED. <https://www.ted.com/talks/loretta_j_ross_don_t_call_people_out_call_them_in> “monoculture groups as cults, calling-in calling-on, calling-out.”
* Recognition of actions
* accountability
* Taking responsibility
* Stronger groupness for taking a pause and checking in.
* There are many ways to own our impact including chats - wouldn't have thought of that.
* Appreciation of perception and impact
* pausing the momentum of discussion to allow acknowledgement and processing.
* I feel relief. I feel better when I'm in spaces where people recognize their potential mistakes or negative impacts. It disrupts perfection.
* thanks for "it disrupts perfection." good reminder.
* distrupts the perfectionism! ohh so good
* how can we show up in new ways as white people….
* It’s particularly important as a facilitator to be able to own when we make mistakes in our sessions. I’ve been called in many times and just own my own imperfections in trying to do this work. I trip up all the time but try to stay humble in my not knowing myself completely…. So loving this dialogue and thanks for holding this space.
* It is so helpful to notice it as a white cultural issue, I find that very helpful that it is framed this way.
* Humility is so important in this work. Thanks for all of the demonstrations of this.
* Here’s one that I observed. Really rich! <https://www.youtube.com/watch?time_continue=11&v=PqMW49YjA5M&embeds_referring_euri=https%3A%2F%2F3practices.com%2F&source_ve_path=MzY4NDIsMjg2NjY&feature=emb_logo>
* <https://drkathyobear.com/leading/>
* Share a couple microaggressions you've done lately, impact, and what you wish you had done instead.
* And it’s wild to think about the ways youth oppression and white supremacy trickle into every system of oppression that is acted upon up and that we are enacting.
* Trying to think about the relationship the microaggressions (personal level) and the institutional level … perhaps the microaggressions are where we enact and reinforce the institutional racism? So stopping microaggressions is more than just stopping personal racism?
* The way I think about it is that we are the people who make up the systems and institutions. We bring these aggressions, thoughts, attitudes, behaviors, and decisions into how we show up within systems, which do harm.
* And cyclically continue to perpetuate. This permeates into cultural norms.
* And then becomes the “standard” and the “norm” embedding it into how we operate.
* Is there a point where you know when you are ready to start a group? seeking to make sure I am resourced up and have enough knowledge myself to help lead others. (hello perfectionism) Any more resources would be very welcome.
* Currently piloting a white women’s accountability & action group at my university— it’s been really wonderful and we are excited to grow the work— definitely using the resources that have been shared in this space. Thank you!
* One of the findings in my research and my own life (naturally) is that as white people, we are often more worried about how we are perceived than we are about the impact of our behaviors.
* I think it is a good reminder that there is usually more to the story. Especially if you are "catching" someone else’s behavior, there is usually more to how they got there too 🙂
* And maybe we can push people to going into the context of their socialized patterns.
* Its like microaggressions are a cloud of smoke around the embedded institutional racism … and make it difficult to take on the institutional/ structural issues.
* Bob Harro’s Socialization Cycle is really great.
* Self as instrument resource: <https://mayvin.co.uk/resource/self-instrument-free-resource/>
* <https://drkathyobear.com/resources/>
* And everyone has to learn this themselves because organizational change is so urgent!
* Couldn't have compassion until you did your privilege work - RELATE
* Wow, “triggered out of my marginalized identities and react out of my privileged identities.” - Rev. Dr. Jamie Washington DEEP!