# LWAG Chat Session #6 (12/1/2023)

* [www.drkathyobear.com/leading](http://www.drkathyobear.com/leading)
* Bayard Rustin
* on Netflix
* <https://www.netflix.com/title/81111528>
* <https://eji.org/>
* <https://shop.eji.org/collections/types?q=calendars>
* angry, and wanting to learn so much more.
* As a cis white woman I enter feeling numb as the fighting starts again in Gaza
* so i can see the through lines from history to today better.
* As a white woman I enter feeling a sense of grief hitting me as I realize that today would have been my dad's 81st birthday
* As a queer white woman, I enter feeling overwhelmed at how to actually help in any way, but celebrating the work at my company as I see the progress of our first meeting being actually set for the beginning of next year.
* I enter feeling resolved and emerging from numb… I hope. So much grief comes with me.
* white woman feeling overwhelmed by the amount of history to learn and appreciative of the ability to do that learning.
* As a newly single older woman I enter feeling competent.
* As a cis gender white woman in the South, I feel sad, humbled and some hope, I celebrate this space to expand, learn and grow with intention.
* As a cis white woman, I enter celebrating that I am getting better at sharing with white colleagues and friends when they engage in racist behavior.
* disrespecting POC leadership, not following directions.
* Share a racist microaggression that occurs. Done this?
* Black employees called each names.
* Discuss: What are 2-4+ probable racist attitudes & beliefs fueling these behaviors? Had/have them?
* Brainstorm: What are 2-3 ways we can intervene and shift these types of racist microaggressions in the moment? Follow-up afterwards?
* hiring committee: we need more qualified candidates of color.
* Calling someone with a wrong name has happened to me with folks from all different origins.
* women moving their purses when a black male colleague walks by
* Repeat process with new racist microaggressions.
* You don’t look Native?!?!
* Seeing one person of color as a representative for all. I witnessed this in a meeting recently and failed to respond.
* What are you? to multiracial folks.
* where are you really from?
* Who are you?
* Interrupting, Approaching white people as if in leadership when POC actually is actually in leadership, Assuming Asian and/or Latino/a/x presenting people are immigrants.
* White people make better leaders/POC are not competent.
* The belief that the Indigenous person didn't have the education or training to be a leader.
* privilege - just like assuming the man knows more about (cars, repairs...)
* Agree. Default to what I've experienced.
* Questioning POC credentials
* Historically the case at this institution
* I appreciated digging into the underlying assumptions that lead to the microaggressions.
* We brainstormed possible language.
* I used to get mired in shame.
* We discussed when people of color, particularly Black women, are referred to as “aggressive” or “mean” when in leadership roles. We talked about disrupting in the moment and also doing larger work with the organization about teaching folks how to have normative conflict.
* How Black folks are harder to tell apart (that's the belief, it's not true, but it's still harder for so many people.)
* the cross-race effect. This is a cognition problem related to power imbalance in our society.
* With black female athletes
* Madame Walker movie - can't just be smart, driven and powerful. Also has to be portrayed as nasty.
* in a DEI training, someone showed photos and headlines from Hurricane Katrina, white people "found" stuff and black people "looted" stuff in the headlines.
* <https://www.npr.org/2023/04/03/1167704651/angel-reese-caitlin-clark-you-cant-see-me-gesture>
* white moms with wine
* That's a really interesting framework. I appreciate hearing it.
* I am thinking about Gloria Anzaldua's Mestiza consciousness
* Reminds me of Humanize My Hoodie... <https://www.humanizemyhoodie.com/about>
* I want to know more about the scenarios game Kathy just mentioned.
* Saving the idea of the Trading Places activity for my saved chat…
* #38 -- This is something I would think more of white people while they want others to work.
* Check off any you have heard from white people.
* Circle the number of any that you have personally thought or believed at any time in your life.
* Add any additional common unproductive, possibly racist attitudes of white people.
* When have you reacted out of any racist attitude or belief (even if unconsciously)? What was your probable negative impact on People of Color and Indigenous Peoples? The team? On organizational goals?
* Icky
* Disappointment, sadness, frustration
* Embarrassed
* Anxious
* overwhelmed - so many highlighted.
* stomach churning
* Confusion at times
* disappointed in self, chagrin, tired
* I feel I have so much further to go.
* Question: In the process - we are not trying to do any fixing or interventions? Just relating in, claiming it, and relating in and claiming another?
* For this process.
* What were the racist attitudes and beliefs probably fueling my actions or inactions?
* When and how were these taught and reinforced around me?
* If the person had been white, how might I have reacted? How have I treated white people in similar situations?
* Reflect: Is it true? Really true? My evidence?
* When white people exhibit the same behavior, how do I make meaning of that?
* Who does it serve? What is my pay-off?
* It’s so hard to own things because it interrupts our self-identity as good white people who are not racist. Definitely getting easier as I practice, fail, learn, unlearn and practice again…Thank you so much for this space!
* I have recently intervened too early, though, too- it’s a tricky dance.
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* the “rules” about how to be a good white ally.
* April 1st week 2024 WPC25