



Leading White Accountability Groups:

Create Racially Inclusive Teams and Anti-Racist Organizations, #6

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BREATHE, then BREATHE again!

Around this week over the decades

- **November 29, 1864: Colorado territory militia massacred 230 Cheyenne and Arapaho at Sand Creek**
- **Dec 07, 1874: Violent White Mob Massacres Dozens of Black Citizens at Political Meeting in Vicksburg, Mississippi**
- **Dec 08, 1915: White Mob Rapes and Lynches Cordelia Stevenson near Columbus, Mississippi**
- **Dec 04, 1969: Chicago Police Assassinate Black Panther Party Leaders Fred Hampton and Mark Clark in Pre-Dawn Raid**
- **Dec 03, 1970: Cesar Chavez was jailed for his refusal to end a boycott on farmers that engaged in coercive, violent, and unjust labor practices against Latino migrant farmworkers.**

**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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2nd BONUS session
Friday, December 15th
10:30-12pm+ ET
same Zoom link

In your breakout group:

- 1. Share a racist microaggression that occurs. Done this?**
- 2. Discuss: What are 2-4+ probable racist attitudes & beliefs fueling these behaviors? Had/have them?**
- 3. Brainstorm: What are 2-3 ways we can intervene and shift these types of racist microaggressions in the moment? Follow-up afterwards?**
- 4. Repeat process with new racist microaggressions.**

Common Racist Behaviors and Attitudes of Some/Many White People

- 1. Which of the following dynamics have you observed or heard many white people do or say?**
- 2. Which have YOU thought, said or done?**
- 3. CHAT: Any additional common racist patterns/dynamics you have witnessed or experienced?**

Biased Attitudes That Perpetuate Racist Dynamics and Structural Racism

- 1. Check off any you have heard from white people.**
- 2. Circle the number of any that you have personally thought or believed at any time in your life.**
- 3. Add any additional common unproductive, possibly racist attitudes of white people.**
- 4. 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?**

Dig into Your Roots: What's Fueling Your Behavior?

- 1. What were the racist attitudes and beliefs probably fueling my actions or inactions?**
- 2. When and how were these taught and reinforced around me?**
- 3. If the person had been white, how might I have reacted? How have I treated white people in similar situations?**
- 4. Reflect: Is it true? Really true? My evidence?**
- 5. When white people exhibit the same behavior, how do I make meaning of that?**
- 6. Who does it serve? What is my pay-off?**

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