



## **Leading White Accountability Groups:**

**Create Racially Inclusive Teams and Anti-Racist Organizations, #7**

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**[www.drkathyobear.com/resources](http://www.drkathyobear.com/resources)**  
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**BREATHE, then BREATHE again!**

**How are you doing?**

**0-5 (5 is high) scale:**

**not so much.....pretty good....really good**



**As a \_\_\_\_\_, I enter feeling... noticing...**

# 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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# Expected Competencies

- \* What are some of **your strengths**?
- \* Which do you **want to deepen further** in our sessions?



# Expected Competencies (1)

- 1. Create racially inclusive, high-performing teams and work climates where all are respected, valued, feel a sense of belonging, able to contribute to their full potential...**
- 2. Develop racially inclusive products and services.**
- 3. Continually deepen your self-awareness and knowledge about race, racism, whiteness, white privilege, white supremacy culture, racially equitable and inclusive organizations, etc.**



## Expected Competencies (2)

4. Continually deepen your capacity and skills to engage in meaningful dialogue about race, racism, whiteness, white privilege, white supremacy culture, racially equitable and inclusive organizations, etc.
5. Recognize racist attitudes, behaviors, and microaggressions in yourself and others.
6. Effectively interrupt racist dynamics in the moment.
7. Respond effectively when given feedback about the impact of your comments, actions, and/or inactions.
8. Recognize and shift dynamics of white privilege in the moment.

# Expected Competencies (3)

- 9. Use a Race Lens in all planning and decision-making processes.**
- 10. Use a Race Lens to analyze all current policies, programs, practices, curriculum, and services and revise, as needed, to eliminate negative differential impact on People of Color and create racial equity and inclusion.**
- 11. Recognize and shift unproductive white cultural dynamics in your organization to create a more inclusive, racially just organizational climate and culture.**
- 12. Implement a system of development and accountability to ensure accelerated progress towards becoming a racially inclusive, anti-racist organization.**

**Dr. Peggy  
McIntosh &  
others**









**PRIVILEGED  
GROUP**

**groups  
spanning the  
margins**

**MARGINALIZED  
GROUP**



**How is  
privilege like  
a moving  
walkway?**

**\*Dr. Beverly  
Tatum**





# Examples of White Privilege

- 1. Review the worksheet examples**
- 2. Check-off (✓□) any that seem familiar; add others**
- 3. Note (?) any you want to talk more about**
- 4. Which ones (and others) have you witnessed or received?**

**How does one have to act and dress to be regarded as “professional?”**

**In our organization, what are the written and  
unwritten rules about characteristics of a  
good “*leader?*” “*professional?*”**



**If People of Color and Indigenous Peoples demonstrate the leadership behaviors in the left column, they may get judged/labeled:**

- 1. Assertive**
- 2. Extroverted**
- 3. Innovative, risk taker**
- 4. Visionary**
- 5. Direct**
- 6. Passionate**
- 7. Delegator**
- 8. Sets high standards**
- 9. Enthusiastic**
- 10. \_\_\_\_\_**

- 1. Aggressive**
- 2. Loud**
- 3. Reckless**
- 4. Unrealistic**
- 5. Rude**
- 6. Angry**
- 7. Pushy, bossy, lazy**
- 8. Micro-manager**
- 9. Boisterous**
- 10. \_\_\_\_\_**

# **Use These Questions to Identify Embedded White Privilege**

- **What behaviors are valued as competent or professional? Evidence of a good leader?**
- **By group membership, who gets rewarded for demonstrating these?**
- **By group membership, who gets ignored, overlooked, criticized, or even punished for these same behaviors?**
- **How are norms and rules enforced for People of Color? And not so much with whites?**



1. Whose ideas are considered?
2. Who is assumed to be competent?
3. Who is assumed to have potential? Who has to prove they can do something before given the chance?
4. Whose credentials are questioned?
5. Who is assumed to belong?
6. Who gets the benefit of the doubt? Not held accountable?
7. Whose culture & ways of doing things is infused in the organization as the ONLY right way?



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