



Leading White Accountability Groups:

**Create Racially Inclusive Teams and
Anti-Racist Organizations, #10**

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BREATHE, then BREATHE again!

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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White Supremacy Culture

by Kenneth Jones & Tema Okun, *changework*

- **Perfectionism**
- **A sense of urgency**
- **Defensiveness**
- **Quantity over quality**
- **Worship of the written word**
- **Paternalism**
- **Either/or thinking**
- **Power hoarding**
- **Fear of open conflict**
- **Individualism**
- **Progress = Bigger, More**
- **Objectivity**
- **Right to comfort**

White Supremacy Culture

**(Kenneth Jones
& Tema Okun)**

- 1. Discuss ways to note/pan dynamics of white dominant culture, white supremacy culture in the moment**
- 2. Identify ways to shift dynamics of white dominant culture, white supremacy culture in the moment: **PAIRS**
~ pan the dynamics, ask a question, interrupt, relate in, share a story, example, feelings...**

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Unwritten Rules: How Might the Current Organizational Culture Support and/or Undermine Equity and Inclusion Goals? (pgs. 96-99)

- | | |
|---|---|
| 1. Smile; hide emotions; go along | 1. Speak your truth |
| 2. Smooth over conflict | 2. Engage differences, disagree |
| 3. Use indirect communication | 3. Speak honestly, directly |
| 4. Don't raise your voice; be constrained | 4. Feel and express emotions |
| 5. Don't challenge or question leaders; Keep your mouth shut | 5. Ask questions, raise issues |
| 6. Debate; defend; interrupt; compete | 6. Listen deeply, dialogue |
| 7. Top-down decisions | 7. Collaborative, participatory, transparent decision-making |
| 8. Get right to business, fast action | 8. Build relationships; focus on process and progress |
| 9. Don't admit mistakes, you don't know | 9. Build a learning community |

Unwritten Rules: How Might the Current Organizational Culture Support and/or Undermine Equity and Inclusion Goals?

- 1. Which describe your experience of the *current organizational culture*?**
- 2. Which *already help* create work environments and effective teams that advance stated anti-racist/EDI organizational goals?**
- 3. Which, *if any, hinder or undermine* stated anti-racist/EDI organizational goals? What *impact* could these have across racialized identities?**
- 4. How might these be *connected to white privilege*, other types of privilege as *well as white supremacy culture* characteristics?**

5. **How do you/could you interrupt & shift any unproductive unwritten norms & rules?**
6. **What other norms might help create work environments and effective teams that advance anti-racist/EDI organizational goals?**

What types of policies, practices, norms, programs and services MIGHT perpetuate, even if unintentionally, white privilege, white supremacy culture, have a racist impact....

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