



**Leading White Accountability
Groups:
Create Racially Inclusive Teams and
Anti-Racist Organizations, #9**

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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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**Dr. Peggy
McIntosh &
others**



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. _____**

Examples of White Privilege

- a. Assertive ~ Aggressive; Direct & passionate ~ Rude & angry
- b. White cultural norms enforced for People of Color? And not so much with whites? (on time; expressing emotions; make a mistake; asking challenging questions...)
- c. Ideas from white people considered; those from People of Color not addressed, overlooked
- d. “Compliment” People of Color on style, dress; give white people feedback on content, competencies
- e. People of Color expected, required to do unpaid labor; white people not required to create racial inclusion
- f. People of Color held accountable for behaviors white people are not



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

**What are some of the “costs” of racism
white people experience?**

**Recognize
and shift
exclusionary
white
supremacy
cultural
practices &
norms**



White Supremacy Culture

by Kenneth Jones & Tema Okun, *changework*

http://cwsworkshop.org/PARC_site_B/dr-culture.html

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**

Select 1-2 Manifestations of White Supremacy Culture

For each, note:

1. 1-2 ways some aspect of this **MIGHT be useful** at times?
2. How could this be **unproductive**? Privilege whites and create barriers for People of Color? Indigenous peoples?
3. What are **more effective, inclusive** ways & approaches? How might these help us **meet organizational goals**?

- 1. How do you see dominant white culture/white supremacy culture operating in your organization?) (norms, unwritten rules, policies, programs, practices, services, written rules, etc.)**
- 2. When, if at all, have you/do you collude with, perpetuate dynamics of dominant white culture/white supremacy culture?**
- 3. Any ways you/others have been able to shift unproductive dynamics of the dominant white culture and practices/policies/norms that privilege/support the success and thriving of people in privilege groups? Negatively impact and create obstacles for those in marginalized groups?**

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...**

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