

Leading White Accountability Groups:

Create Racially Inclusive Teams and Anti-Racist Organizations, #11

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BREATHE, then BREATHE again!

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As a _____, I enter feeling... noticing...



INDIVIDUAL

GROUP

ORGANIZATION

INDIVIDUAL

GROUP

ORGANIZATION

White Supremacy Culture

by Kenneth Jones & Tema Okun, *change work*

- **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**

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

- | | |
|--|---|
| <ol style="list-style-type: none">1. Smile; hide emotions; go along2. Smooth over conflict3. Use indirect communication4. Don't raise your voice; be constrained5. Don't challenge or question leaders; Keep your mouth shut6. Debate; defend; interrupt; compete7. Top-down decisions8. Get right to business, fast action9. Don't admit mistakes, you don't know | <ol style="list-style-type: none">1. Speak your truth2. Engage differences, disagree3. Speak honestly, directly4. Feel and express emotions5. Ask questions, raise issues6. Listen deeply, dialogue7. Collaborative, participatory, transparent decision-making8. Build relationships; focus on process and progress9. Build a learning community |
|--|---|

“Culture eats policy for breakfast”

**Share examples of when someone(s)
ignored the written policy, practice, or
procedure and
made a different decision.**

(Some) Differences that Make a Difference in Equity, Inclusion & Thriving

- **Age**
- **Athleticism**
- **Criminal background**
- **Disability & Health status**
- **Educational background**
- **English proficiency**
- **Family, parental status**
- **Gender identity/presentation**
- **Generation to college**
- **Genetic information**
- **Geographic region**
- **Hierarchical level**
- **Immigration, refugee status**
- **Job function**
- **Marital/relationship status**
- **Mental health status**
- **National origin**
- **Racial identity**
- **Religion/spirituality**
- **Sex**
- **Sexuality**
- **Size/appearance**
- **Skin color; phenotype**
- **Socio-economic class**
- **Military status**
- **Working style**
- **Years of experience**
- **Others**



Proactively
Use a
Race/EDI
Lens
in all
Planning
and
Decision-
Making

**What are some policies, programs, practices,
norms, or services that
almost completely meet the needs for success
and thriving of everyone
across a full breadth of group identities?**

A manager plans to send an email telling staff there is a mandatory, in person meeting the next day at 7:45am.

By group membership, who would have more challenges?

By group membership: Who might more readily demonstrate their knowledge, skills and competencies?

For virtual or in-person interviews, candidates are not given the questions ahead of time.

Re-Imagining with a EDIB/Race Lens:

Which questions do you already ask and use? Which could you add to your practice?

For Every Idea, Ask These Questions as you Use an EDIB/Race Lens:

By group membership, which groups:

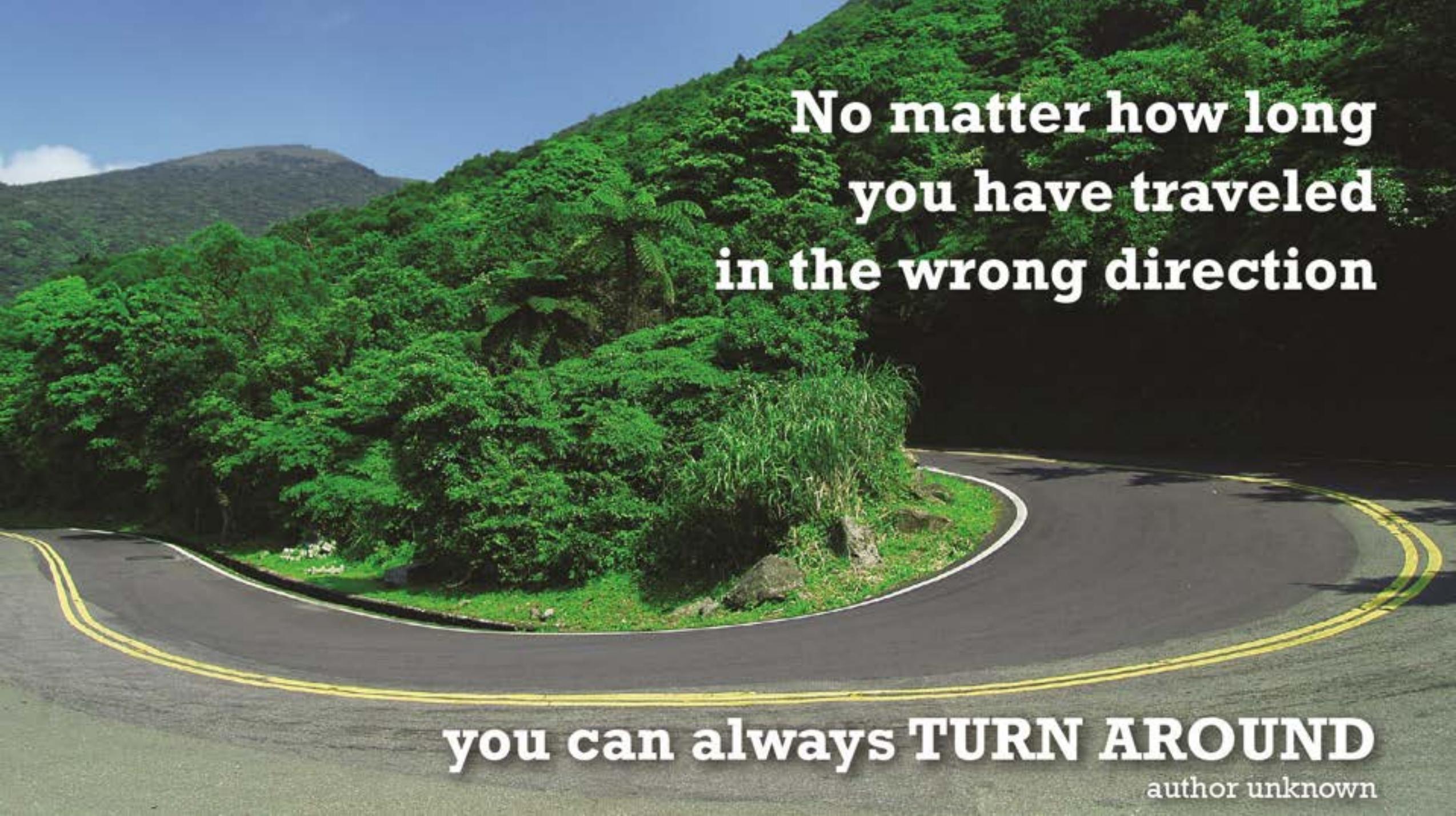
1. **How will this idea** advance our EDIB and other organizational goals? **The productive intentions**?
2. **Probably** will have their needs met?
3. **May not** have their needs met?
4. **May receive unintended advantages and privilege**?
5. **May face** barriers, hurdles, and obstacles?
6. **Might experience unintended, negative differential impact** by this policy, practice, or service? **Decision? Idea?**

For Every Idea, Ask These Questions as you Use an EDIB/Race Lens:

7. What *assumptions, stereotypes or biases* may be under this idea or approach?
8. What else is possible? What variation would meet the needs of more people across more group identities?
9. What more do we need to know? Questions we still have?
10. Whose involvement and input, what data could help us in this conversation?
11. What other questions, issues or ideas seem out of scope, yet we need to pass along for someone to consider?

Short list for meeting agendas

- 1. Which groups might more easily succeed?
Get their needs met?**
- 2. By group membership, which groups MIGHT experience more barriers & obstacles? Not get needs met?**
- 3. Ways to create greater equity & inclusion?**



**No matter how long
you have traveled
in the wrong direction**

you can always TURN AROUND

author unknown

**Analyze and
revise
individual
policies,
practices,
norms,
programs, and
services with an
Race Lens**



How have you *already analyzed & revised* existing policies, practices, norms, programs, and services with an **Race/EDIB Lens? What were **the results**?**

By Group Membership, Which Groups:

1. What were **probable productive intentions** when this practice, policy, etc., was created?
2. **Probably had their needs met back then?**
3. *Today, probably get their needs met?*
4. *May not have their needs met?*
5. What groups **may receive unintended advantages and privilege**?
6. *May face extra barriers, hurdles and obstacles?*

7. What groups might be unintentionally, negatively impacted by this policy, practice, norms or service? Decision?
8. What assumptions, stereotypes or biases may have fueled these types of policies & practices?
9. What shifts/changes could meet the needs of more people across more group identities? What else is possible?
10. What more do we need to know? Questions we still have?
11. Whose involvement and input, what data could help us in this conversation?
12. What questions, issues or ideas seem out of scope, yet we need to pass along for someone to consider?

Idea: To save \$, everyone now can only stay at motels, not hotels.

**Discussing the criteria for hiring a new supervisor,
it was suggested:**

**Candidates must have a 4-year college degree
and 8+ years of experience in the field.**

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....**