TURN THE **TIDE**

RISE ABOVE TOXIC, DIFFICULT SITUATIONS IN THE WORKPLACE

KATHY OBEAR, ED.D.

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...BUT I'M NOT RACIST!

TOOLS FOR WELL-MEANING WHITES

EQUALITY

DISMANTLE RACISM

IN IT FOR THE **LONG HAUL**

Overcoming Burnout & Passion Fatigue as Social Justice Change Agents

KATHY OBEAR

"A veritable treasure trove of resources and guidance.... An essential addition to every organization's DEI bookshelf."
—ROBIN DIANGELO, author of White Fragility and co-author of The Facilitator's Guide for White Affinity Groups

LEADING WHITE ACCOUNTABILITY GROUPS

Create Racially Inclusive Teams and Anti-Racist Organizations

KATHY OBEAR

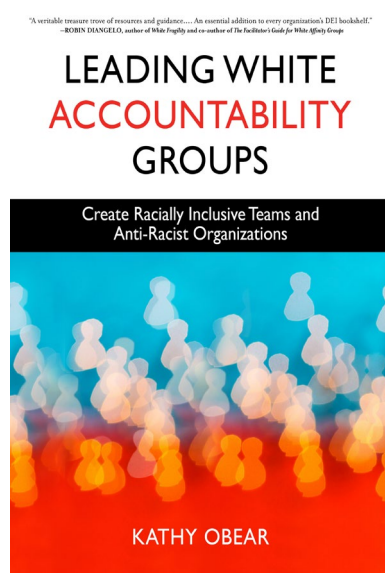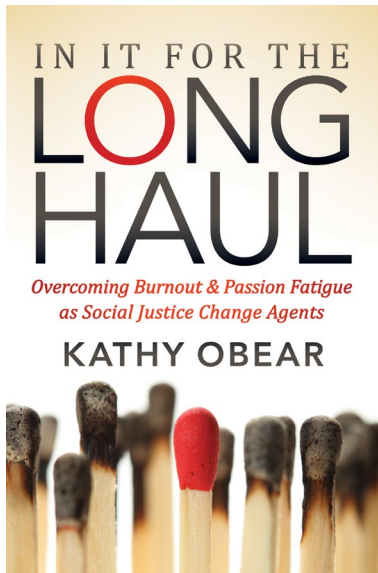THE CENTER FOR transformation and change

Proactively Create Inclusive Work Environments

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Be Proactive:

Engage team members in imagining and co-creating more equitable, inclusive work environments and services

PASSION LED US HERE

1. **What is a source of _your personal passion/commitment_ for creating greater equity inclusion, and belonging by interrupting microaggressions in the moment? Circling back afterwards? YOUR WHY?**

2. **WHY NOW?!?! Why is it important that we respond to microaggressions in the moment? Afterwards?**

IMAGINE!
What is your vision of a diverse, equitable, inclusive organization?

a. How will people **feel**? **Be**?

b. **Who** will be a part of our organization? In **what roles and responsibilities**?

c. What will be our **individual and collective level of demonstrated competence** related to creating inclusive, high performing work cultures and climates?

d. How will people **be treated**? Engage others?

e. What **will everyone be doing** internally? Externally?

f. What will people <u>**no longer be doing**</u> internally? Externally? What WON'T be happening?

Another approach, ask and discuss:

1. What do you believe **everyone deserves to feel and experience**?

2. What **should no one ever have to experience or feel**?

= *Inclusion, Belonging, Thriving*

What can be the impact if we co-create this type of **work environment**? **Services** to clients?

Using a scale, 0-10 (not at all to completely):

- *How close* is the current team climate and culture *to your vision* of equity, inclusion, and thriving? For you and for others?

- What **changes in behaviors, norms, policies, and practices** could help us move towards your vision of equity, inclusion, and thriving?

Be Proactive: Negotiate Engaging Guidelines Among Team Members & Partners

Engaging Guidelines

1. **Open and honest communication;** *anticipate impact* **on others before you speak**

2. **Participate fully (comfort zone +1); 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 and maintain confidentiality**

13. **Notice/describe what you see happening in the group, in you**

14. **Recognize your triggers; 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**

Additional workplace guidelines:

- **Contribute to co-creating an inclusive work environment where everyone feels valued, respected, , a sense of belonging, able to contribute their best work, be their best selves.**

- **Work to minimize microaggressions and the negative impact of our comments and behaviors.**

- **Pause and respond to microaggressions that occur.**

- **Listen deeply & seriously consider feedback about the impact of our behaviors.**

Ask group members to individually review the *Engaging Guidelines* and identify:

- **Which of these and others would help us create an even greater sense of inclusion, equity, belonging, and thriving? What do you need to be your best self? Do your best work?**

- **What can we do if someone does/says something that has unintended negative impact?**

- **How do you want others to give you feedback if your behaviors have an unintended negative impact?**

- **How can we respond and support each other when people hit a hot button, feel triggered in our conversations?**

Individually, review the *Engaging Agreements* **and reflect:**

1. **Which can you contribute easily?**

2. **Which are more of a stretch for you to do?**

3. **What could be different in our work environments if everyone engaged within these types of** *Engaging Guidelines* **in everything we do?**