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

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

PANNING WITH AN INCLUSION LENS: How many types of microaggressions do you notice and recognize?

Kathy Obear, Ed.D.
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BREATHE

Recognize Microaggressions: Observe/PAN group dynamics with an Inclusion Lens
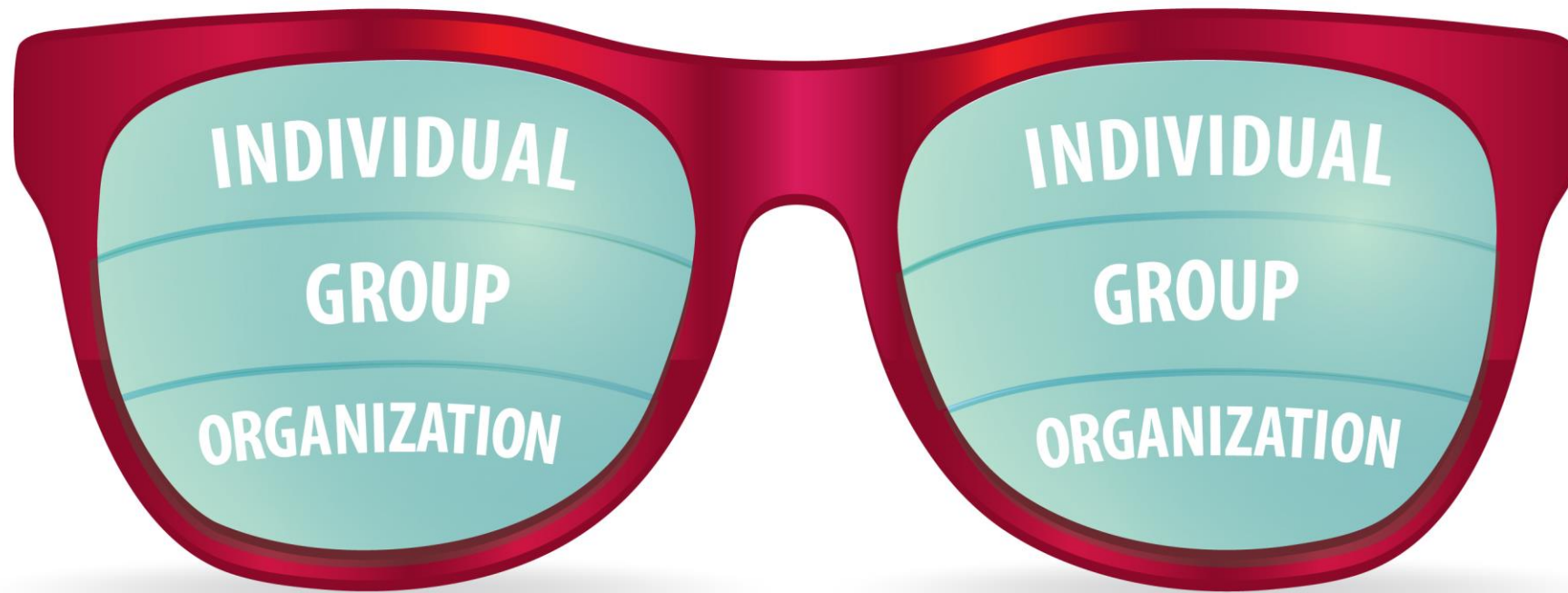
PANNING
Pay Attention Now
Reference: Elsie Y. Cross and Associates, "Tracking"

- **Notice behaviors and practices**
- **With an Inclusion Lens, by Group Membership**
- **Describe the "facts" of what you _PAN_**
- **Without Judgment, Interpretation or Assumption**
- **Pay attention to _patterns_ of behaviors, impact, and outcomes & individual events**

Some Differences that Make a Difference

- Age
- Athleticism
- Criminal background
- Disability & Health status
- Economic class
- Educational level
- English proficiency
- Family status
- Gender identity/expression

- Geographic region
- Hierarchical level
- Immigration, refugee status
- Job function
- Marital/relationship status
- Mental health status
- National origin
- Parental status
- Race, ethnicity

- Religion/spirituality
- Sex/gender
- Sexuality
- Size/appearance
- Skin color; phenotype
- Military, veteran status
- Working style
- Years of experience
- Others…

Group Identities:
Some Differences That Make a Difference

1. What are the different group memberships among **those you work with**? Want to **attract & retain**?

2. By group membership, who are **the clients & partners you support and serve**?

3. Which groups may **experience more types of microaggressions**?

Which of these group identities are "on your screen" most of the time?

You think about during the day, interactions?

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Reflect on Your 4 Lists of the Categories of Difference that you:

1. **Think about every day** as you do your work.

2. **Every few days** you may think about this group.

3. **Something/someone has to remind you** to think about this group in your work activities.

4. **Other groups**, if any, do you need to pay attention to in your work responsibilities.

In meetings, and informal interactions:

a.   For which of these groups do you **you readily notice microaggressions** in the moment?

b.   For which of these groups do you **sometimes miss these types of daily indignities**?

c.   For which groups do you **not know enough** about the types of microagressions that occur…
    * And you probably **don't notice them**?
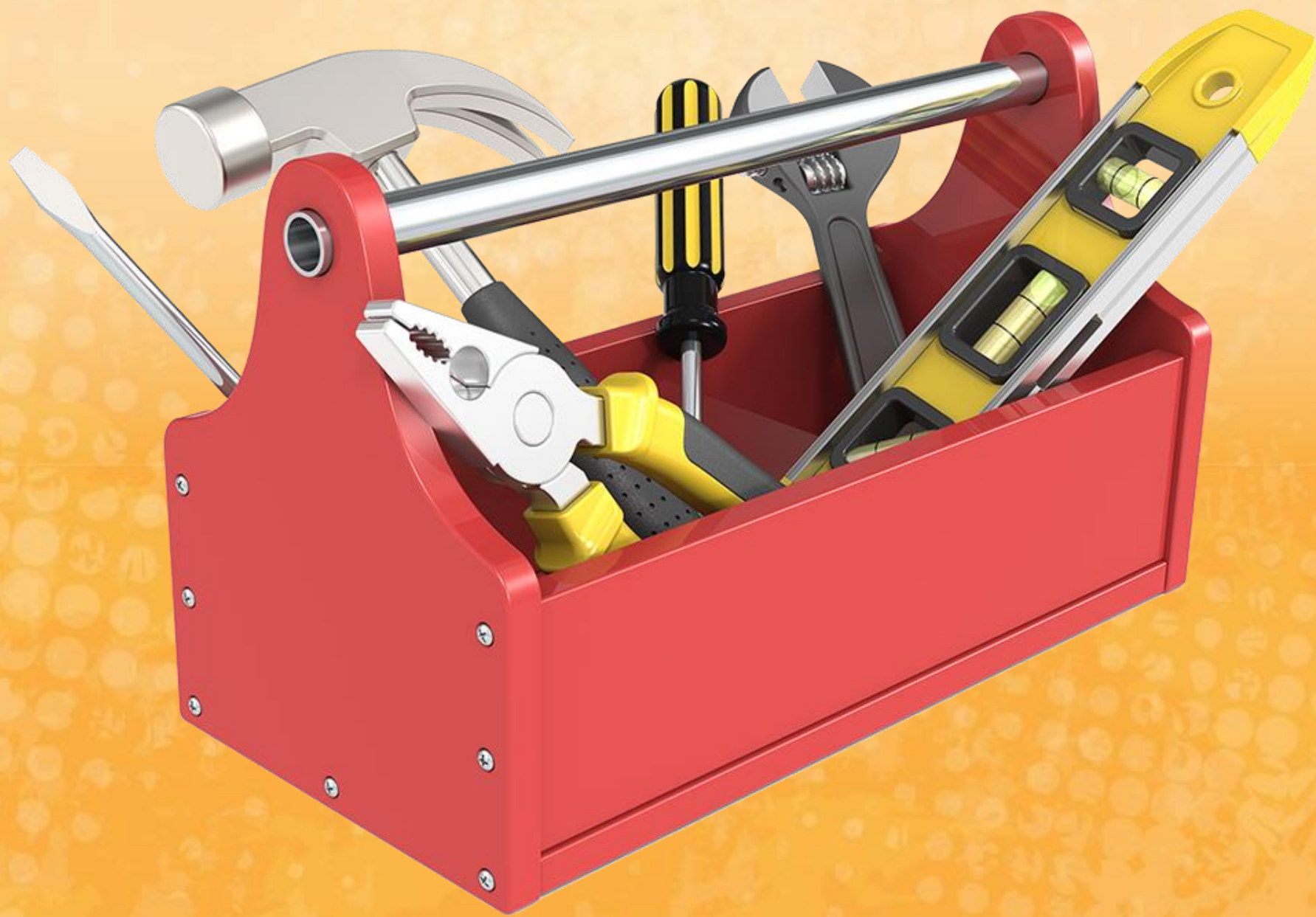
Panning with an Inclusion Lens
Do All Members Feel Valued, Respected, Included, and a Sense of Belonging?
How Would You Know? EYCA Associate

Observe/ "PAN" (Pay Attention Now) ~ With an *Inclusion Lens*

- *Which of these do you do <u>unconsciously</u>, almost all of the time?*
  (✓ Check-off)

- *(*) Which ones <u>could you add to your Toolkit?</u>*

PAN Dynamics at the GROUP LEVEL

- **Who is talking? Who doesn't speak as often as others? Or at all?**
- How are people reacting nonverbally?
- **Whose ideas get considered?**
- Whose ideas are discounted? Or "plop" without comment?
- **How are decisions made?**

- Who interrupts others? Who gets interrupted? Who is never interrupted?
- **How much air-time do people take?**
- Who has changed their way of engaging recently?
- **Who looks at who at different moments?**

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