

White Accountability Group 2.0

Session #3

Convened by:

Dr. Rachael Forester

Dr. Kathy Obear

Guest Convener: Kim Turner

As we enter...(chat)

As a (your racial identity)_____, I enter feeling...

A little bit about you (where you're from, role, etc).

A decorative header with a purple bokeh background. The bokeh consists of various sized, semi-transparent purple circles and shapes, creating a soft, out-of-focus effect. The background transitions from a darker purple at the top to a lighter, almost white glow at the bottom.

Insights and reflections from the week

Engagement Guidelines, page 17

- 1. Open and honest communication, anticipate impact 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 air time: Move in, move out**
- 7. Be fully present**
- 8. Be open to new perspectives**
- 9. Explore 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 and acceptance**
- 16. Engage & embrace this opportunity; We won't be finished**

Engagement Guidelines, page 17

In the CHAT:

- **What are 2+ of your strengths in White Accountability Groups?**
- **1-2 that you will need to stretch into?**

Sharing Narratives

Reflections and Breakouts

On a scale of 1-10, how well do you feel you navigate cross-racial conversations around race/racism?

Reflections and Breakouts

What are some examples of times you've questioned the true relationship you've had with BIPOC colleagues?

Situations where you and a BIPOC colleague had different opinions? Perhaps, you may not have felt like the situation was impacted by race/racism...

Debrief

What was the impact of sharing about yourself, relating in, and hearing from others?

Where are you?

When engaging in conversations across race, what are attitudes/behaviors/feelings that you experience?

How might you weaponize your whiteness, position, etc in supervision?

What fragility behaviors have you experienced?

Debrief

What was the impact of sharing about yourself, relating in, and hearing from others?

Definition of Racial Battle Fatigue/Trauma

Racial Battle Fatigue:

the theory attributed to the **psychological, physiological, and behavioral** attrition that People of Color experience from the daily battle of deflecting racialized insults, microaggressions, stereotypes and discrimination, particularly in white spaces.

Racial Trauma:

one term used to describe the **physical and psychological** symptoms that people of color experience after being exposed to stressful experiences of racism.

Similar to other types of trauma, people of color often experience these symptoms when dealing with racial trauma: fear, headaches, insomnia, body aches, memory difficulty, self-blaming, confusion, shame and guilt.

Carter, R.T. (2007). Racism and psychological and emotional injury: Recognizing and assessing race-based traumatic stress. The Counseling Psychologist, 35(1), 13-105

Smith, William. (2008) *Higher Education: Racial Battle Fatigue. Encyclopedia of Race, Ethnicity and Society*. Sage Publications, Editors: R. T. Schaefer, pp.615-618

Understanding Racial Battle Fatigue

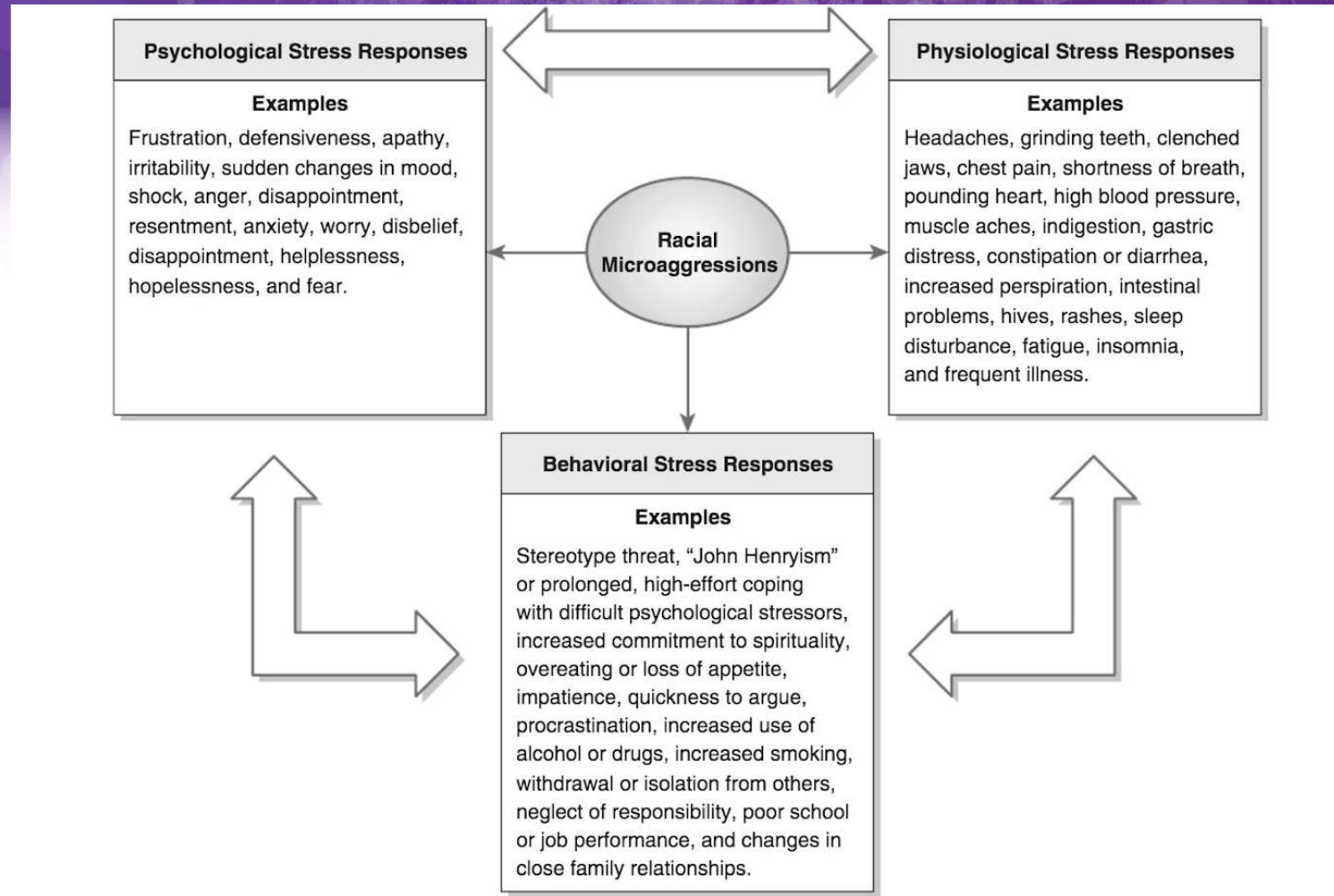


Figure 1 Causes and Stress Reactions to Racial Battle Fatigue

Co-Conspiring

What are ways you can effectively co-conspire with BIPOC folks within our organizations?

Effectively partnering with BIPOC in racial equity work

- **Own group identity**
- **See yourself as connected to the foundation of racism**
- **Uplift the voices of BIPOC in spaces**
- **PAN dynamics and name them**
- **Don't expect BIPOC to be the expert or to educate you and/or others**
- **BIPOC do not need to be saved (white savior complex)**
- **Be open to feedback and shift, but do not expect feedback**

Effectively partnering with BIPOC in racial equity work

- **Engage, relate in, and shift other white people**
- **Be open to other ideas- do not fall into patterns of white supremacy or white saviorism**
- **Dont assume the relationship is positive**
- **Be mindful of the weight of white fragility on BIPOC**
- **Create authentic and genuine relationships**
- **Intentionally reframe the Black/white binary**

Next time...

What are some ineffective ways you or others have engaged within your organization?

Effective ways?

Homework:

- 1. Continue to identify **expected/required capacities** for your area of responsibility and leaders within your organization**
- 2. **Reflect for next week:****

 - a. What's in it for you? How does creating racially just organizations also serve you?**
 - b. How are you impacted by white supremacy, racism, anti-Blackness?**
 - c. What is the cost of racism to white people?**

CULTURE
ATTRACTS PEOPLE
CREATES COMMUNITY
CREATES AN EXPERIENCE
AND A DESTINATION
CREATES EMOTIONAL CONNECTION
BUILDS REPUTATION
BRINGS PEOPLE BACK



Kim Turner (she/hers)

KDT Consulting, LLC

keydynamictransformations@gmail.com