

White Accountability Group 2.0

Session #4

Convened by:

Dr. Rachael Forester
Dr. Kathy Obear

As we enter...(chat)

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

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

The top portion of the image features a decorative background with a purple-to-white gradient. The purple area is filled with a bokeh effect of soft, out-of-focus circles in various shades of purple and white. Below this, a horizontal gradient transitions from purple to white, creating a clean, bright space for the text.

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?**

Rise Up, Andra Day



<https://www.youtube.com/watch?v=FBuIBaDSOa4&feature=youtu.be>

Feelings, impact from listening to

Andra Day, “Rise Up”?

Discussion Outcomes

- **Identify and discuss some of the many “costs” of racism for white people**
- **(Begin to consider the many benefits to anti-racism work)**

Costs of Racism for White People

1. **Live narrow, isolated segregated lives**
2. **Constrained by White Supremacy Culture: perfectionism, culture of fear, quantity over quality**
3. **Carry deep guilt and shame**
4. **Carry racist biases, fear, judgments**
5. **Walking on eggshells**
6. **Fear of being called racist; doing something racist**
7. **Live inauthentic lives; performing**
8. **False sense of superiority, entitlement, never good enough**
9. **Low capacity for resilience, emotional agility**
10. **Live out-of-alignment with core values**

Costs of Racism for White People

- 11. Live with truth of choosing white privilege at the expense and exploitation of BIPOC folks**
- 12. Questioning if got job, promotion from white privilege and racism**
- 13. Inauthentic relationships**
- 14. Limit choices: partners, friends, housing, work, places of worship and leisure...**
- 15. Mediocre white managers, leaders, role models**
- 16. Under-performing, toxic teams, organizations**
- 17. Lack of skills to succeed, be useful in 21st Century**
- 18. Conflict, tension, stress**
- 19. Taught white supremacist history**

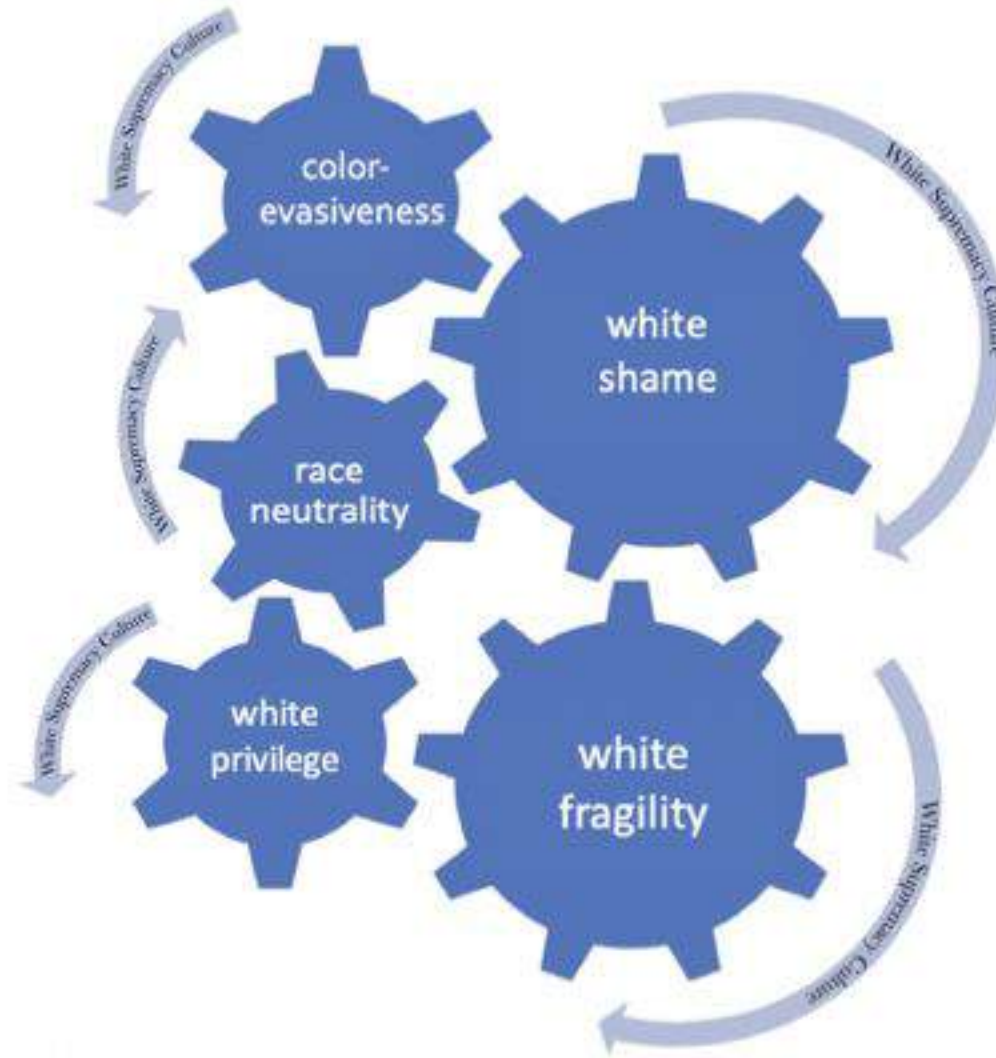
Costs of Racism for White People

20. **Deep pain as awoken to irreparable harm and violence; how we benefit, collude, perpetuate**
21. **We trust those we should probably fear**
22. **Loss of empathy, access to our full emotions**
23. **Lose our own humanity; traded it for white privilege**
24. **Live with the reality, pain of our collusion**
25. **Choose to numb out**
26. **Replicate harm in our own families (Dr. Candice Nicole Hargons)**
27. **Loss of self: Who I am without white privilege, white supremacy culture?**
28. **Despair, hopelessness, powerlessness, feelings of incompetence ~ choose to wallow and stay stuck**

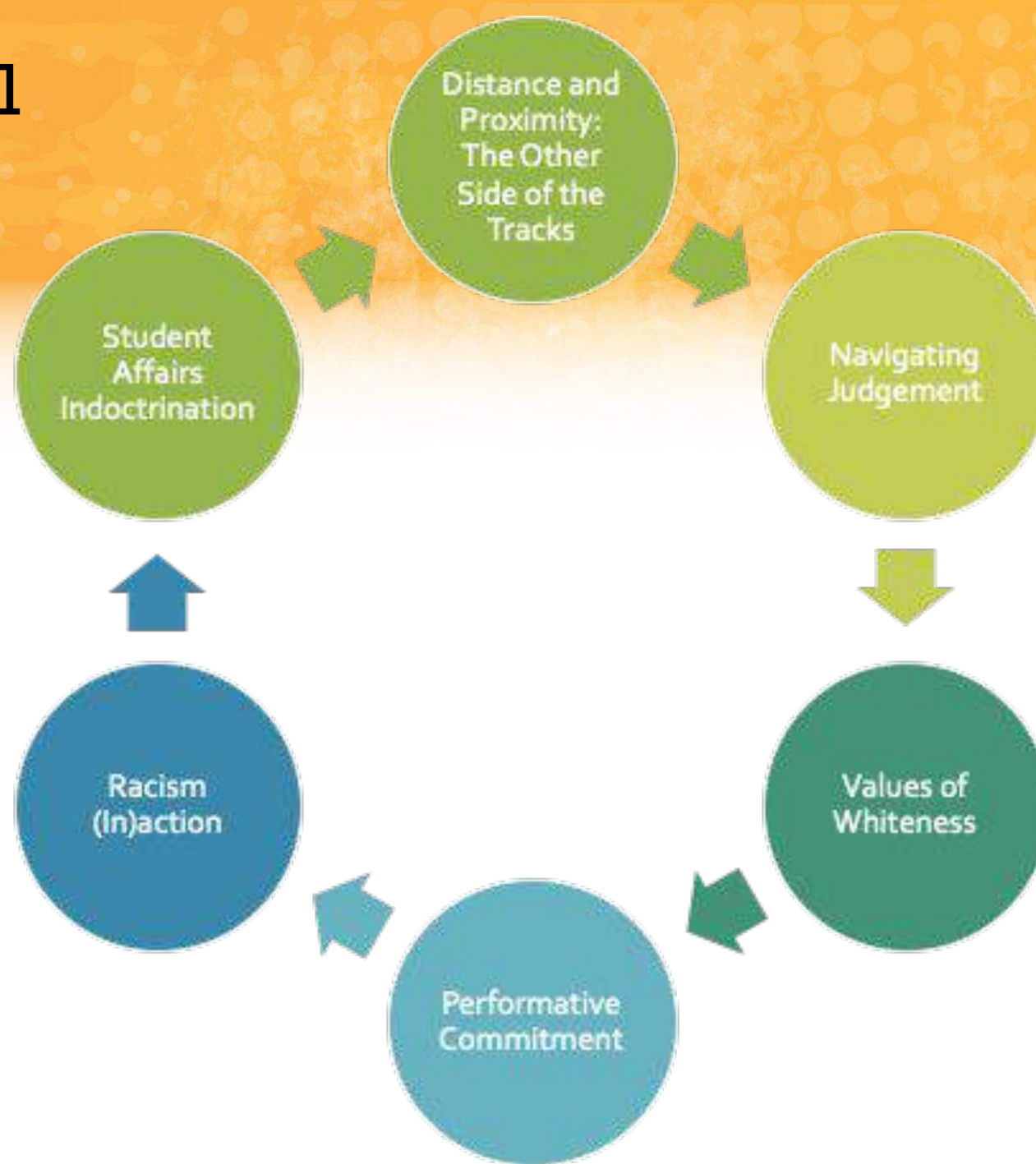
Debrief

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

Conceptual Framework of Whiteness



Note. Conceptual framework of whiteness. This model illustrates the relationship between the different concepts informing this study.



- **How will you take concepts, practices, activities into your life? Organization?**

Africana Studies Department
Institutional Equity and Inclusion Office present:
Black History Month



SUNY Cortland Alumni Table Talk: Racism, White Supremacy, and the Reality of Two Americas

Wednesday, Feb. 17, 2021

6 p.m. EST via WebEx

[Register](https://reddragonnetwork.org/twoamericas) at [RedDragonNetwork.org/twoamericas](https://reddragonnetwork.org/twoamericas)

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Africana Studies/ Political
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Dominic F. Carter '85
WABC Radio and
longtime TV Political
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**Dr. Rachael Forester '12,
M '14, Associate Director,
UNC Charlotte**



Regina Grantham
Associate Professor,
Communications Disorders



Yusuf A. Muhammad '99, M '01
Principal, STEAM Academy

CELEBRATING BLACK HISTORY MONTH

Co-sponsorships and funding for Black History Month were made possible by the President's Office, Institutional Equity and Inclusion Office, Political Science Department, School of Arts and Sciences, Africana Studies Department, Performing Arts, SUNY Cortland Alumni Association, Multicultural Life and Diversity Office, Disability Resources, CALS, SGA, KYR-ASA, SUNY Cortland Campus Activities, Career Services, BSU, NAACP and PASA.

New resources

www.drkathyobear.com/resources

Leaders, beginning anti-racism dialogue

- **7 page outline**
- **Slide deck**

Leading White Accountability Groups, a self-paced course

<https://drkathyobear.com/wag-mini-course/>

Bonus live 1-hour sessions in March:

Th 3/11: 1pm ET

Th 3/25: 4pm ET

Tu 3/16: 1pm ET

Tu 3/30: 4pm ET

Homework:

1. **Continue to identify **expected/required capacities** for your area of responsibility and leaders within your organization.**

2. **Reflections for next week:**
 - a. **What's in it for white people? How does actively partnering to create racially just, anti-racist organizations benefit white people?**

 - b. **What could be **potential costs** for being a co-conspirator? (Dr. Bettina Love)**