

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?

RESOURCES

- Dr. Kathy Obear's website
 - <http://drkathyobear.com/resources/>
 - [WAG 2.0 handout](#)
 - [Leading White Accountability Groups](#)
- Land acknowledgement URL, <https://native-land.ca/>
- Inside Higher Ed article, [Language of Appeasement](#)
- Here is some more information about the Springfield Race Riot: <https://www.blackpast.org/african-american-history/springfield-race-riot-1908/>

CHAT comments

As a (racial identity), I enter this space feeling... & land acknowledgements.

- As a white woman, I enter feeling open, excited, energized to learn from, participate, and witness this session.
- As a white person I enter feeling angry
- As a white person, I enter feeling determined to do better and to listen well.
- As a white person, I enter feeling grateful for this weekly time that allows me to hold myself accountable in deeper, more meaningful ways.
- As a white woman, I enter feeling self-conscious. I'm zooming in from Wampanoag land.
- As a white person I enter feeling aware and grateful
- As a white person, I enter feeling tired. Exhausted. I'm in Charlotte, NC, land of Catawba and Sugaree.
- As a white person, I enter feeling distracted knowing the impeachment trial is happening right now. Wanting to acknowledge that but trying to be present and not give into distractions. I have had some really good conversations this past week and ready to continue the work.
- As a white person I enter wanting to learn
- As a white person, I enter feeling open.
- As a white cis woman, I enter feeling excited for this discussion, open to learning, and humbled by my awareness of much needed/wanted internal growth.
- As a white person I enter feeling a bit frazzled but again very glad to be here. I live in Brooklyn, NY and am an Assistant Principal at a public high school.
- As a white person, I enter feeling gratitude and desire to learn.
- Today, I enter feeling frustrated. I'm in Spokane, WA on the occupied, unceded lands of the Spokane Tribe.
- As a white woman, I enter feeling honestly worn out from the emotions of life this week. Trying to keep up the work and show up anyway. I'm here from Tacoma WA.

- As a White woman who has been attending a summit this week, I enter a little video-chat fatigued but invigorated. I also remain disheartened.
- As a white person, I enter feeling excited to learn.
- as a white woman in a bi-cultural family I enter feeling determined
- As a white woman I am feeling better today than I have in the last few weeks. I am excited to learn more about supervision today and being more aware and advocating and speaking up for others.
- As a white woman, I enter this space feeling exhausted but grateful to be a part of this session.
- As a white person I enter feeling grounded and ready.
- As a Euro-American cis woman, I enter feeling sad and insecure and nervous about a talk I'm doing at my church. From Denver, land of Arapahoe and Cheyenne
- As a white woman, I enter feeling ready to slow down and be fully present.
- As a white person, I enter feeling sad and hopeless about lack of my actions.
- As a white person, I enter feeling overwhelmed by the amount of work to be done within my communities. Jess (they/them) calling in from Vermont, or land stolen from Abenaki peoples.
- As a white person I enter feeling tired but hopeful, and grateful for this weekly space.
- As a white woman, I enter feeling frustrated with systems in place that continue to separate and exclude ... Student affairs in Winston-Salem, NC at Wake Forest
- As a white person, I enter feeling open and connected. I have an anti-racism training to give Friday and thankful for colleagues also doing the work and being supportive. I am a family and community educator for special education. (Beacon, NY) Lenape, Mohican, Mohegan, Wappingers land
- As a white woman, I enter feeling stressed and overwhelmed, but glad to be here. I am in the Raleigh NC area.
- As a white person, I enter feeling grateful and curious...open to learning and knowing I need to practice.
- As a white person I enter today feeling energized to be in community and hopeful for our collective work.
- As a white person, I'm feeling thankful to be present in this space as I have struggled to be able to be able to prioritize this work this week with how much life has gotten in the way.
- As a white person, I enter feeling tired and excited for this opportunity to learn and grow with others. I am joining from Rochester, NY which is Seneca and Haudenosaunee land.
- As a white cis woman, I enter feeling committed, angered, hopeful. I gratefully live on Ais and Seminole land in Eastern Florida.
- As a white person, I enter feeling tired and stressed but ready to engage.
- as a white person I enter feeling present, mindful of how I show up at work this week. I am in Seattle, on Duwamish and Coast Salish land
- As a white man I enter feeling fatigued, hopeful to become a co-conspirator, and working to maintain my energy for my work.
- As a white person, I enter feeling open to listen and learn.
- As a white woman, I enter feeling like I'm committed to continuous growth and learning. I just humbly learned that my home is on the lands of the Squaxin, Cowlitz, Coast Salish, and Nisqually people
- As a white woman I enter feeling tense, optimistic, committed, a bit distracted.
- As a white person, I enter feeling open to learn and engage.
- As a white person, I enter feeling ready to learn and engage, and also exhausted. I'm coming to you from the ancestral homelands of the Miami and Shawnee peoples.

- As I white woman, I enter feeling grateful for this space and overwhelmed by the work that I know I need to contribute to. I'm tuning in from Vermont, on Abenaki land.
- As a white woman, I enter feeling deeply invested in this work. I am the Founder/CEO of Social Justice Kids. I'm from south of Seattle, ancestral homelands of Puyallup and Coast Salish Peoples.
- AS a white cis gendered male. I am determined to do the work. I am from St. Louis, Kickapoo, Osage, Missouriia
- As a white woman, I enter feeling distracted and frustrated but looking forward to the session ahead of us. (Madrid, New Mexico - occupied Pueblo territory)
- As a white woman, I enter feel exhausted and know that even small change is a good step forward.
- As a white man, I enter feeling stretched thin by the urgent needs at work. But so happy to have a space to learn and grow with other white folks. I work for a non-profit who is contracted by the City of Seattle to provide services to the community. I carry many responsibilities in my role, those that are written in my job description and those that are "additional duties as assigned".
- As a white woman, I enter feeling excited to take on the work of anti-racism and eager for the conversation. Coming from Fort Collins, Colorado
- As a white woman I enter this space feeling dumbfounded at the resistance to this discussion that I have encountered from people whom I did not expect. I am from the central coast of California and I work at a local community college assisting underrepresented student-parents.
- As a white person, I enter feeling a little overwhelmed by the task at hand but energized by being around other white folks also committed to anti-racism work.
- As a white queer cis woman, I'm feeling fatigued & sad. I am on occupied Lenni Lenape Land.
- This practice reminds me of how often I limit my emotions and rarely I recognize the full breadth of what's present in my body.
- As a white person, I enter feeling heavy from my week and harm I have done this week & struggling to not push away my fellow white folks who have been resistant in spaces I facilitate. I work at UW-Madison, on land forcibly stolen from the Ho-Chunk nation. I am a social justice educator.
- As a white person, I'm entering humbly and thankful for the opportunity to learn and grow.
- As a white man, I enter this space feeling the weight of oppression of those with whom I work for racial equity. Eager to make sure my words and action support my fellow leaders of color.
- I live on Yokuts land and work on Miwok, Yokuts, Ohlone, Ramaytush, and Nisenan land
- As a white cis woman, I enter this space from Treaty lands and traditional territory of the Mississauga's of the Credit and homeland of Anishinaabe, Haudenosaunee, and Wendat peoples (in Toronto Canada). I am honored to be with you all today.
- I am joining everyone on unceded Anishinabe Waki land. As a white person, I enter this space feeling thankful to have a space to connect in with others and continue to hold myself accountable to growth and to the work of decolonization.
- As a white woman, I enter this space curious to learn and hear from others and tired from my workload.
- As a white person, I enter feeling tired and distracted but ready to slow down and be present. I am coming to you from unceded Duwamish territory.
- As a white woman, I enter feeling wrung out. I am working from my home in Poulsbo, WA, and I am a Director at the City of Seattle where my work is centered on transforming land use and permitting to anti-racist framework.

- As a white woman, I enter feeling distracted but wanting to connect with others and be present to commit to making this world a more equitable place in the future' As a white woman, I enter feeling excited to share space committed to doing this work, and excited to continue my learning.

Other comments

I am a consultant and stay-at-home mom in the Pacific NW.

Yes, thank you for bringing all of that up today, Rachael.

Thank you that is a thought, new perspective.

To me football culture also represents a culture of toxic masculinity

Does anyone know of a great movie on Nelson Mandela to watch with a very sensitive 8-year-old?

Here is some more information about the Springfield Race Riot:

<https://www.blackpast.org/african-american-history/springfield-race-riot-1908/>

Insights and reflections from the week - commitments you made last week, where are you stuck, share anything else...

Thanks for the conversation,

Thank you...

It was great chatting with you!

Thank you!

You're amazing!! Thank you for such a beautiful chat.

Thanks for sharing your vulnerability.

Thanks for the chat and connection!

Thank you for your presence!! It was a pleasure!

It was nice to hear others invested in the work who are thinking about it personally and professionally.

Appreciation to my small group! Thanks for sharing.

So nice to meet you!

Thanks, glad we got to meet and relate our common experience at our institution.

Group 4 was awesome, thank you!

Thank you.

It's so helpful to connect with other educators and see how folks are incorporating this work into their professional lives.

Sharing appreciation for group 12! Thank you!

Thank you! I'm so glad I came back.

Thanks for sharing - excited to chat with you more in the next session!

Thank you for connecting today!

Appreciation for relating in and shared experiences! Thank you for the chat.

Great to talk with you.

Thanks, new friends, I appreciate the vulnerable shares!

It's hard to interrupt behaviors in a virtual environment.

Thank you!

Good to talk to you!

Thank you for joining in feeling of "where do we start?" Great to connect with you!

Thank you! Nice to meet you.

Thanks! Appreciate what you shared!

Thank you, I'm glad we could connect and hope to continue conversation.

Good to connect with you!!

Thank you for sharing!

Nice to meet you! Appreciate the vulnerability in sharing our thoughts and reflections over the past week!

Thank you for my partner!
it was nice connecting over similar feelings.
You are too!
Thank you!
Thank you for sharing what's making you hopeful.
A theme I see from our chat was pressure felt to make the difference we want to make!
Thank you - it is helpful to hear that you are also struggling with urgency pressure.
I love the small chat rooms.
The small group time when so fast
Thank you for sharing your reflections of your process right now!
Excellent point
integration sounds like assimilation to me too.
3 out 4 white people have zero BIPOC n their social network.
What a powerful reflection
It seems that may make white people feel more comfortable rather than focusing on racial justice, I appreciate what you are saying.
That's super helpful.
Thank you.
Noticing it is great!
Thank you.
Great Point!!!! THANKS!!
Thank you.
Integration seems to negate the need for affinity groups which is far from the truth.
Thank you for sharing that!
What a great insight! Thank you for sharing your story.
I really relate to that dissonance and perspective — thank you!
Thank you.
Could integration be focused on taking learning in and integrating into one's own life?
DEII - Diversity, Equity, Inclusion, and Integration - AA
Thank you for the conversation!
Thanks for the insight.
Thank you for sharing.
Makes me think of this concept, taught to me by [my supervisor]: When we say inclusion, inclusion into what?
^^yes!
Yes
Thank you.
Belonging is being able to show up as I am - RG.
I learned that from RW;))
Yes, that's beautiful, thank you.
Thank you!
How do we create a culture of belonging? -RJ
That's powerful - inclusion into what?
That makes us EDJI (edgy!)
The J for justice was added because Davis said that we can include folks of color or from the LGBTQ+ community and the group can be diverse but still not have equity and justice.
Thank you, Rachael!
Wanted to share for everyone: the children's book "Not My Idea" by Anastasia Higginbotham
Inclusion into what? -KT
That inclusion into what is really helpful to think of
Yes, both the language and the action = we need both!

Yes Rachael! Thanks for noting that! I

The semantics are less important than the action.

You are totally right; Rachael and I appreciate you saying that.

Resource -- <https://www.insidehighered.com/views/2017/03/30/colleges-need-language-shift-not-one-you-think-essay#:~:text=Diversity%20celebrates%20increases%20in%20numbers,those%20who%20have%20been%20targeted.>

essay#:~:text=Diversity%20celebrates%20increases%20in%20numbers,those%20who%20have%20been%20targeted.

YES! I love this resource.

Thank you!

yes, love this resource!

YES

Thanks for sharing that.

Definitely a valuable resource from Dr. Obear --

<https://drkathyobear.com/wp-content/uploads/2021/01/Leading-White-Accountability-Groups-packet-spring-2021-ZOOM-WAG-2.0-compressed.pdf>

And for folks who haven't read it, it was published under his previous name & pronouns.

What are 2+ strengths in this group? & What are 1-2 things you need to stretch into?

15 and 1 strengths

strengths: honesty and open minded.

Strengths listening, relating in, naming feeling.

Strengths - being brave, honesty.

Strength sharing airtime and speaking honestly.

strengths - 11 & 14; growing into - 15.

Strength 13 and 16, Grow 15 and 11

Strength = being present, working on share time and taking risks

Stretch - listen harder.

Strengths 12, 15

I want to be brave and engage and being fully present.

Stretch to be mindful.

Strengths open honest communication, noticing.

Strength Empathy and Compassion

I need to work on not being triggered by the term white fragility.

My strengths are 7 and 2 and wanting to grow in 13.

Strength Taking risks with conversations with family and friends.

Strengths 5 & 8

need to stretch into pausing before I speak (with honesty)

Strengths 7 & 13

Strengths — speak from personal experience, listening respectfully.

I need to stretch into full participation.

patience with listening learning, compassion without exception,

Stretch...

Strength listening without shaming.

Strengths 13, 12, 6, 8

growing into real sharing; strength, listening and curiosity

Strengths listening respectfully/to learn, be fully present, grow comfort zone +1, take risks.

Strengths - 7, 12 Grow - 13, 11

be open to new perspectives and seeking to understand; Stretch: staying present (esp. in my body), recognize my triggers.

I'm good with openness and being comfier with discomfort.

Grow into 11, 13.

2 and 14

Strengths listen to learn, open to new perspectives.
Need to take more risks, but I'm a good listener.
Strengths - anticipating impact before speaking, relating in; grow - be fully present, recognizing my triggers in the moment.
Strengths 2 and 11, Growth 6 and 14
strengths 15 12
Grow into 16.
Strengths listen and speaking from personal experience.
Stretch - share if I feel triggered.
growth checking my fatigue and finding ways to maintain engagement.
grow into taking risks and being brave.
Working on 6 and 14, strengths in 2, 9
My strengths, today, #12 and 3; growing into 13 and 14 (already feeling a little less grounded than usual)
Strengths listening and being open to new perspective; Growth areas Recognizing and responding to triggers.
don't freeze frame others - stop judging.
Growth: offering concrete examples
Strengths: awareness of race in the room and willingness to be uncomfortable
My strengths and stretches are the same taking risks and using my privilege to disrupt the status quo.
I have lots of comfort and lots of resources, I have a lot of tolerance for difficult conversations; I need to work on 15, getting the time to go deeper and further my own work, instead of supporting others.
I'm challenged by 16 - the "we won't be finished."
Need to stretch into listening to learn.
strengths - 8, 7 grow into 14.
strengths 4, 6
Growth is 13 & 10.
(This is my first meeting as I've been sick for the past two) 2 strengths: 1 and 9 and 2 places I would like to grow into further is 6 and 13.
Strengths - been getting better at 13 over the last few weeks.
I need to grow into 14 and 15.
Strengths listening, relating, honest self-reflection.
strengths speaking about personal experience & move in and move out - Need to stretch - explore impact, be full present.
Strengths: 8 and 14, Stretch: 6 and 15
Growth areas: not freeze framing; patience.
strengths - 3,4 weaknesses - 7, 10
strengths 9 and 6; need to grow into 10 and 11.
Stretch 14, 7.
strengths 7 & 2; grow into 10 & 15.
Need to grow into 2 & 15.
Strengths open and honest communication; sharing in the air; Grow in to Exploring impact and recognizing triggers.
Strengths: 4 & 10. Challenges: 15 & 11 risk taking
My strengths include engaging and embracing this opportunity; I need to lean into recognizing my triggers and working through them.
Need to stretch into 15, 11.
Reflect/share -- Which strength are you going to work on growing into today?

Strengths speaking from experience and trusting the dialogue; growing into not freeze-framing and naming what I'm noticing within myself and the group.

You said it- it's a word!

I love the phrase "co-conspire."

The gift of feedback, receiving the feedback - RF.

absolutely

Gift of feedback---such a GREAT phrase, & we need to get more people to see it that way!

Relate to this very well!

Yes, can so relate to this Rachael!

So helpful for me to hear such a specific example. Thank you!

How did I behave in a racist way - not so much if?

I definitely resonate with having to be intentional about actually engaging with feedback as a gift. I want to just defend myself & rely on what we already have built as a relationship, which I have definitely interpreted as more intimate than my BIPOC colleagues.

Wondering- how to navigate when others might be saying "good job" as a micro aggression... how to offer positive feedback that doesn't land with negative impact.

Thanks for sharing!

That's not what I INTENDED... right? I couldn't believe the gut punch it was when I learned about the impacts of that. I think that is what really started me craving moving from RSJ into how to become anti-racist.

Great question!

having a similar thought

6

2 & 3; Depends on who is in the group (not racially but personally)

6

4 I do wonder how your colleagues could have offered "way to go" to you?

7 I am becoming more and more aware of these micro aggressions and leaning in, but I have a lot of work to do.

I am a white woman who is chair of our College's Diversity Committee. I am always anxious leading those meetings.

I am usually anxious about it unless there is a lot of trust in the relationships.

Thank you for trusting us and stepping in to share.

I resonate with that.

6 - 8. And sometimes, it falls back to a 3. It often depends on how brave I'm pushing myself.

How aware I am of what and why I'm bringing my stories/self into a space, and so on.

Thanks for starting us off and being so vulnerable!

Thank you for sharing.

Thank you for sharing.

Thank you for trusting us! I relate.

I relate to that from past roles & hearing comments that indicated I wasn't the best to serve us with diversity because my diversity didn't see the right kind.

Thanks for being so honest.

Definitely resonating with the importance of relationship

Thank you for being vulnerable in the space, we really appreciate that.

Thank you, appreciate your honesty.

Thank you for your honesty and vulnerability.

Thank you.

Thank you so much for sharing.

Wow. That was powerful for me- Be relationally focused."

how wonderful that you've been able to receive the "gift of feedback"?

I* not we, I'm sorry.

Thank you for opening your heart to us.

Thank you.

Thank you for sharing - it helps me with my own reflection.

I have a particularly difficult time with these conversations at work as well.

Thanks for your clear description and reflection.

One way we show up in accountability is through vulnerability - RF.

Thank you!

I think my rating depends upon my psychological safety.

I relate to that.

I like that insight.

Ooh. I like this distinction of personal relationships vs work relationships.

I can relate to wanting to say certain things in a situation but then when a situation comes those things don't come out of my mouth.

I also really appreciate this insight you're bringing into the space.

I notice how powerful it felt to hear you [live speaker] b/c I have heard so few people who look like you acknowledge defensiveness & say they want to be less defensive & hear more feedback!

I relate to that.

Same, work structures really affect my confidence to be brave.

Right there with you

YES, same. I feel great in my personal life but seem to shy away from it some at work.

Definitely relate to the difference in personal/professional settings

Thanks for naming the context of other positionally (like leadership)

Really wise to recognize that the different environments have different impacts - and if that may be related to power structures.

Yup - - the power structures within a university does make it difficult.

Thanks for sharing that.

I relate to that difference in work and personal relationships and interactions.

Yes, wholeheartedly relate to this distinct Richard, likely why I rated a 5 across the board.

Psychological Safety. That is powerful. And not something everyone has the opportunity to make decisions about. I appreciate you being aware of that.

I relate to the showing up differently at work and in my personal life.

I have the opposite response - I am a 9-10 at work, in my community, in volunteer spaces; in my most intimate relationship if it comes up, so many other things collapse me, and I can be quite flustered or fragile.

Thank you for sharing.

I also find myself freeze framing folks at work at getting frustrated with where they are and their willingness to engage in anti-racist work. Definitely about fragility and moving away from discomfort for me.

I hear that... I was feeling similarly.

Reflect -- How do you think how you show up at work vs. in your personal life might relate to white supremacy? -RF

Appreciate folks acknowledging that power structures make this more complicated and wondering how often we use "professionalism" as a way to avoid hard conversations about racism.

Being flawed is challenging at work! Relating in so much!

I appreciate you bringing that up because I resonate.

The perfectionism and being afraid that we won't be forgiven when we mess up at work.

Perfectionism is one of the characteristics of white supremacy culture that I find myself pushing back against the hardest.

The idea of "psychological safety" that folks are talking about also brings up the difference in

Safety and discomfort and how hard it can be for me to parse those with regard to my "up" identities, particularly my whiteness.

ugh yes...perfectionism!

Oof! very important to hear that.

Very powerful!

I can just imagine the powerful shift that would happen if [attendee] showed up in his wholeness, naming WSC, and creating that space. Makes me smile to imagine it.

Perfectionism vs wanting to show up with the responsibility of what I have done wrong - RF.

Totally agree it's significant to acknowledge the white supremacy of the "professionalism" that is set within the work culture especially for me working at a PWI.

Yeah, I really appreciate that feedback to sit with

Thank you for that challenge. sitting right with it

I need to unlearn my own socialization from white role models in leadership that I've had over the years in higher ed.

^^^ oooh

Yes, same

Same!

+1

Yes

That resonates with me.

The role of being in charge professionally is a social construct. Many of us have been socialized into that role.

The distinction may be about risk tolerance.

Psychological safety is a privilege - KT.

I can relate to this conversation and so appreciate hearing the follow up feedback.

YES, safety is different based on privilege. Discomfort for me can be actual risk for someone that is targeted/doesn't have my white privilege.

I also think Patriarchy has a role in this (WSC tenet) Training men that they must lead, provide, be unbending, stuff emotions... also adds pressure to men to perform.

Question: as a foreigner, I have hard time at times to differentiate perfectionism as American (maybe even western value) vs characteristic of white supremacy culture...

- Are they separate concepts for you? I wonder how white supremacy culture has shaped the entirety of our society, so much so that what we see as "American" is really white supremacy in action?
- I grew up in white communities in Europe and experienced their valuing of perfectionism; I don't think it's American.
- And I wonder how labeling things as "American" also means we can't question or challenge those practices without being seen as un-American.

Are there microaggressions that can be leveled against white people?

And how do we do some self-reflection around how we, as white folks, show up silent? In our own spaces? In our own homes?

Can you say more?

- I think so but this maybe my whiteness talking too, and this might be outside of my awareness.

I have been called Polly Purebred while working on myself. Is that a microaggression?

- Do you mean racial microaggressions against white people?
- I don't think so — microaggressions are a form of racism and rely on a systemic power dynamic.
- Microaggressions are about leveraging power from up/dominant folks to down/targeted folks.

- I have done something similar calling myself “a nice white lady” to acknowledge that I am aware of whiteness but have questioned who that serves and am I having impact on folks around me who do not know me or my intent.

yes

Racism is directional - so no, white folks cannot have racial microaggressions aimed at us. Someone can be unkind to a white person (or downright rude), but they cannot be racist or micro aggressive.

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?

Well said Jay and Andrea!

Reflections and Breakouts: What are some examples of times you’ve questioned the true relationship you’ve had with BIPOC colleagues?

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

OK Ibram X Kendi says black folks have power and can be racist. Hmm...I guess different perspectives.

Yes, Kendi says that, but he means against other people of color — not against white people.

Yes, exactly Andrea.

I have to sneak out for a meeting. I appreciate this space and am excited to continue to engage next week!

I wish I could have heard the end of your sentence!

Thanks Group 4! You are all awesome.

Thank you for sharing. Sorry we were short on time.

That was a powerful conversation. Thank you.

Thanks for sharing and being vulnerable.

Yes, thanks.

All day!

Just sharing gratitude for group 12--so appreciated both of you!

So good to be in space with you, thank you!

Thanks for relating in and connecting through a compass of shame moment!!

Thanks for the good conversation!

Thank you!

Thanks!!!

Pause and re-center; it's so important. Remember to do it throughout the day. - KT

Thank you for the wonderful conversation!

Our conversation has me processing a lot, thank you so much.

Thank you for the reminder about the ways white shame gets in the way of authenticity and showing up.

Thank you!

Thank you!

Thank you!

Thank you! I'm excited to hear more about your teams and how they move forward.

Thank you! For the challenge+1 for me! And the immediate love and support!

Grateful to be in the "mess" with you all.

Group 4, thanks for listening and processing with me.

And thanks for sharing. Appreciate it.

Shout-out to Group 12! Thanks for creating space to share.

Ditto with my group
Room #9! Woot!

Wow. That's so powerful! Why didn't you stop her? Why did I have to do that? Yes. I have been there too. Thank you for sharing.

^^ been there, done that

oh - I can imagine how that felt in the moment and then to receive the feedback afterwards. Thank you for helping me think through things myself!

You need to recognize your male behavior may be present...and sometimes you are going to screw up.

I relate to this - I haven't had an experience where someone asked why I didn't speak up - but I look back and see there were times where I pushed that responsibility onto a BIPOC colleague. Wow—I think I defer as well.

How do you know when to step up so that it is not perceived as "coming to the black woman's rescue?"

Yes. Relating to that too.

I hear that. And there

White niceness is deep in my bones and difficult to exorcise.

I definitely relate to that. I've struggled hard with not always feeling like I can be/am being fully authentic as a co-facilitator with a BIPOC colleague.

I feel like building good relationships allows you to have that conversation later. I think White people have to start really engaging with White people and show that it's not just BIPOC who disapprove of this behavior, right?

Yes 'white niceness' deeply entrenched here too.

I also relate how often I 'protect' the one doing harm.

I've struggled with that too and ended up feeling like the risk of not stepping up is greater than the potential risk of stepping up.

Well said.

Beth, you just helped me figure out something that's been holding me back in this work. Thank you, thank you!

What I mean is that if I have a good relationship with that colleague we can debrief later - but also, I want that person to know they aren't alone.

And I'm currently trying to live into that it's better to say something than not, and then do the repair & recovery I need to if I hurt someone by being a "savior."

"white niceness" ...Yea...makes me wince ...I was so well trained in that arena!!!!

I want to own racism as a white problem and recognize that other white folks may hear me better than my BIPOC colleagues and the consequences on me professionally and personally are less.

This is bringing up for me private vs public and how my whiteness leads me to prefer "private" interactions with other white people which don't name harm in the moment and in front of BIPOC colleagues.

Whew. I think about that A LOT. Thanks for naming that, Kim.

Always on my mind... thank you!

I actually assume that the people of color in the room don't like me.

I feel that too often.

Group 6 I feel like what Kim shared related in a bit to what we were talking about in our breakout space.

I have definitely assumed a deeper level of intimacy with especially Black colleagues in the past and did a lot of harm. And Ooof - yes, still evaluating and sitting with that all the time.

I experienced that during a search committee in the past - a White internal candidate talked over and over again about how X person (with BIPOC identity) is so awesome and such a great resource in the interview. The X Person shared with the search committee that the internal

candidate had never once spoken with her - there was no relationship there. It's made me think about how I seek out relationship building and how I just use my colleagues.

Yes... that "good white person"

Relating. Definitely relating

I'm getting reminded of "white SPACE" and what I have learned from Black people about that.

Whites taking up LOTS of SPACE.

co-conspirators

Our liberation is connected. -RF

Not doing for, but with - RF

Yes!

Thank you so much, that helps me in a situation I've been reflecting on! (re: peacocking)

Will definitely be digging into when I'm working with and when I'm working for/performing.

"I wanted to peacock" - RF.

+1 Jay

I have been thinking about this a LOT lately - how am I seeking approval/peacocking to prove my anti-racism.

Your intent may be to show up "with" [your BIPOC colleague] but the impact is that it is "for" [your BIPOC colleague]. Does it boil down to relationships? And if so, do we show up "with" in spaces that we don't know the BIPOC?

100%

I can relate, I've done this with friends both white and BIPOC.

I think the impact is for everyone. White supremacy impacts all of us.

I'm still doing the work on myself, as well!

authenticity! (with kids :))

I can relate to that thank you for sharing!

Thank you! It's really helpful to hear you share both sides (and challenge Perfectionism)

Thanks for sharing :)

time, place, location - love this!

^^yess!

It's not about rescuing... -RF.

This is a powerful set of skills. I would love to keep talking about how and when this is appropriate. Practice

Ugh yes Rachael. And as a white woman I hate thinking people don't like me even as I'm proud of myself when I am able to speak up.

I think a lot about virtue signaling vs being genuine and authentic, and doing the right thing (at the right time)

Racial Battle Fatigue is trauma. - KT

Yes.

Yes

Heard the term, but never seen this model.

Never heard the specific term - but know many folks experiencing it.

Thank you.

No

yes

Yes

yes!

no

Heard about it, but without specifics.

yes

Yes. Heard a great keynote on this at a conference.

The BIPOC students at our school will name it.

Not as a specific term j

I learned about RBF at a workshop I was facilitating...A Black woman brought it up.

Battle Fatigue by Mary-Frances Winters!

Yes- as education for counsellors working with BIPOC folks.

Black Fatigue by Mary-Francis Winters@@@

Not heard about racial battle fatigue and appreciate knowing about it.

Aware of it and grateful to be reminded of the framework.

I've heard about it in the context of stereotype threat and microaggressions.

Racial Trauma, yes.... Resmaa Manakem

It's helpful to hear you speak about it in your experience.

Specifically related to trauma

Future Dr. in the house!!!

YES!!!!

^^^ yes, RM

YES, my sister-in-law who is a black professor in higher ed has talked with me and our family about this.... very helpful for us as a family to understand this and support her.

Thank you.

Thank you for sharing that.

Thank you SO MUCH!!!!

I have to leave/ Thank you so much for today's session.

Yes, thank you.

...and how do we white folks show up for our BIPOC friends/loved ones as they go through the RBF?

Yes, Kim! It's been hard seeing the insurrection images being aired again this week during the impeachment trial.

...without further traumatizing?

I love that: "The harm we do by thinking we're good at this." YES!!!!!!

I saw the fatigue happen to my BIPOC colleagues in a Human Rights Centre. It's a bit different, in the sense that their full-time job was challenging white supremacy, but you add that to the daily experiences of white supremacy, and it was so taxing on them.

Will you remind me what PAN stands for please?

PAN = Pay attention now

Pay attention now.

TY!

drkathyobear.com/resources

Whoops sorry Amanda didn't see that before I hit send!

We were both typing at the same time @Randy - no worries.

Resource -- <https://drkathyobear.com/wp-content/uploads/2021/01/Leading-White-Accountability-Groups-packet-spring-2021-ZOOM-WAG-2.0-compressed.pdf>

Really great session-- thanks so much!

Thank you so much for your time, sharing and the information Kim! Appreciate it. I need to run to my next meeting.

Thank you, Kim, it was so amazing to have you!

Thank you, Kim!

Thank you!

Thank you!

Thank you, Kim,

Thank you so much Kim! It was wonderful to have you in this space!

Thank you, Kim,

Thank you, Kim!

Thank you for sharing your time, expertise, and personal experiences with us.

Thank you, Kim!
Thank you, Kim, and Rachael!!!
I think you are working with our campus pretty soon!
Thank you, Kim. It was great having your voice in this space.
Thank you, Kim and Rachael, Great session today.
Thank you, Kim, and Rachael,
Thanks to you both :)
Fabulous presentation, thank you so much for being here!
Thank you for your time and energy, Kim. This was a powerful discussion today.
Thank you, Kim, and Rachel.
I am so grateful for all of the conversations that happened here. Thank you, Kim, and thank you Rachael for facilitating.
Thank you so much for everything!
Thank you all.
Thank you so very much!!
Thank you so much, super helpful.
Thank you, Kim.
I appreciate your co-convening today.
much thanks Kim Turner
Thank you so much to both of you.
Kim thank you so much for your time and for sharing your insights!
Thank you!
Thank you thank you so much!
Thanks for sharing everyone. Thank you, Kim. Thank you, Rachael.
thanks so much.
Thank you, Kim.
Rachael and Kim thank you for modeling and sharing narratives today :)
Thank you, Kim, and Rachael!
That was amazing. Thank you, future Dr. Turner, for being here today!
Thank you, Kim, and Rachael,
Thank you!
Thank you!
Thank you, Kim, and Rachael.
Wow so much serotonin in me right now, thank you friends.
Deep gratitude for Kim, Rachel and all the members of the Community YAY to Kathy
Thank you!
Thank you everyone. Kim thank you again. Rachael thank you again. You all are wonderful.
Thank you!
Thank you!
