

16:03:44: As a white woman, I enter feeling motivated and cold.

16:03:51: As a white person, I enter feeling inspired for change in my role as the manager of career services.

16:04:02 As a white person, I'm feeling hopeful. I'm a high school English teacher here on Wampanoag land.

16:04:04: As a white person, I enter feeling frustrated and complicit within the white supremacy and oppression of higher ed.

16:04:04: as a white person I enter feeling screened out but firm in my dedication to continue learning and building from awareness to action.

16:04:13: As a white person, I enter feeling conflicted - I work with orientation programs from MN.

16:04:15: as a white person, I enter feeling motivated.

16:04:16: As a white woman, I enter feeling more tired than I wish I was.

16:04:18 As a white person whose family loved Rush Limbaugh, I am processing how much of his hateful rhetoric I ingested even as I rejected it

16:04:18: As a white woman, I enter feeling both tired and curious.

16:04:18: As a white person, I enter feeling tired. I am a program manager for the Spokane workforce council.

16:04:23: As a white person, I enter feeling defiant against the system as well. I also feel hopeless, hopeful, inspired, challenged, disoriented, focused...

16:04:24: As a white male, I am feeling connected today. I work in a counseling center at a university.

16:04:24: As a white person, I enter feeling tired but ready to focus.

16:04:25: As a white woman, I enter feeling stretched in too many directions.

16:04:28: As a white, cis-gendered woman, I enter feeling tired, but hopeful that I can make changes within myself and within my organization (a university)

16:04:30: As a cis white woman counsellor from Squamish, Tseil-Waututh and Mausqueam territory, I enter feeling grounded, relieved, some regret about my complicity with racism this week, much hope around shifting this.

16:04:32 As a White cis woman, I enter into the space feeling energized and tired. We had a great session on Whiteness today at my institution. I am entering from the Treaty lands and traditional territory of the Mississaugas of the Credit and homeland of Anishinaabe, Haudenosaunee, and Wendat peoples.

16:04:33 As a white person, I enter feeling hopeful but often frustrated!

16:04:36: As a white woman, I enter feeling tired but present.

16:04:4: as a white person, I enter feeling conflicted today. I work at the Minnesota Department of Human services

16:04:42: As a white person I enter feeling distant.

16:04:43: As a white cis woman, I enter feeling weak, but ready. Denver, CO resident working from home on white-on-white projects.

16:04:50: As a white person I enter feeling committed to the work, and very limited in capacity today.

16:04:51: As a white person I enter feeling in the work of staying focused on this work. I'm working on speaking my own struggle to take ownership of my actions.

16:04:55: As a white man I am feeling energized after an insight about how my whiteness showed up in a NAACP meeting.

16:04:55: As a white person, I enter feeling grateful for this space that has been created for us to do this work.

16:04:56e: As a cis-gendered white woman, I enter feeling tired today. I am based at NC State University and working with others here to bring these conversations to our college.

16:04:58: As a white person, I enter feeling overwhelmed and unfocused. I'm struggling to know where to go next because there is so much work to be done.

16:05:00: As a white person, I enter feeling reflective and ready to engage, and check in with myself on the energy I am dedicating to decolonization and anti-racism.

16:05:00: as a white person, I enter feeling hopeful and overwhelmed t times.

16:05:00 As a white woman, I enter feeling stressed about professional deadlines.

16:05:01 As a white trans person, I enter this week feeling reflective. Calling in from Vermont which is land stolen from Abenaki people.

16:05:02 As a white person, I enter feeling the tension and challenge of being present.

16:05:02: As a White woman I enter to feeling vulnerable and with a desire to be engaged and focused right now.

16:05:05 As a white person, I enter today feeling overwhelmed by the talk and lack of action that I feel I have observed recently.

16:05:14 As a white person I enter today with energy and commitment. I look forward to this group each week. Living here in Florida on Ais and Seminole land.

16:05:16 As I white person I enter this space discombobulated.

16:05:20 As a white person, I enter feeling grateful to be here.

16:05:22: As a white woman, I enter feeling screened/zoomed out and reluctant to come to the meeting. But I'm here! And I'm coming from Minnesota (Dakota and Anishinaabe lands) as an assistant professor of higher ed.

16:05:25 As a cis-gendered white woman, I enter feeling committed to this work. Working at home in Fort Collins CO

16:05:26 Coming at you from Charlotte, NC on the Sugaree and Catawba lands

16:05:33 As a cis white woman, I enter feeling frustrated with educational leaders who are letting their bias disrupt equity work in rural school districts in WI.

16:05:42 Joining you as a white cis femme librarian from Seattle (Duwamish/Coast Salish territory)

16:05:49: As a white senior woman, I enter feeling grateful that my daughter suggested this group to me. I am learning every day.

16:06:07 As a white person I enter today feeling determined, tired, open-hearted, and grateful for this space.

16:06:16 As a white person, I enter feeling like I'm always just beginning. I'm from Olympia, WA and I work in learning and development. land of the Squaxin, Coast Salish, Cowlitz and Nisqually people

16:06:18: Yaa, Coast Salish :) Vancouver, BC.

16:06:48 Hello in Vancouver BC

16:06:49 As a white cis woman, I enter feeling zoomed out & saddened by my complicitness in racism as an educator on occupied Munsee Lenape land

16:06:51: I am joining from Anishinabewaki land in Mt. Pleasant MI

16:07:14 As a white person, I enter feeling unfocused and a little overwhelmed. I am on Wampanoag land and oversee our University's Learning Assistance programs

16:07:24: I relate to Kathy that I am also hearing frustration from BIPOC colleagues and friends about the lack of follow through from white folks. Thinking a lot about my role in that and how we can push each other forward.

16:07:43 hello from coast Salish territory in Vancouver

16:07:51: As a white ciswoman I enter feeling exhausted. I'm connecting from Stanford University in CA (land of the Muwekma Ohlone) in my role in residential education.

16:08:14 <3

16:08:30 Interested in creating some local accountability groups in the future.

16:08:44 On our campus, we read it and speak to what it means for us. For me, it makes the past and present - present. It is an opportunity to connect the two.

16:08:45: yes pls!

16:09:07: I just finished reading Beloved last night! Happy birthday, Toni!

16:09:09: yes! and I have done one session already and are back here to expand our capability to convene.

16:09:40: In a lot of my work, I relate land acknowledgements to the original stewards of the land and what we can learn from them.

16:10:13: I GET how ESSENTIAL it is to look at myself and my training and conditioning. So, get it!!

16:10:24: as a white woman I enter feeling behind on the role I hope/d to play in educating against racial bias, inequity and p prejudice.

16:11:06 really appreciate the historical facts that are shared at the beginnings of these meetings!

16:11:1: I relate, Glad we're here today.

16:11:18 Braiding Sweetgrass is a wonderful book for connecting to the land and opening eyes (as opposed to invisible-izing) to the lives & traditions of indigenous folk.

16:11:41 yes!

16:12:11: SUCH A GOOD calendar, that EJI Calendar!!

16:12:11: love that calendar!

16:13:36 an average of one lynching every four days between 1880 to 1949 (think that last date is correct)

16:14:26 Yes, yes, yes, Kathy. Yes!

16:14:33: Charges dropped against Amy Cooper after some "therapy."

Quote: 16:14:44 F *"What is the through line? How do we continue to bring this back to our work and lives" KO?*

16:14:47: was we talk about the cost of racism - did anyone see Ari Melber yesterday? he has an eye-opening segment on home appraisals and racial bias.

16:14:57 As a European American cis gender woman I enter feeling very tired with a headache. I am feeling frustrated with myself and with others. I am from Fallston MD, a rural county about 30 miles north of Baltimore. I am a grant coordinator at 2 local community colleges, a mother working to hold the administration accountable at both of my daughters' schools, and a volunteer facilitator/group leader for our local Coming to The Table monthly dialogue meeting.

16:15:04: Stay positive. There is work to be done.

16:15:07: It really hit me this week how much more likely I am to share my 'knowledge' of racism with BIPOC folks, but hesitant I am with white folks -as a pattern.

16:15:18 This week I experienced some woke racism and was silent, working with PAIRS now. to address it with the person.

16:15:22: Yes Rachel, black history month is also about hearing the joy and successes, not just about slavery history (if I got that right)

16:15:27 Watching Texas leadership blaming AOC for the power outage...they get their anti-Black misogyny in whenever they can.

16:15:42: What would you have wanted to see happen to Amy Cooper?

16:15:43 That other heart-breaking story - Joe Ligon - received a life sentence at the age of 15 - just got released after 68 years.

16:15:44: I've been reading Me and White Supremacy and have been reflecting a lot on my own exhibitions of white exceptionalism, and who else I see exhibiting this, in addition to how to hold myself and others accountable.

16:15:58: As I just mentioned, I finished reading Beloved by Toni Morrison and have been thinking about how powerful a novel it is, but also that I'm not sure it was written for me.

16:15:58 I am really struggling to prioritize the homework for this group!

16:16:00: I've been frustrated by the lack of alignment I've seen with values espoused at work and decisions/actions made. I've been asking myself a lot about how I am complicit with WSC by allowing hierarchy to dictate decisions.

16:16:03: Appreciated Kathy's chapter...reflecting on all that was shared there, and how I see myself in it.

16:16:04: Noticing a lot of the folks I'm working with using language really rooted in white supremacist culture as they talk about getting their participants to think "about things in the RIGHT way." Bringing up a lot of my own processing around white supremacist culture and the ways I engage in it.

16:16:09: I was trying to avoid been seen as a bitch, negative, creating conflict ugh.

16:16:27: Here's the article on Joe Ligon: <https://www.inquirer.com/news/joe-ligon-juvenile-lifer-philadelphia-incarceration-release-lifetime-parole-20210211.html?fbclid=IwAR3y1jrIsciCnMQcUOfIC5x-mKVJ2IPfic95Lg1cMKDRPoYEvT-gjYbrFyGs>

16:16:30 I am working to understand how complicit I have been in perpetuating structural and systemic racism.

16:16:40: I'm realizing how hard it is to do this work in isolation. Working at home, no chance to interact with colleagues. I so appreciate this group for the opportunities to engage with others!

16:16:41: Reading Caste and continuing to learn learn learn. How Nazi's learned from us. OMG!

16:16:42 Watching people praise Rush Limbaugh for his work. So hard to comprehend.

16:16:47 I have been reflecting on the ways that I reject FEELING the feelings tied to listening. to stories about racist harm, especially when I am feeling tired and burnt out. And I feel like the absolute least I can do is receive a story and feel it.

16:16:48: Read *Between Me and the World* and sitting with the pains of injustice written about there.

16:16:56 F: The homework this week really hit me hard— thinking lots about the cost in my own life when I actively embody WSC. Also did some digging into SURJ's WSC characteristics and thinking about which I am so, so steeped in and see as a part of my "core" and how to untangle that and combat it head-on.

16:17:04 YES! This work seems so much more difficult when we are all remote.

16:17:07: My pattern has been multi-layered: wanting to be the good white, not wanting to sit my discomfort/complacency/complicity), wanting to keep the peace with white folks (complicit), wanting to 'save' BIPOC so 'they don't lose hope' (and so I don't)

16:17:08: I'm currently reading "Bring the War Home: The White Power Movement and Paramilitary America" by Kathleen Belew because I'm trying to get my head out of the sand.

16:17:11 Experienced my male whiteness in a breakout group during NAACP meeting and aware of how it disrespected the leadership of the Blacks in room.

16:17:19 I continue to notice my own implicit bias and lack of awareness. feel it in a couple of gut checks.

16:17:23: My 12YO son took a Black History quiz yesterday and they mostly asked about jersey numbers of athletes and when people died, not about the impact of their work to advance equality. I want to reach out to the teach but am hesitant.

Quote 16:17:25: "How long it takes white people to go from head, to heart, to hands/action" - KO.

16:17:35: I am noticing that I have a tendency to run to perfectly logical explanations and am feeling the high anxiety of messing up and desire to dissociate.

16:17:36 Thanks to Resmaa Menekem, reflecting on how white supremacy lives in my body.

16:17:41: I can relate, Kathy. Moving from head to heart is hard sometimes.

16:17:47 I am sitting in how to move from what I feel is a solid understanding and awareness but stuck on moving to action and reflecting on all the times I freeze and stay silent.

16:17:47: I watched Judas and the Black Messiah this past weekend and reminded of the great lengths the US government went to suppress Black political organizations like the Black Panthers.

16:17:55 WOW. Don't even know how to think about that loss of opportunity for learning and respect.

16:17:56: I've also been reflecting (prompted by another group read of Me and White Supremacy) about how I have very few friends who are Black/BIPOC men. I don't have a lot of friends who are men in general, but this really struck me. I can only think that they do not see me as a safe person. More work to be done.

16:17:58 Learned a great deal about medical mistrust in communities of color and heard about ways forward. Valuable for accompaniment.

16:17:58 is that book by Isabel Wilkerson?

16:17:59: realizing how even when I'm trying harder to pay attention and name things happening... I can still be so stuck in the moment of what/how to say.

16:18:03: I've learned how little intention I've had behind my learning before now (again, the "why now" conundrum). I'm continuing to try to learn more.

16:18:13: I knew it was coming but it seems like a lot of support we received for inclusion work after the George Floyd murder is disappearing on campus. I am so tired of the cycle...

16:18:23 Yes!

16:18:23: The great lengths our governments STILL go to disenfranchise black political organizations.

16:18:26 I watched that film this past weekend Judas and Black Messiah so many parallels to the current day.

16:18:32: Also saw the student who took a video of his government teacher talking about how the n word doesn't mean what we think it means. I had a moment of disbelief even though it's literally recorded. It makes me think how many things I was taught that I haven't even dug deep enough to unpack.

16:19:22 From Kathy Obear to Everyone: we also watched Judas and the Black Messiah.... felt deep anger at the 17-year-old "Judas" as well as the white FBI.... Hoover, racist systems -

16:19:31: I'm thinking a lot about the characteristics Tema Okun shared in "white supremacy culture" https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-

[_white_sup_culture.pdf](#) and trying to name it as much as I see it when I am acting/being those characteristics.

16:19:32 13 is big for me as well Because of a very similar reason Rachael. The notices are there, but I need to make sure I am naming the notices into the space.

16:19:38 The learning and unlearning is ongoing. Sometimes it aches to realize where I am and the unsettlement with my uncertainty of where I'd like to be.

16:19:40: I need to say how afraid I am of messing up. HUGE FEAR that holds me back from speaking and facilitating.

16:19:46: 7

16:19:51: 14

16:19:51: 13 is big for me, too.

16:19:57: 15

16:19:59: Completely relate to you,

16:20:03 #7 - Being fully present. I don't want to be present in anything right now (thanks, SAD)

16:20:08: 4

16:20:10: 9

16:20:15: 9

16:20:18 7

16:20:20: 11

16:20:21: 15 trusting the dialogue, not rushing and wanting to "big deeper" so badly.

16:20:21: 11, always 11

16:20:23 15

16:20:24 Fear of retaliation by those who are "disheartened" by my political or other views, especially family.

16:20:24 - I hear you!

16:20:25 #3 at times is hard because I am not sure.

16:20:25: Such good training to “not do it unless it’s perfect.”

16:20:32 6 - sharing airtime continues to be a concentrated effort.

16:20:37: I’m feeling frustrated with progressives’ complaining/criticizing what’s happening in the country/world without offering suggestions for what should happen and how to get there.

16:20:37: Thanks, Heather!

16:20:39: 16- Recognizing and realizing that I’m still trying to achieve a 'place of knowing' when really this will be ongoing, and I need to put my energy into resilience for the long journey.

16:20:42 “What are the ways we are doing harm when we are afraid to show up?” RF

16:20:45 11-taking risks is one I am always trying to work on

16:21:28 Being present today.

16:21:38: Kathy: 10:30 Eastern time?

16:21:54 This song is on repeat on my playlist this month!!

16:22:32 This song is an anthem for me when I need a reminder or some motivation to keep going. Such a beautiful song!

16:23:25 What a great way to be centered in this work today - thank you!

16:23:36 As a hearing-impaired person, I really appreciate you including a video with lyrics!

16:23:39: Next week an option y’all could take a look at if you wanted is the song Stand Up by Cynthia Erivo. It’s from the movie Harriet.

16:24:36 Listening to “Rise Up” Andra Day... so powerful. Such a bodily grounding in this work. Oof.

16:24:49 From Elizabeth Trayner to Everyone:

<https://www.youtube.com/watch?v=FBuIBaDSOa4>

16:25:33: This song has a powerful memory for me - I listened to it with Rachael (in person) before she defended her dissertation proposal and (virtually) before she defended her

dissertation. I will always associate this with our power and ability to fight for racial justice, thanks to her study and partnership.

16:26:22: it's amazing how her voice is both tired and determined...

16:26:31 From Rachael Forester (she/her/hers) to Everyone: such a powerful memory Emily. So glad we shared that!

16:26:48: I love this ending too.

16:26:54e: And somehow the song is never long enough.

16:27:01: ^^ feel that.

16:27:11: So powerful and moving. Thank you so much for that.

16:27:12 Thank you for that - -

16:27:19: I needed this today.

16:27:43 So powerful!!!

16:27:52 inspiration to keep the work, the fight going.

16:27:56: Tears

16:27:57 So many feels. It's such a powerful song and message.

16:28:15 perfect :)

16:28:16: "a thousand times again"

16:36:34 From Rachael Forester (she/her/hers) to Everyone:
<https://www.youtube.com/watch?v=FBuIBaDSOa4&feature=youtu.be>

16:36:43 From Kathy Obear to Everyone: KO's Community Connections
<https://us04web.zoom.us/j/75141582491>

16:36:44: Thanks for connecting! Much appreciation for sharing and listening.

16:36:50: Really thankful for the breakout conversation - needed to connect to a wonderful person today.

16:37:04 Thank you for your encouragement.

16:37:05 thank YOU!

16:37:10 gratitude

16:37:12: Thanks!

16:37:13: Thanks for connecting, enjoyed holding space with you.

16:37:24 Great to meet new people each week, thank you!

16:37:28 and I got to chat about what “broken down and tired” gets to look like in terms of our whiteness.

16:37:29 F: Thanks!

16:37:37: I appreciated the comment someone made prior to breakout groups how their voice is so powerful yet tired.

16:37:40, enjoyed talking strategic planning with you!

16:37:45: Was reminded of the amazing resilience of Black Women, grateful for their patience with me as a white cisgender woman staying the course.

16:37:47: Thousand times again.....Absolutely!

16:37:56: Thank you for the honest and vulnerable conversation!

16:38:12: Great meeting people every week.

16:38:46: great to connect with you.

16:38:51: Thank you.

16:39:54: “A superpower is continuing to show up every day” -HB.

16:40:17: Relate to this. Thank you for sharing.

16:40:23: I so relate. Thank you for sharing!

16:40:30: Thank you - you named what I am feeling today.

16:40:38: This song reminded me today that feeling all of the feelings associated with this work can serve as a fuel for action. Rage and love are sacred energy sources to help me continue to rise up.

16:40:40: Yes. Thank you!

16:40:41: Relate to that a lot.

16:40:47: Relating to this!!

16:40:56: Thank you.

16:41:26: "It's about learning to trust ourselves" -KO.

16:41:43: Thanks to my group member for sharing with me this quotation from Scott Woods: Racism is "like being born into air: you take it in as soon as you breathe. It's not a cold that you can get over. There is no anti-racist certification class. It's a set of socioeconomic traps and cultural values that are fired up every time we interact with the world. It is a thing you have to keep scooping out of the boat of your life to keep from drowning in it. I know it's hard work, but it's the price you pay for owning everything."

16:42:24: Relating very much to this.

16:42:33: "Do I trust myself to show up?" - KO

16:42:34: Wow!

16:42:52: Great point. I hear this from my BIPOC colleagues.

16:42:54: "Do I trust myself" is a great connection to the conversation we were having around the song.

16:43:14: reminds me the degree to which we have NO IDEA. I have to remind myself of that every now and then. HAVE TO.

16:43:28: wow

16:43:50: Thank you for grounding this in the purpose of the work we're doing.

16:43:51: Absolutely! Something I want to reflect on more!!

16:43:55: that was powerful.

16:44:05: I really love that reflection and think . . . and I shared a similar conversation. Thank you for bringing that into the space so powerfully.

16:44:06: Also- what I will have to do to be able to Rise Up... how to set up resilience in body, mind and spirit.

16:44:19: "We get to pick what mountains we want to move, reminding myself of my privilege" - TS.

16:44:19: I really love that reflection. Thank you for that.

16:44:29: Thank you! <https://www.goodreads.com/quotes/8784483-the-problem-is-that-white-people-see-racism-as-conscious>

16:44:57: https://www.youtube.com/watch?v=NwPO_Rm3bwl&ab_channel=BethanyElen

16:45:03: Ella's song

16:45:07: Umi by Lion Babe!

16:45:10: sa-roc - revolution

16:45:11: It feels good to show up, to work toward justice for all.

16:45:18: yes

16:45:18: stand up by Cynthia Ervo.

16:45:26: Stand Up (From Harriet) — Cynthia Erivo

16:45:32: <https://www.youtube.com/watch?v=NEMsIHVejWM>

16:45:33: Yes, thank you.

16:45:34: Quiet by MILCK

16:45:35: Loosen Loosen song <https://www.youtube.com/watch?v=X-7XfaS7Mc>.

16:45:36: how about that song from "South Pacific" that is from the FIFTIES.... about having to learn to hate

16:45:37: Marvin Gaye "What's Going ON"

16:45:40: Rhiannon giddens entire freedom highway album is incredible.

16:45:44: I wish I knew how it would feel to be free - Nina Simone.

16:45:57: I'm wondering if people of color realize they are doing this every minute, every day -- or is this early their reality and don't know what another reality feels like...

16:45:59: "You've Got to be Taught."

16:46:01: YES. This is what I was thinking.

16:46:08: Thanks

16:46:09: Joyner Lucas - I'm not racist.

16:46:12: Reflections on Race by Norma Johnson

16:46:30: I am moved by "I know where I've been" from Hairspray - honestly, I missed a piece of the conversation about what we're doing in chat.

16:46:34: Yes, Norma Johnson's poetry

16:46:36: we THINK it's not toxic to us as white people, that we can step away, but we are very harmed by being part of this system. My liberation is tied up in yours...

16:46:55: Pretty much anything by Climbing Poetree <https://www.youtube.com/user/freeda44>

16:46:57: Resistance Revival Chorus: <https://www.youtube.com/watch?v=1TbDPwA09Bc>

16:47:22: Which book are you referencing?

16:47:22: "Who am I, authentically? Is that different when I am with BIPOC folks? If so, why?" - RF

16:47:38: Alicia Keys underdog <https://www.youtube.com/watch?v=izyZLKIWGIA>

16:47:44: rhapsody - pray mamma don't cry.

16:47:49: Nahko Bear, Black as Night

16:48:41: "I can't breathe - music for the movement."

16:49:07: But I'm Not Racist: <https://drkathyobear.com/books/>

16:49:11: KO's book is good!

16:49:22: If I was president- remix- las cafeterias et al.

16:50:12: "If we FEEL, we might be more compelled to show up." -KO

16:52:43: Also- as mentioned earlier- trust. Of others and of self.

16:52:47: never good enough

16:53:05: The biggest lesson I learned during my time at . . . was that I was performing! So many inauthentic relationships.

16:53:09: I call the "Not Good Enuf" part of me my "inner demon".

16:53:21: Relating in to never feeling good enough.

16:53:24: Omg your sharing is medicine.

16:53:33: We lose seeing the world in a different way.

16:53:35: yes

16:53:48: So true. Yes, thank you I—your sharing is medicine.

16:54:01: Many women in our college relate very strongly to imposter syndrome.

16:54:02: living a narrow life.

16:54:20: I have been sitting with the pain that comes when we recognize that many of our relationships are actually inauthentic. There's so much shame, guilt, and pain that comes up for me. And — these relationships haven't been authentic bc I have been wearing my mask of whiteness.

16:54:26: Cost of Racism....missing the truth!

16:54:40: "I can't have privilege without it being at the expense of BIPOC folks... and feeling that deeply." -KO

16:54:46: exactly

16:54:50: Yes...

16:55:24: SO grateful we are all willing to talk about and look at all this. So many people do NOT want to look at all this!!!!

16:55:31: It's out!

16:55:43: Mediocre <https://www.sealpress.com/titles/ijeoma-oluo/mediocre/9781580059510/>

16:55:47: I gave it to my husband for his birthday.

16:55:47: Ijeoma Oluo named on Time's 100 today.

16:55:57: "Not held accountable..." YES

16:55:57: Me too, Holly! Appreciating this conversation deeply.

16:56:02: It was incredibly painful to really sit with the conversation last week about colleagues being forced into relationship with me who don't actually want to be in relationship with me because of the power I hold.

16:57:04: yes absolutely, thank you for naming that!

16:57:28: Yes, so many people do NOT GET THE CONCEPT of white trauma. Thank you!!

16:58:04: "We are asked to choose between our own humanity or being loved by our own caregivers" RF.

16:58:25: thank you for your vulnerability.

16:59:11: We onions are peeling back many layers!!!!

16:59:39: How are you impacted by racism? What is the cost to you?

17:00:26: Liberating Structures just being integrated with the 1:2:4: ALL process, quiet reflection, pair share, groups of 4 and then the large group. Appreciate this facilitation technique. <https://www.liberatingstructures.com/>

17:15:39: Thank you!

17:15:39: thank you so much for that awesome debrief space together.

17:15:44: Thank you! We were just getting started!!!

17:15:53: I felt seen - thanks group 3 (I think)

17:15:59: Thank you breakout room 10 for space to share and be vulnerable!

17:15:59: Thank you!

17:16:00: Quickest 15 minutes ever!

17:16:07: thank you. wish we could talk longer.

17:16:10: Thank you! I appreciate the vulnerability from folks.

17:16:12: Thanks group!

17:16:13: All in my feels. Thank you!

17:16:15: thank you! What a beautiful wisdom and vulnerability. Thank you.

17:16:18: All the feels

17:16:18: thank you so much for sharing and listening! I appreciate so much having that space with you today!

17:16:19: This feels like what "accountability" looks like — being able to be honest with others.

17:16:19: My favorite session of the WAG!

17:16:20: I could have stayed in that conversation for hours. Thank you!

17:16:25: Thank you for sharing space w me. I feel less hopeless and less alone.

17:16:26: So grateful for relating into the emotion - and offering me even more to reflect and build on.

17:16:26: Thanks to my group for letting me share!

17:16:27: Yes, a quick and meaningful 15 minutes!

17:16:29: thanks! could have talked more and more for sure!

17:16:31: It felt good to share an experience of failing at this that I've had for decades but not really understood until recently.

17:16:33: So, appreciate the space to debrief and relate to each other.

17:16:34: It seems like many of us are in an emotional space today - thank you to this entire group for being a safe space.

17:16:35: Thanks - what a gift this week to reflect and share with one another.

17:16:36: Such a timely and helpful conversation

17:16:37: Thank you.

17:16:43: Thank you!

17:16:45: Talked about how all of the points were rooted in isolation. Also, talking about sacrificing humanity to maintain relationships.

17:17:03: helpful to connect and relate in with my group.

17:17:05: I relate in - thank you!

17:17:08: were very wonderful and made a beautiful space for vulnerability and reframes.

17:17:31: Thank you for sharing that feeling space.

17:17:32: it was wonderful to meet you and thank you for sharing and for your insights! (And thanks for your patience listening to me process thoughts!)

17:17:52: you didn't talk too much <3.

17:18:12: Thanks for telling us about what you're experiencing at your campus!!

17:18:26: and for us with MANY privileged IDs, FAR MORE responsibility to speak up, speak out.... use our privilege.

17:18:40: Thanks for being vulnerable. I hear you.

17:18:42: I appreciated getting to process our feelings and really dig into the ways we've failed ourselves and others. It was heavy and hard, and helped me feel less alone.

17:18:45: thank you for sharing!!! I hear you.

17:18:57: Thank you!

17:18:58: Yes, thank you for sharing.

17:18:59: I understand what you're saying about your grandfather. I get that. And I appreciate your insight into where you're at with that particular cost.

17:19:01: Thank you, really powerful. I can relate.

17:19:04: Thank you.

17:19:26: I relate to that, too.

17:19:34: Yes, the accountability piece. Thank you all for the affirmations coming in.

17:19:44: thank you!

17:19:55: Thank you for the word of collusion.

17:20:43: we whites get the benefit of doubt, assumed to be competent.

17:21:11: thank you for sharing.

17:21:13: advanced beyond our capacity... competence

17:21:21: Thank you!

17:21:26: thank you for sharing and relating in and for your vulnerability with us.

17:21:29: Thank you.

17:21:31: appreciate your share...the feelings are real and can be motivating!

17:21:39: Yea!! Thanks!!

17:21:40: Thank you!

17:21:42: Thank you. joining you sitting in that feeling of mediocrity

17:21:46: thanks for sharing! I definitely relate.

17:21:48: I had a moment of jealousy when you said you didn't even apply for the job. Then I remember that happened to me once too. I relate.

17:21:49: Thank you!

17:21:50: thank you for acknowledging the brokenness of fundraising/philanthropy.

17:21:50: Thank you for sharing.

17:22:00: "Ideas to feelings... everything is a part of it..." -KO.

17:22:36: how will you take this and share, lead conversations?

17:22:53: I keep saying to myself, "You don't graduate from this work!!"

17:23:51: Such an illuminating graphic; thank you.

17:23:58: May we read your dissertation?

17:24:06: I'm a nerd for conceptual frameworks so just want to give a huge shoutout to you Rachael for creating this.

17:24:28: Yes, I've been wondering if your dissertation is available.

17:24:35: it is!

17:24:56: Dr. Forester's dissertation is available here -

<https://search.proquest.com/openview/2d1dbcd679507edc8ba28a9e9eb6dfe4/1.pdf?pq-origsite=gscholar&cbl=18750&diss=y>.

17:25:10: Thank you!

17:25:16: Thanks!!!

17:25:26: It makes me feel tired— like I have to do lots of hard, intentional work to stop this machine!

17:25:34: How do we stop this cycle?! I look like turning one cog (our privilege for example) turns the others. What then?

17:26:40: I just realized I was raised in a segregated space. mind blown.

17:27:06: notice we did experiential activities THEN RF shared her research, conceptual models....

17:27:09: More afraid of the label than the impact - so true.

17:27:13: I appreciate the concept of not knowing if it's possible to be good.

17:27:29: that struck me too.

17:27:52: Thanks for helping us work from emotion!!

17:28:07: Thank you for sharing your dissertation Rachael!

17:28:23: What role does form a positive white identity play in all of this?

17:28:26: I love the reminder to breathe.

17:28:59: how will you take concepts, practices, activities into your life? Organization?

17:29:42: "Use white culture, whiteness, to then dismantle it" - KO.

17:29:43: <https://counseling.ufl.edu/healing-rt/>

17:30:02: www.RedDragonNetwork.org/twoamericas

17:30:26: will work to remain grounded in saying what needs to be said even when difficult.

17:30:27: Wednesday, February 17 6pm EST via WebEx

17:30:47: Register Here: www.RedDragonNetwork.org/twoamericas

17:31:04: www.drkathyobear.com/resources

17:31:46: <https://drkathyobear.com/wag-mini-course/>

17:33:38: Continue to identify expected/required capacities for your area of responsibility and leaders within your organization.

What's in it for white people? How does actively partnering to create racially just, anti-racist organizations benefit white people?

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

17:33:44: I am committed to building ongoing resilience and vitality so I Can be someone who will rise up 1000 times again. I am committed to continuing this conversation, doing the homework, and sharing with others.

17:33:50: I cannot attend next week, so my commitment is honoring the work of this group by doing the homework even though I won't be in attendance and spending intentional time on my own to invest in this work.

17:33:51: empathy and self-forgiveness

Resources

<https://www.inquirer.com/news/joe-ligon-juvenile-lifer-philadelphia-incarceration-release-lifetime-parole-20210211.html?fbclid=IwAR3y1jrlsiCnMQcUOfIC5x-mKVJ2IPfic95Lg1cMKDRPoYEVt-gjYbrFyGs>

<http://drkathyobear.com/resources/>

https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-_white_sup_culture.pdf

KO's Community Connections <https://us04web.zoom.us/j/75141582491>

<https://www.goodreads.com/quotes/8784483-the-problem-is-that-white-people-see-racism-as-conscious>

But I'm Not Racist: <https://drkathyobear.com/books/>

Mediocre <https://www.sealpress.com/titles/ijeoma-oluo/mediocre/9781580059510/>

<https://www.liberatingstructures.com/>

Dr. Forester's dissertation is available here -

<https://search.proquest.com/openview/2d1dbcd679507edc8ba28a9e9eb6dfe4/1.pdf?pg-origsite=gscholar&cbl=18750&diss=y>

<https://counseling.ufl.edu/healing-rt/>

www.RedDragonNetwork.org/twoamericas

Recommended Songs/Media

Stand Up by Cynthia Erivo

<https://www.youtube.com/watch?v=FBuIBaDSOa4>

https://www.youtube.com/watch?v=NwPO_Rm3bwl&ab_channel=BethanyElen

Ella's song

Umi by Lion Babe!

sa-roc - revolution

<https://www.youtube.com/watch?v=NEMsIHVejWM>

Quiet by MILCK

Loosen Loosen song <https://www.youtube.com/watch?v=X-7XfaS7Mc>

how about that song from "South Pacific" that is from the FIFTIES....? about having to learn to hate?

Marvin Gaye "What's Going ON"

Rhiannon Giddens entire freedom highway album is incredible.

I wish I knew how it would feel to be free - Nina simone.

Joyner Lucas - I'm not racist.

Reflections on Race by Norma Johnson

I am moved by "I know where I've been" from Hairspray.

Norma Johnson's poetry

Pretty much anything by Climbing Poetree <https://www.youtube.com/user/freeda44>

Resistance Revival Chorus: <https://www.youtube.com/watch?v=1TbDPwA09Bc>

Alicia Keys underdog <https://www.youtube.com/watch?v=izyZLKIWGiA>

rhapsody - pray momma don't cry.

Nahko Bear, Black as Night

"I can't breathe - music for the movement."

If I was president- remix- las cafeterias et al