

16:00:48 When you get a chance would you please explain "weaponizing whiteness"?

16:00:58 Sharing a news clip of an exciting project:

https://globalnews.ca/video/7616115/parents-address-lack-of-bipoc-voices-in-public-schools?fbclid=IwAR12RJ2TcP-CWbQdhalOAYfQiWz6PBwIPpo3R5gNZZnHWg7EpAAf_ezCwNQ.

16:03:25 just came across my feed...Canada just added Proud Boys to their terrorist groups.

16:03:30 "White tears" is weaponizing whiteness.

16:03:49 "Safety" is weaponizing whiteness.

16:08:22 Recommend the Student Affairs Now podcast from today that addressed Beyond Land Acknowledgements with Native Identified professionals

16:10:20 and mass incarceration prohibits voting too...

16:10:31 My Black History Month fact in my US History classes this morning was about Blanche Kelso Bruce, elected as a Senator by the Mississippi legislature in 1874 as a black man.

16:11:39 Today in 1956, Autherine Lucy, the first black student admitted to the Uni of Alabama, attended classes. After, white students & residents rioted, and Lucy was suspended due to "safety concerns."

16:12:45 Equal Justice Initiative

16:12:48 <https://eji.org/bryan-stevenson/>

16:12:53 <https://shop.eji.org/products/eji-calendar-2021>

16:12:58 ongoing calendar - <https://calendar.eji.org/racial-injustice/feb/03>

16:12:59 My classroom calendar for the past two years! (Of course, it didn't get much use last year). Calendar is only about \$6.

16:13:05 <https://eji.org/>

16:13:22 You can buy a BUNCH of those calendars very inexpensive and give them away!! Did that last month.

16:13:30 I am tired of seeing the performative Black History Month posts from my institution when I know they aren't working for systemic change.

16:13:47 28 days of black history <https://grow.surf/yebi0j>

16:13:47 #Truth

16:14:18 Breakout rooms: Insights and reflections from the week

16:14:22 agreed!

16:14:32 <https://www.28daysofblackhistory.com>

16:23:42 we got cut off in our group but thank you both for your sharing!

16:24:04 I just want to acknowledge how lovely it is for seeing so many male identified folks here doing this work.

16:24:23 I just appreciate the empathy and validation from my group 13 :-)

16:24:29 yes! also great to see you (:

16:24:30 Grateful for everyone's authenticity in the group.

16:24:34 Great to share with you.

16:24:41 Thanks for listening and relating in

16:24:54 Thanks group 41 for relating in.

16:24:55 Really appreciated the conversation in my group and exploring perfectionism/white supremacy culture.

16:25:02 Honesty & vulnerability - thank you!

16:25:03 I so appreciate the vulnerability and authenticity that I heard. And I resonate with the excitement/anxiety.

16:25:06 thank you group 3 for the sharing!

16:25:16 Grateful to work for an agency that requires trainings like UIR and Implicit Bias.

16:25:21 the performativity of black history month makes me angry/judgy, but really that's a cover for feeling sad at the ineffectiveness of it all and the lost opportunity to do real social justice work.

16:25:22 Acknowledgment that so much of our privilege is under the radar and remaining committed to being accountable for it

16:25:30 "fluffy" - white fragility? Maintaining racist status quo

16:25:31 I just wanted to say I appreciated hearing from my group and really wanted to hear the rest of what our last member was saying. Sorry for not managing the time better to give you more space.

16:25:38 Feel free to raise your hand if you'd like to share.

16:25:49 it was great to see how we can relate to each other and have so many of the experience just today.

16:26:01 I appreciated the tone of my group in naming the skills of the assessment as areas for striving towards a goal.

16:26:15 Performativity of DEI can be frustrating, reflecting on Sara Ahmed's book On Being Included

16:26:29 I appreciate the celebration of courage!

16:27:15 navigating black/white paradigm is a struggle as is knowing how to use my voice appropriately.

16:27:48 that exactly!

16:28:00 Love that message

16:28:07 Can't stuff emotion and also have energy, yes!

16:28:31 We spoke about the insurrection...what we saw, how it was outrageous that whites were treated very differently than BIPOC in their "protests". And now we have to be subjected to Trump's impeachment- national macro aggression!

16:28:32 we tend to lack resilience as whites.... in long term change work

16:28:46 Yes! totally relate to your comments about challenging power

16:29:08 I hear both the risk and exhaustion to challenging power, and how my whiteness makes it so the worst impacts won't hit me

16:29:09 I appreciate and resonate with that dichotomy!

16:29:13 I relate to you.

16:29:14 Def relate!

16:29:17 Being concerned about losing power and political capital comes up for me regularly

16:29:19 Can have low racial stamina.

16:29:19 relate.

16:29:30 I definitely feel the low resilience for staying uncomfortable.

16:29:40 powerful share - thank you for the message to stay in!

16:29:42 totally relate.

16:29:46 navigating exhaustion/health conditions that currently impact my daily life and ability to engage.

16:29:47 I relate to meeting resistance and using that as an excuse to stop or give up.

16:29:48 Yes—relate to that!

16:30:08 I relate into that. I get more focused on "keeping the peace" which is a mask for my fragility and internalized sexism.

16:30:22 And as a white man, fearing losing power and privilege is an ugly constant I don't like to admit.

16:30:53 Thanks for naming that fear.

16:30:54 that is a powerful recognition that I have absolutely done my entire life. I'm working now to push away from that.

16:31:21 I completely relate. I often over-analyze because I am centering perfection rather than taking action in the moment.

16:31:21 Thank you for your honesty and vulnerability.

16:31:27 Placating is something I know I do too. A recent Star Trek: Discovery episode struck me with this line: "I have to stop being reflexively supportive."

16:31:32 I relate.

16:31:33 yes - feeling that as well.

16:31:35 navigating exhaustion/health conditions that currently impact my daily life and ability to engage. And so, are most of the folks in my circle, so how do we support ourselves & one another while continuing to challenge power structures and work toward a more just community?

16:31:37 have and can still privilege white comfort over BIPOC trauma, experiences in the organization....

16:31:41 I relate to that. I hesitate, over analyze, and miss chances to show up authentically and bravely trying to be perfect or perfect enough.

16:31:53 I agree - I still worry about saying the wrong thing or being inadvertently offensive.

16:31:59 I feel like I'm constantly playing a game with trying to use my privilege for change, but do I just enjoy being able to use my power?

16:32:00 Yes +1000

16:32:00 I can relate.

16:32:23 thinking about that all the time.

16:32:23 yes to the wanting to be perfect (white supremacy culture) freezing me in the moment.

16:32:24 Brene Brown talks about when you're judgmental, it's likely something you have work to do around yourself :-)

16:32:24 Growing up in Mississippi, I can relate to having been judged so I draw on that for my own empathy.

16:32:28 Yes - hide in my intellectualizing and not stepping up unless it's "perfect."

16:32:28 "why do I see this work as optional" -- OOF, breathe.

16:32:31 great question!!

16:32:38 you're not alone in that - my ego is so much bigger than I ever want to admit when it comes to power and privilege.

16:32:40 I super relate to that seeing it as optional.

16:32:45 GOOD QUESTION!!!!!!!

16:32:47 I give myself lots of praise for the moments when I speak up/use my power and voice, which shows that I am still opting in/opting out and have work to do.

16:32:47 When have you as a white person seen this work as optional?

16:32:52 "When have you seen this work as optional? And Why?"

16:32:53 Great question!

16:33:08 Relating in to the idea that this work is optional. Struggling right now to help co-workers see it as essential.

16:33:18 I make this work optional for myself when I generate urgency in order to avoid it.

16:33:22 I no longer see it as optional AND at the same time, I have to really really force myself to speak up versus staying silent.

16:33:34 I have seen it as optional when I have a lot on my plate. Prioritizing other things and opting out because I can.

16:33:39 yes!

16:33:50 same here

16:34:03 I haven't seen it as optional for some time but am failing to draw good lines for myself in terms of self-care as a result.

16:34:07 Unless the blowback comes to us...that's important.

16:34:10 I often struggle with being the "mean" one - because of that fear of it blowing back on my BIPOC colleagues.

16:34:26 i see it as optional when I quantify the value of the work I've already done and see it as a justification to "take a break."

16:34:29 I super relate to judgement playing in on all angles.

16:34:40 Some themes: white fragility; navigating judgement; lack of empathy.

16:34:46 I relate to that.

16:35:12 Not having been forced to develop the resilience makes it really easy to give myself permission to not center the work.

16:35:13 As a single parent navigating almost a year of homeschool and pandemic life, I definitely fight the battle between rest and presence at home with not seeing the work as optional. I really appreciate that question!

16:35:40 I appreciate you sharing this, Anna.

16:36:26 All the things i use to stop myself.... active terms

16:36:37 Who can relate to sense of urgency?

16:36:46 I like that "If I don't know what people are thinking and feeling, then I need to slow down"

16:36:51 I think it can be difficult to work up courage to speak up in your organization - anxiety and nerves - and then feel like it's the bare minimum you should be doing - there's that cycle of guilt again. My anxiety about speaking up shouldn't be more debilitating than the white supremacy culture in the organization.

16:37:01 Grateful to hear your appreciation of mistakes.

16:37:26 The sense of urgency is the flip side of seeing the work as optional, right? Once we realize it's not an option, oh my goodness we have to get moving fast!

16:37:30 i relate to a sense of urgency.

16:37:30 very relatable

16:37:31 I definitely relate to the feeling of urgency, but also fear that taking the time to do the work communicates that I'm not serious about the work.

16:37:40 Thanks for being vulnerable. I def relate.

16:37:42 Thanks for sharing.

16:37:44 must be done right now.

16:37:56 This is such a good point. I am also struggling with how to balance taking a lead at work on anti-racism work and how to do this in support of my colleagues of color. Our CEO has identified a BIPOC VP as the "lead" on DEI, but without any support or resources.

16:38:08 Should've been done yesterday but doing it today is still better than waiting another minute :-)

16:38:19 Or admin pushing action faster than a timeline allows for real buy in or listening.

16:38:31 wow yes

16:38:33 I absolutely relate to that sense of urgency; which I've found I use to reinforce to myself that I'm a "good" white person. Realizing that the sustained, continuous work is what matters more has been hard to accept and has made me better in this work.

16:38:39 truth. We have one single CDO who is understaffed, overworked, and under resourced.

16:39:49 Appreciate that.

16:40:13 what does freeze-frame mean?

16:40:42 Collective learning- Strengths

16:40:43 What are 2+ of your strengths in White Accountability Groups? 1-2 that you will need to stretch into?

16:40:50 Freeze-frame is like when you write people off, don't allow space for them to grow.

16:41:00 Thank you.

16:41:01 Engagement Guidelines are p. 26 for me?

16:41:07 What are 2+ of your strengths in White Accountability Groups?

16:41:15 1-2 that you will need to stretch into

16:41:28 you freeze them and/or yourself into that one moment of time.

16:41:34 Look at the page numbers, but in the pdf reader is it page 27

16:51:27 OMG THAT WAS AMAZING!!!

16:51:29 :-)

16:51:30 Dismantling Racism and Creating Racially Just Organizations Our Critical Role and Responsibility as Anti-Racist White Allies and Change Agents

<https://youtu.be/AZkNr-Is1K4>

16:51:56 <https://rookieatl.com>

16:52:28 We have strengths with engaging and leaning into discomfort.

16:52:28 thank you for sharing.

16:52:36 I love the reminders to breathe, thank you!

16:53:10 I commit to engage and embrace this opportunity.

16:53:11 I commit to recognizing my triggers and all the ways they show up (like judgement, distraction, numbness...)

16:53:11 I commit to share the airtime and recognize my own triggers and manage them.

16:53:11 i commit to not freeze framing and trusting the process.

16:53:15 I commit to sharing the triggers I'm feeling (particularly when I am being judgmental)

16:53:16 I commit to being present and engaging.

16:53:21 I commit to make more comments about what I see happening in group conversations when I'm not a grp therapy facilitator/co-facilitator.

16:53:22 Commit to sharing airtime.

16:53:22 I commit to seeking to understand, expecting disagreement, and listening harder.

16:53:23 I commit to moving out of my comfort zone +1 and not freeze framing others

16:53:23 I commit to engaging through discomfort as learning happens in that space.

16:53:23 I commit to trying to understand how perfectionism is part of white supremacist culture.

16:53:24 I commit to "trusting the process."

16:53:27 I commit to not dehumanizing people or freeze-framing people. this is hard for me!

16:53:29 I commit to listening to learn and listening without judgment. I also commit to being brave and working in comfort zone +1

16:53:29 Being more than just physically present. I want to commit to making the space for my own growth as well as space in which risks can be taken to continue my learning.

16:53:29 I commit to being accountable for my own emotions and getting myself through my own triggers.

16:53:30 I commit to not giving up.

16:53:30 commit to focusing on the process and not seeing equity as an endpoint to get to

16:53:31 I commit to accepting my way and others' ways of coping with triggering situations. We all deal with them differently. Some take them head on, others don't.

16:53:32 I commit to reflecting on paradox - 9. Stir cognitive dissonance ~ explore multiple perspectives.

16:53:32 I commit to listening, speaking, and doing the homework.

16:53:34 what is freeze framing.

16:53:34 I commit to knowing my triggers and being able to give my self-space and move forward when able.

16:53:35 I commit to getting more familiar and comfortable navigating my triggers.

16:53:36 I commit to recognizing & sharing my triggers, as well as (stretching into) trusting the process.

16:53:36 I commit to noticing/describing what's happening in the group or in the space I'm in.'

16:53:36 I commit to sharing racial history as a beginning to understanding present racism.

16:53:37 Holding the learning will not be done in one session or unpacking will not be done with one question.

16:53:37 I commit to being fully present which means checking in with my body and breath and not just my mind.

16:53:37 I commit to open and honest communication, speaking from my own experience and continue to struggle with my challenge of not freeze-framing people.

16:53:38 I commit to taking greater risks and challenging others to take risks.

16:53:38 I commit to moving in and moving out.

16:53:38 I commit to taking risks, lean into discomfort, be brave.

16:53:38 I commit to learning openness to critical feedback.

16:53:40 I commit to exploring impact.

16:53:40 I publicly commit to continue being brave.

16:53:43 I commit to staying engaged and reflecting upon how I currently weaponize whiteness rather than relying on past personal experiences.

16:53:43 I commit to trusting that dialogue will take us to deeper levels of understanding and acceptance.

16:53:43 I commit to share airtime and being present (and to not letting my perfectionism get in the way of typing into the chat box)

16:53:44 I commit to being present, engage, embrace this learning/growth opportunity acknowledging that the work will not be finished it is ongoing.

16:53:44 I commit to noting/describing what I see happening in myself and others - PANning

16:53:44 I commit to remaining present and being more aware of my triggers.

16:53:44 I commit to recognizing my triggers and trust the dialogue.

16:53:48 I commit to engaging and remaining vulnerable.

16:53:49 Commit to take risks; lean into discomfort; be brave; engage.

16:53:50 Take risks and lean into discomfort.

16:53:51 I commit to continuing.

16:53:52 I commit to reminding myself and others that we are seeking opportunities to do less harm, not freeze framing one another.

16:53:52: I commit to lean into the discomfort.

16:53:52: I commit to learning about my triggers to better be able to recognize them and share when I am triggered.

16:53:52 I commit to not freezing framing. I commit to noticing and describing what I see happening in the group and in myself.

16:53:53: I commit to take risks, lean into discomfort, be brave, and engage.

16:53:53 I commit to being fully present.

16:53:53 And NAPping

16:53:55: I commit to being in comfort zone +1 and expecting discomfort.

16:53:55 I commit to being fully present and participating beyond my comfort zone.

16:53:56: I commit to PANning

16:53:56 I commit to co-creation of multiple ant-racist frameworks at the City in my professional role, and to creating a different experience for my son in how he may choose to move through the world.

16:53:59 Being patient with others.

16:53:59: I also commit to not freeze-framing, in others and in myself. Recognizing the capacity for growth.

16:53:59: Commit to explore impact, lean in discomfort and non-closure.

16:53:59 I commit to speaking up and continuing my own learning process.

16:54:04 I commit to recognize triggers and being vulnerable.

16:54:04 I give my word to creating myself as a clear listening space for others' experiences and emotions, independently of trying to "fix" anything.

16:54:10 From: I commit to participate fully - go beyond my comfort zone.

16:54:11: I commit to sharing my struggles and the complexity that comes with that. Being vulnerable.

16:54:12: I commit to focusing on learning and personal growth rather than being "right" / being the "good white person."

16:54:12: I commit to not using judgment to distance myself from other whites. At the same time, we need to be discerning to authentically aspire towards antiracism.

16:54:14: commit to stepping out and challenging others that I do not normally challenge.

16:54:20: I commit to learning and embracing discomfort in the process.

16:54:21: I commit to recognizing and managing my triggers.

16:54:25: I commit to continue to keep taking risks when pushing for change.

16:54:29 I commit to being the squeaky wheel and continue to center conversations about whiteness in our work.

16:54:31: Committing to taking more risks, being brave.

16:54:32: I commit to being more brave and more vulnerable

16:54:33: I commit to being brave and authentic.

16:54:34: I commit to working on trusting the process, and checking in when I feel reactive or defensive.

16:54:39: I commit to managing emotions and recognizing my triggers.

16:54:41: I commit to being uncomfortable in service of the learning process and expecting others to learn and grow.

16:54:41: I commit to allowing myself to lean into discomfort.

16:54:47 Engage specifically with the teen group in my church about how they experience cross racial relationships.

16:54:49: I would also love to help convene a side group with area folx. Can we open the Google group for opt-in email sharing?

16:54:56: I commit to expect people to learn and grow; don't freeze frame others. I have absolutely been guilty of this and am just recently become aware of the harm in that.

16:54:56: love that Kathy

16:55:02: Freeze Frame: Not seeing someone as someone who can learn and grow/evolve - Dr. Forester

16:55:08: what a useful concept!!! thank you.

16:55:15: Thank you. i am worried that people will freeze frame me. I need the grace to learn.

16:55:16: Commit to evolving in this process and

16:55:23: Great explanation from Dr. Forester

16:55:51 I agree, that's why it is so powerful to hear others committing to giving grace.

16:55:54 Race Dialogue: Facilitators Guide: a facilitator's guide to tackling the elephant in the classroom.

16:56:31 I commit to compassion and believing in the growth of all of us.

16:56:47 I am committed to taking risks and lean into the discomfort.

16:56:59: I love the idea of not freeze framing myself.

16:57:02 I commit to a flexible mind.

16:57:33 I commit to be compassionate toward people who enjoy their racism.

16:57:4: i was on the news yesterday and i read the comments in the fbit wasn't nice.

16:58:16: My initials happen to be BLM, which I just got in the mail as my vanity tags. Bring it on!!

16:58:20 So sorry that happened for you, and Kathy. Also would love to see the news spot!

16:58:37 insurrection, impeachment, inauguration, infection

16:58:39: Infection, Insurrection, Impeachment, Inauguration

16:58:42 I shared the 4 I's with a colleague who added a 5th - "Injustice" - I have been sitting with that.

16:58:51: (Pretty sure I'm gonna get pulled over a LOT. Guess I'm grateful to be white? Sigh.)

16:58:58: a 5th! injustice, thanks

16:59:03 I've seen a 5th I with "investment" of the GameStop situation of last week.

16:59:04 So true,

16:59:07: Can we add an I of an inflection point - a reminder that our work is not done.

16:59:10 https://globalnews.ca/video/7616115/parents-address-lack-of-bipoc-voices-in-public-schools?fbclid=IwAR3Nncw6sVFzdrsMQiwgGyi1F6_v7cnQAXFjJ6JHjsCxkeO6Ch9GsNQqj0

16:59:12: Can this question be put in the chat?

16:59:46: How do you weaponize your whiteness, position, title, other identities in similar ways to maintain power?

16:59:46: How do you weaponize your whiteness, position, title...

16:59:54: What about using whiteness to dismantle oppressive power structures? Is that an appropriate?

17:00:34: Ways we are like white domestic insurgents, terrorists.

17:00:41: Kathy - I LOVE the "it's not complete, but it's not bad" - definitely good enough - thanks for modeling anti-perfection.

17:00:41: Can you ever leverage your whiteness/your power to effect social change? Or will it always be re-inscribing systemic racism?

17:00:52 when I am overseas it's hard to know if it.

17:01:00: Are these slides available online?

17:01:01: it is my whiteness or my American-ism.

17:03:04 Think it is impossible to parse them - it's pretty much always both when I dig into how I'm showing up

17:11:42: weaponizing white is a hostile term.

17:11:49: Thank you for listening people in my group!

17:12:09: Cedric, could you expand on that?

17:12:25: That was a great conversation, thanks to my group members!

17:12:36: Sense of urgency!

17:12:43: I expect (ie entitled?) our city to have good schools, clean streets, clean water, good living situation for all in my town.

17:13:10 Question about "weaponizing" please: Does there need to be a direct victim of the weaponization, or can it be weaponizing to use whiteness just to get away with things BIPOC can't, for example like sitting in Starbucks?

17:13:57: Deep

17:14:21 I didn't mention this in the group, but I think about how right I am on a regular basis. And I will make jokes about it, but I think it's something I really need to interrogate on a deeper level.

17:15:05 Isn't there still a target/victim in what we as whites are allowed to do? We are allowed to do it, because Black folks can't; we are allowed/safe to be there, because Black folks can't. I definitely see a victim, even if not visible in that moment when I am allowed to do something -

17:15:21 I feel you. I have caught myself resisting my faculty of color's call to alter tenure requirements to include non-western research methodologies. I find myself saying, "That's not research!" Good lord! Thank goodness I am realizing this.

17:15:27 Thanks for saying that Amanda. I relate to liking being right and feeling like it's a part of who I am/who I continue to want to be. Being right gets in the way of being brave and authentic and human and that's actually what I want and deserve.

17:16:01 we are facing these same Qs within our university, too

17:16:02 notice entitlement, i have a right to...

17:16:03 thanks for that, I knew I'd be right in that others could connect with it :-)

17:16:05 within myself

17:16:06 Yes - I often catch myself distancing because it makes me feel better about myself

17:16:07 I relate. I recently went through the tenure process and had a much easier time meeting the white academic norms that are built into those standards. Colleagues who are Black and Native had to navigate stereotypes and people who didn't see them as competent or worthy.

17:16:09 I own this

17:16:13 Thanks for saying that Rachael. I definitely make those comparisons regularly because I am the best good white person

17:16:23 I really appreciate you saying that. I can relate

17:16:26 right to own the space, right to be the gatekeeper

17:16:44 The distancing and the othering... thank you for that perspective....

17:16:49 just reacted in terms of being over 60 and thinking that younger people just want me/us out of the picture, so they have more space. How can we cross age differences in this work

17:17:04 One thing to wrestle with - is the debate on whether the term "domestic terrorism" may come around to eventually hurt BIPOC folks. Still processing this myself!:

<https://www.npr.org/sections/codeswitch/2021/01/14/956881738/what-does-it-mean-to-call-the-capitol-rioters-terrorists>

17:17:06 : Bullet point 4, maybe? I can do whatever I want

17:17:07 I also leave messes that other's clean up!

17:17:11 That really resonates.

17:17:12 if coming as "white savior" I know what's best, the mess I leave the BIPOC have to clean up

17:17:19 like your question. My examples come from experiences where there wasn't a particular "victim"... it is the ways in which I practice behaviors that are attached to my white safety and deference... I am reinforcing the mental/behavioral pathways to do that behavior again. It can be like a bull in a pottery shop, though. Where I might never know the actual "victims" of me weaponizing my whiteness, but I also can't assume that they aren't there/impacted. Does that make sense?

17:17:21 totally connect to that experience of grouping folks that I experience as challenging all together and essentially vilifying the whole group as an excuse not to engage

17:17:27 I don't believe there is a need for a singular direct victim. The harm is keeping white supremacy alive and well which harms all BIPOC people individually and collectively as well as the world I hope for so the harm is always there

17:17:31 resonate HARD with the saviorism point

17:18:04 Devin, that's so true!

17:18:31 could you share more in the chat about what you mean by weaponizing white as hostile. I want to make sure I am following

17:18:34 : Yes. I am relating!

17:18:37 YES, it's almost like because I survived hazing, everyone else should have to run the same gauntlet. It's HARD to look at myself and see where I am perpetuating the myth of meritocracy!!

17:18:37 Thank you.

17:18:39 Oof, great point!

17:18:39 Yes!

17:18:40 I've realized that I lean into my womanhood when I'm feeling fragility in my whiteness.

17:18:44 HOW we do the work is so important as the END...Process IS the product....

17:18:49 yes!

17:18:50 : Well said!

17:18:53 Yes, !!

17:19:02 Thank you helping me understand weaponization better

17:19:06 I do the same

17:19:09: Insightful

17:19:14 thank you for this!, such a good description - leaning into my womanhood when I'm feeling fragile in my whiteness. Whew.

17:19:16 So hard to differentiate.

17:19:20: Yes, how we act is so much more important than our goal or agenda.

17:19:22: I always remember someone saying to me "you know it's white feminism if the people who benefit all look the same..."

17:19:29: Yes - I definitely resonate with using my down identities - particularly my gender and disability - to hide my whiteness. Especially that idea of navigating when something is also triggered/impacting my down identity

17:19:33, I relate to that.

17:19:34 I have been wrestling with that distinction recently

17:19:39 I have been so concerned about the cause of women in STEM for years, and the change I was trying to make really only benefited the white women.

17:19:45: Who can relate to?

17:19:53 Everyone : yes

17:19:54: Absolutely!

17:19:57: 100% relate, it's happening inside

17:19:58: Yes

17:20:00: I relate,

17:20:02: Definitely

17:20:03: yes, I'm grappling with this right now

17:20:03 yes!

17:20:06 so relate to your reflection

17:20:12: Very much relate to that

17:20:13 Relating! Deeply.

17:20:14: I can definitely relate ! Not brooking disagreement is something I definitely do.

17:20:30 I relate to that - I avoid conflict with white colleagues because it lets me distance myself from them, feel better than them, and freeze frame them.

17:20:31: Well said,!

17:20:33 Thank you! I can relate.

17:20:34: Conflict avoidance is the massive norm in my organization, and I have been "going along" a lot, even though I've been more ready to engage with conflict in the past

17:20:41: Thank you!

17:20:51: Thank you,!

17:21:02: I see myself, I do that too!

17:21:07 yes to the distancing and freeze framing

17:21:48 great question!

17:22:03: feeling that,!

17:22:04: Thank you

17:22:08: Thank you

17:22:10: Yes. ABSOLUTELY. Recruitment and retention of BIPOC staff is more important than bulletin boards

17:22:10 : Thanks.

17:22:10 : I relate to that,

17:22:17 Fully relate to that.

17:22:38 : Feeling the visible 'change' without actual, deep change very much @

17:22:43 I hope that gets shared and amplified. And also expanded- that same thing can be said of most and many professions

17:23:06 Many professions suffer from white power hoarding

17:23:17 : Excellent "waking up white" exercises!!! THANK YOU!!

17:23:26 : things are moving quickly

17:23:29 : It's all too fast and too slow at the same time. I'm good to go!

17:23:30 don't think you are moving too fast.

17:23:32 : Well said @

17:23:33 thank you for sharing that - I can only imagine. I have a lot of family over age 60 and often wonder how to bridge that distance on my end also.

17:23:41: This pace pushes me in the ways I need to be pushed.

17:23:53: Having participated last summer, I feel good about the pace. Newer folks may feel differently.

17:23:58: Relating in to the feeling of naming action-oriented things I do as weaponizing whiteness. Also noticing times when my inaction and silence is also a weaponization of my whiteness

17:24:08 From Rachael Forester (she/her/hers) to Everyone : What are 3-5 of your strengths that you will contribute here?

What are 3-5 areas where you know you need deeper development?

17:24:12 : Fine speed for me. I would benefit from repeating all this work multiple times

17:24:12 From Jennifer Dawson-Miller (she/they) to Everyone : appreciate invitation to take this all in a non-linear fashion

17:24:31 : I would LOVE to just listen to/watch this over and over and over

17:24:38 : Strengths: Ability to listen and hear others

17:24:45 connector/developer of people

17:24:45: Strengths - brave, speaking firmly, speaking from a personal experience, having empathy

17:24:51 I contribute courage and determination to stick to this work and I lean into the discomfort that arises

17:24:52 Strengths: I am aware of how people may experience and interpret comments and nonverbal behaviors differently based upon their cultural perspective and their racial identity.

17:24:56 : Growth: self awareness of weaponizing my whiteness

17:24:58 : Strengths: Desire to learn; willingness to be uncomfortable to make progress

17:25:01 : Strength: Not afraid to speak up

17:25:03 : do well with normalizing mistakes & discomfort. need to further develop how to have more, larger challenging conversations

17:25:05 : Strength: recognizing how I was socialized as a white person

17:25:07: Strength: intentionally notice/track full range of racist dynamics in meetings, workshops, etc.

17:25:08: Strength: Tracking racist dynamics Deeper Development: Use triggering events for "teachable moments"

17:25:10: Strengths: open to hearing; Develop: notice/ manage triggers better

17:25:11: Strengths: Using my own story to help other white people relate to this work

17:25:12: deeper development - listen better and not prejudge.

17:25:1: strength: story telling; deeper development on recognizing racist behavior and calling it out

17:25:15: I feel like I am strong in doing my research, understanding/knowing the effects of white supremacy on myself and others/recognizing privilege.

17:25:16 Development: I use effective listening and communication techniques, including. clarifying, paraphrasing, open-ended questions, silence, "connecting language," etc.

17:25:16: Strengths recognize dynamics, self-awareness, language/terms Need development: History, statistics, current dynamics

17:25:17 Strength: Listening deeply after disagreement, using race as lens to self-reflect

17:25:21 As a history teacher, I have a relatively strong background at identifying the historical oppression of people of color perpetuated by the US government and individuals supported by the laws created to sustain white supremacy

17:25:21 : Need to develop: Knowing when to speak up

17:25:21 I will stand up; speak out and I will know when I am triggered and need to walk away and attempt to try to grow and learn

17:25:22 : I need deeper development in doing all this at the same time - looking into my own issues - paying attention to what is happening in the group (recognizing patterns) and really PANNING at my workplace

17:25:26 Strengths: Giving people ownership of the space and agency in their own educations

17:25:28 : My strengths are around my ability to reflect, understand my socialization, continue my healing.... I need to grow in discussing issues of race and racism more openly and communication expectations/consequences

17:25:30 strengths: listening, committing and believing in the power of dialogue
deeper development: staying present, managing triggers on my own

17:25:31 : Strengths: speak from perspective, listen respectfully, respect and maintain confidentiality

17:25:31: Deeper development - empathy, it's not my way or the highway, being ok with being wrong

17:25:33 I need deeper awareness to body awareness (triggers, etc.) and doing healing work

17:25:33 : areas of development: noticing triggers, not freeze framing or judging, remaining fully present

17:25:35 Deeper development: patience with people moving at different paces of growth

17:25:37: I need to do further work to connect emotionally and not just intellectually

17:25:38 : Strengths: deep listening Develop: speaking up

17:25:39 : Strengths: listening and feeling; empathy.

17:25:39 : Strengths: desire to learn and not freeze-frame others or myself. Weaknesses: taking risks and being okay with being wrong

17:25:39 Be fully present...working on the other two. Development = active listening, listen to learn, and speaking up

17:25:39 : I need deeper development in PANing and taking action on what I perceive

17:25:39 : I need deeper development on freeze framing other white people

17:25:39 strengths: listening to learn, comfort with hearing difficult conversations. Need deeper development in developing a voice.

17:25:39 strengths: listening and synthesizing/transmuting ideas and thoughts and experiences into actionable steps. Need to figure out how to effect more power structures I don't feel like I have access to: hiring, listen more to marginalized voices in big decision making, more large whole organization

17:25:40 : Growth: Meeting where people are without judgement, navigating discussions with deep emotions

17:25:42 deeper development needed in dealing with conflict and being more familiar with my triggers....strengths are open to learning and listening and trusting what BIPOC share with me

17:25:44 : Strength - I ask questions and listen deeply to increase understanding; growth op: speaking out about injustices to people who hold power over me

17:25:44 : I need to work on meeting people where they are and stop judging.

17:25:48 strengths: speaking truth, recognizing socialization, and thinking less about individuals and more about systems that produce us, keeping calm. opportunities: managing my triggers, not fixing, interrupting men

17:25:50 : Strength: speaking up, owning my mistakes, being uncomfortable. Development: working on challenging others comfortably, making air time.

17:25:50 Growth: understating multiple ways to effectively facilitate change and create greater racial justice in my school

17:25:51 strengths: empathy, listening, normalizing mistakes. growth: speaking out, deeper awareness of triggers, discomfort with conflict

17:25:52 Strengths: Listen, empathy, passion for racial equity, perseverance.

17:25:55 2 or 3 strengths - 52 facilitate, 66 research/resources, 88 when recognize I've done/said something racist I apologize) 2 or 3 you want to stretch- 10 multiple ways to effect change, 29 seeing compassion in whites disagreeing with me, 76 my early warning signals, 89 not winning the battle vs. losing the war

17:25:56 : strengths: listening and desire to learn

17:25:56: strengths - open and honest, ready to listen and learn. Challenge: more reflective of myself and not wanting everyone to be where I am in my journey RIGHT NOW

17:25:57 : Strengths: being genuine, desire to learn, willing to engage. Deeper Development: address perfectionism, increase my fluency in these skills

17:25:57 Growth: trusting the process, being fully present, not freeze-framing

17:26:01 : Need to practice to improve: "communicate why racial justice is one of my core values and why I am committed to racial justice work."

17:26:02: Strengths- all the organizational pieces- seeing the systems at work; disrupting them; calling them out; managing through conflict. What to work on- being aware of all my triggers and how to manage them

17:26:04 : Weakness: acknowledging that others in my agency maybe hurting or suffering

17:26:05 : strengths: relationships, capacity for connection, creativity areas of development: organization skills, entitlement, embodied consciousness, showing down,

17:26:08 : Growth: trust in sharing own experiences

17:26:09 Strengths: truth-telling, pushing anti-racist commitment forward Growth: concern about alienating others and losing power and ability to make change.

17:26:11 : Strengths: ability to listen and openness to other perspectives. I need to work on being brave and speaking up

17:26:12 Growth, 34: bringing everyone along

17:26:12 : Strengths: recognizing when my reactions are spiraling me out of control, and recognizing the reactions of others What to work on: conflict, speaking up, moving past reactions of judgment / freeze-framing

17:26:17 : Strength: hearing lots of perspectives, making room for people, helping people feel comfortable. Challenge: inclination to always make people feel comfortable and to demand that everyone look at what I see as all the perspectives equally, even when they aren't equal.

17:26:17 : strengths: listening, empathy, brave (speak up), growth areas: prideful ('owning' information), lack of patience

17:26:25 : I need deeper development in engaging other white people (other people in general), doing self-work, and speaking up to disrupt especially subtle forms of racism/white supremacy

17:26:28 : Strengths: authentic, reflective, recognizing dynamics/facilitator Development: Not over intellectualizing, patience, perfectionism

17:26:29 : Strengths: bravery, authenticity, listening, empathy. Deeper development: allowing for differences, eliminating judgment, not writing people off/othering them

17:26:29: strength - fully present.. Need to work on judgement issues

17:26:29 : Strengths: recognizing dynamics and socialization; Deeper development: Being more intentional about knowledge (I know it generally, but need to document specifics); responding effectively.

17:26:32 : Strengths: recognizing white privilege; identifying stereotypes; communicating the importance of racial justice. Work on: collaborative relationships with BIPOC; navigating my own feelings/reactions; intervening/responding effectively; meeting whites without judgement.

17:26:35 : I bring strengths of trusting the process and allowing for conversations to take us to deeper levels of understanding. I am growing in naming triggers within myself with others.

17:26:48 : Strengths: storytelling, creating safe space, speaking out Deeper development: presence and comfort in space, understand my power dynamic, knowing my triggers

17:26:48 : Strengths - Being Brave, Taking Risks..... Further Development - Showing Empathy, collaborative relationships

17:26:51 Weaknesses: asking questions, fear of conflict, elate to whites who resist RE

17:26:57 : Growth: My family and I (3 of us) have multiple intersections across race, sexuality, gender, religion, etc. I close up when my organization continually elevates issues of race entirely while otherizing other minoritized groups. Something I need to work on.

17:26:58 : I would like to think my strengths include knowledge - of general history and current dynamics; language and terms as well as self and social awareness of implicit bias and behaviors. And my weaknesses include proactively minimizing as well as consistent meaningful action

17:27:07 : Strength: I understand how my white identity impacts how I am perceived, experienced, and treated by others. Challenge: I effectively collect and analyze data about the experiences and perceptions of people of color and whites in the organization.

17:27:13 : strengths: navigating discussions where whites are feeling and expressing deep emotions, navigating my triggers, and holding myself & others accountable for efforts to make change

17:27:17 : Strengths-- empathic, non-judgment, open to growth; Growth areas-- being vulnerable when anxious, interrupting/intervening, fully taking responsibility

17:27:34: Work on: deeper levels of understanding and action; bring: openness, interest, and investment in learning

17:28:06 : Deeper knowledge on what is actual systemic change and how I'm a part of it

17:28: : 2

17:28:15 3

17:28:17 : Action

17:28:20 4

17:28:20 4

17:28:21 6 – how racism permeates institutions 10 – multiple ways to effect change in institutions 20 – describing a situation without judgment 28 – effective listening and

communication techniques 45 – clear guidelines and consequences for behaviors 58 – create work environments to support success & participation of BIPOC and whites 59 – fair and equitable hiring 61 & 62 – consistently analyze policies and continually revise them for equity 80 – when react unproductively, navigate that moment effectively 85 – effectively partner with BIPOC to create change 87 & 88 – if called racist or do something racist listen, acknowledge, apologize, change

17:28:21 all, but especially 4

17:28:22 : self knowledge

17:28:24 : 4

17:28:25 : 4

17:28:26 4

17:28:26 4

17:28:27 2

17:28:27 2

17:28:29 : 4

17:28:33 : 1

17:28:33 : 3

17:28:34 : all 5 - no need to let our white leaders off the hook

17:28:35 4

17:28:35 : 4

17:28:37 2

17:28:38 Required: All of them!

17:28:38 : 2, 4

17:28:38 : all

17:28:39 : 4, 3

17:28:40 : 2 and 4

17:28:42 : 2, 3, 4

17:28:42 : 4

17:28:43 all, especially 4

17:28:44 : All of them

17:28:44 56-60 in the handout!

17:28:45 : all

17:28:45 2

17:28:46 self-knowledge with action

17:28:46: All

17:28:49 : 2

17:28:49 : 3 & 4

17:28:50 : 5

17:28:55 : 2

17:28:56 : 3

17:28:57 : and 3

17:28:57 : As a white person, I know I jump to action even though 1 or 2 might be a better place to start

17:28:58 : 3

17:28:59 : Using a race lens, forming authentic relationships across race, humility, commitment to on-going learning,

17:29:00 : All 5!

17:29:03 : 4, all

17:29:03 : 1&2&5, then 3 and 4

17:29:05 : 5

17:29:06 : All important

17:29:06 : Knowledge, Self-knowledge, AND Allyship!

17:29:07 : 4

17:29:11 : All 5

17:29:12 : 4

17:29:16 : if my client arrives for our 4:30 mtg, I will have to scoot but am glad to be present today!

17:29:36 : 3 & 4 (ideally all & I want to focus on making change)

17:29:43: Thank you Laura for the reminder that we shouldn't jump to action too quickly.

17:29:48 "caring does not equal competency"

17:29:56: Excellent point, Rachael.

17:30:03 Strengths are in the realm of language, self awareness (more often than not; however certainly also an area of deeper development); recognize dynamics; always room for work in all the areas of knowledge/history/further competency development. Inner work continues..."yes we don't know what we don't know" ~Dr. Rachael Forester

17:30:36 : Can anyone remind me how long we're going into Spring?

17:30:49 Kim Turner KDT Consulting

17:30:52: I've also seen the assessment of ASK - Abilities, Skills, and Knowledge in the hiring process

17:31:24 : 1 being lowest?

17:31:38 we'll probably go 12-14 sessions..... we are evolving as we go!

17:31:52 yup i is low 10 is high

17:32:18 : that is real.

17:32:21 : I can so relate to that Rachael

Resources/Key Concepts

16:00:58 Sharing a news clip of an exciting project:

https://globalnews.ca/video/7616115/parents-address-lack-of-bipoc-voices-in-public-schools?fbclid=IwAR12RJ2Tcp-CWbQdhalOAYfQiWz6PBwIPpo3R5gNZZnHWg7EpAAf_ezCwNQ

16:08:22 Recommend the Student Affairs Now podcast from today that addressed Beyond Land Acknowledgements with Native Identified professionals

16:12:48 <https://eji.org/bryan-stevenson/>

16:12:53 <https://shop.eji.org/products/eji-calendar-2021>

16:12:58 ongoing calendar - <https://calendar.eji.org/racial-injustice/feb/03>

16:13:05 <https://eji.org/>

16:13:47 28 days of black history <https://grow.surf/yebi0j>

16:14:32 <https://www.28daysofblackhistory.com>

16:51:30 Dismantling Racism and Creating Racially Just Organizations Our Critical Role and Responsibility as Anti-Racist White Allies and Change Agents

<https://youtu.be/AZkNr-ls1K4>

16:51:56 <https://rookieatl.com>

<https://www.amazon.com/Race-Dialogues-Facilitators-Tackling-Classroom/dp/0807761303>

Freeze Frame: Not seeing someone as someone who can learn and grow/evolve - Dr. Forester

16:55:36

https://www.google.com/books/edition/Race_Dialogues/4rKYDwAAQBAJ?hl=en&gbpv=0