



White Accountability Group 2.0

Session #5

Convened by:

Dr. Rachael Forester
Dr. Kathy Obear

As we enter...(chat)

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

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



Insights and reflections from the week

Engagement Guidelines, page 17

- 1. Open and honest communication, anticipate impact before you speak**
- 2. Participate fully (comfort zone +1); Expect discomfort if learning**
- 3. Speak from personal experience**
- 4. Listen respectfully; Listen to learn**
- 5. Seek to understand; Expect disagreement & listen harder**
- 6. Share air time: Move in, move out**
- 7. Be fully present**
- 8. Be open to new perspectives**
- 9. Explore impact; acknowledge intent**
- 10. Expect people to learn and grow; don't freeze-frame others**
- 11. Take risks; Lean into discomfort; Be brave; Engage**
- 12. Respect and maintain confidentiality**
- 13. Notice/describe what you see happening in the group, in you**
- 14. Recognize your triggers; Share if you feel triggered**
- 15. Trust that dialogue will take us to deeper levels of understanding and acceptance**
- 16. Engage & embrace this opportunity; We won't be finished**

It's Movement Time, Las Cafeteras



**Feelings, impact from listening to
Las Cafeteras, “It’s Movement Time?”**

Discussion Outcomes

- **Continue to discuss some of the many “costs” of racism for white people**
- **Consider the many benefits to anti-racism work**
 - **And potential costs as well**

Costs of Racism for White People

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

Costs of Racism for White People

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

Costs of Racism for White People

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

Debrief

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

Benefits of Being Anti-Racist?

- **WIIFM???** 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)

If you were in charge, what would be:

- **5-10 expected/required anti-racism capacities for your area of responsibility and leaders within your organization**

The ***5 Expectations v2*** the leaders began identifying related to becoming an anti-racist organization:

1. **KNOWLEDGE**: Knowledge about race, racism (including systemic racism), white privilege, white fragility, and white supremacy.
2. **SELF-KNOWLEDGE**: Commitment to self-knowledge, self-work, continuous learning, and personal growth in these areas.
3. **ACTION**: Ability and commitment to recognizing and disrupting racist microaggressions and racist dynamics in the workplace, the classroom, and beyond.

4. **SYSTEMIC CHANGE: Commitment to examining policies and practices with a “Race Lens,” that is, to eradicate inequitable impact and promote anti-racist and just institutions.**

5. **ALLYSHIP: Capacity to form equitable partnerships and alliances across racial lines.**

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

Homework for session #6:

- 1. What **questions & dilemmas** do you have for anything we have covered so far?**
- 2. How are you/will you **take concepts, practices, activities into your life? Organization?****

New resources

www.drkathyobear.com/resources

Leaders, beginning anti-racism dialogue

- 7 page outline
- Slide deck

Leading White Accountability Groups, a self-paced course

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

Bonus live 1-hour sessions in March:

Th 3/11: 1pm ET

Tu 3/16: 1pm ET

Th 3/25: 4pm ET

Tu 3/30: 4pm ET