

# White Accountability Group spring 2021 Session #8

**Convened by:**  
**Dr. Rachael Forester**  
**Dr. Kathy Obear**

# What are you reading? Watching? **Resources You Recommend**

**WPC Pre-Conference: April 7 (no WAG 2.0)**

<http://www.sceneonradio.org/seeing-white/>

**Seeing White, season 2 ~ episodes 2 & 3+**

Heather McGhee, The Sum of Us

CNN's series on ***Lincoln***

# **Si Fuera Presidente, Las Cafeteras feat. Sa-Roc, QVLN, Mega Ran, Boog Brown**





**As a \_\_\_\_\_, what comes up as I listen,  
impact of the song....  
insights from the week.....**

# Expected Competencies (1)

(Draft 3/2021, Dr. Kathy Obear)

1. **Create racially inclusive, high-performing teams and work climates** where all are respected, valued, feel a sense of belonging, able to contribute to their full potential...
2. **Develop racially inclusive** products and services.
3. **Continually deepen your self-awareness, knowledge and capacity to engage** in meaningful dialogue about race, racism, whiteness, white privilege, white supremacy culture, racially equitable and inclusive organizations, etc.

# Expected Competencies (2)

(Draft 3/2021, Dr. Kathy Obear)

- 4. Recognize racist attitudes, behaviors, and microaggressions in yourself and others.**
- 5. Effectively interrupt racist dynamics in the moment.**
- 6. Recognize and shift dynamics of white privilege in the moment.**
- 7. Use a Race Lens in all planning and decision-making processes.**



# Expected Competencies (3)

(Draft 3/2021, Dr. Kathy Obear)

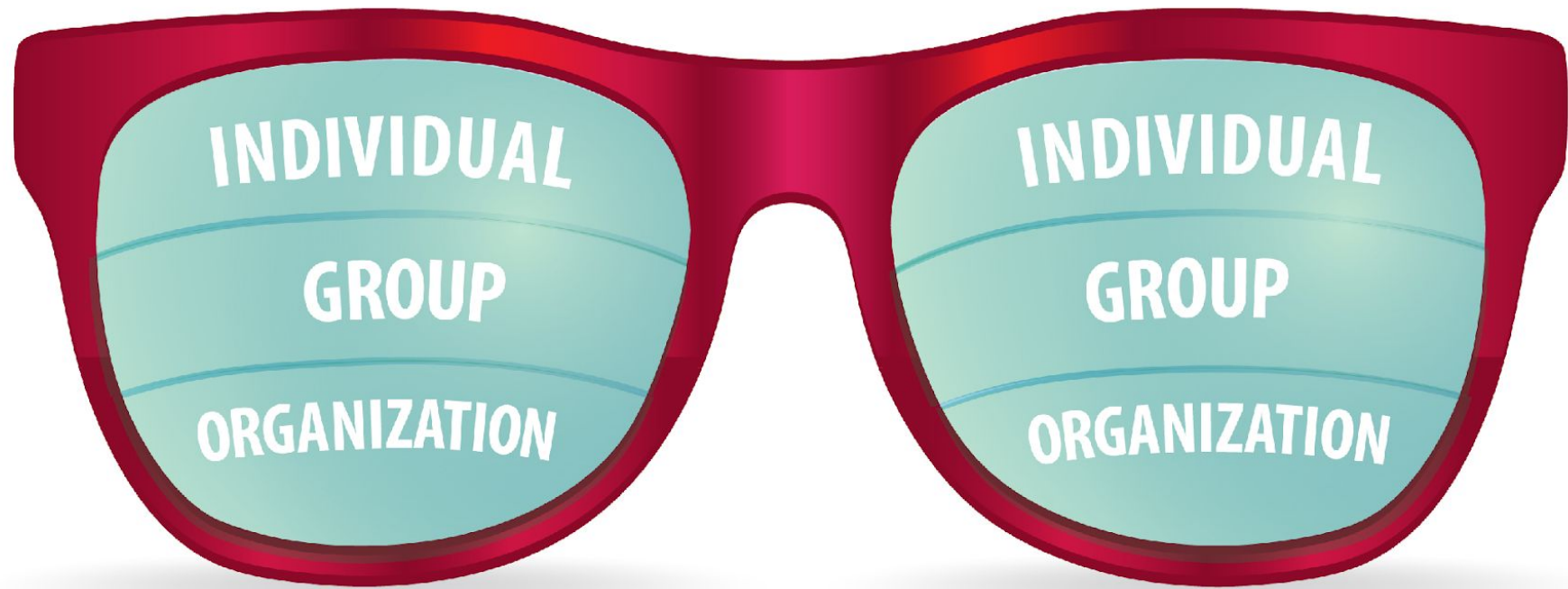
8. **Use a Race Lens to analyze all current policies, programs, practices and services** and revise, as needed, to eliminate negative differential impact on People of Color and create racial equity and inclusion.
9. **Recognize and shift unproductive white cultural dynamics** in your organization to create a more inclusive, racially just organizational climate and culture.
10. **Implement a system of development and accountability** to ensure accelerated progress towards becoming a racially inclusive, anti-racist organization.

**Share your insights, feelings &  
reactions...**

**Self rating? Those of leaders?**

**Ways to maybe use this document?**







# **Unwritten Rules: How Might the Current Organizational Culture Support and/or Undermine Equity and Inclusion Goals? (pgs. 100-103)**

- |  |  |
|--|--|
| 1. Smile; hide emotions; go along                            | 1. Speak your truth  |
| 2. Smooth over conflict                                      | 2. Engage differences, disagree                              |
| 3. Use indirect communication                                | 3. Speak honestly, directly                                  |
| 4. Don't raise your voice; be constrained                    | 4. Feel and express emotions                                 |
| 5. Don't challenge or question leaders; Keep your mouth shut | 5. Ask questions, raise issues                               |
| 6. Debate; defend; interrupt; compete                        | 6. Listen deeply, dialogue                                   |
| 7. Top-down decisions  | 7. Collaborative, participatory, transparent decision-making |
| 8. Get right to business, fast action                        | 8. Build relationships; focus on process and progress        |
| 9. Don't admit mistakes, you don't know                      | 9. Build a learning community                                |



# **White Supremacy Culture**

**by Kenneth Jones & Tema Okun, *changework***

**[http://cwsworkshop.org/PARC\\_site\\_B/dr-culture.html](http://cwsworkshop.org/PARC_site_B/dr-culture.html)**

# **White Supremacy Culture**

**by Kenneth Jones & Tema Okun, changework**

- **Perfectionism**
- **A sense of urgency**
- **Defensiveness**
- **Quantity over quality**
- **Worship of the written word**
- **Paternalism**
- **Either/or thinking**
- **Power hoarding**
- **Fear of open conflict**
- **Individualism**
- **Progress = Bigger, More**
- **Objectivity**
- **Right to comfort**

# Breakout:

1. What are ways aspects White Supremacy Culture manifest in daily activities, policies, practices, programs, and services, etc.
2. How do you uphold, perpetuate White Supremacy Culture in your actions, reactions, silence....



**Reflections, insights, feelings from  
small groups?**

# **Questions and dilemmas...**



**I commit to, I resolve to....**



# **Homework:**

## **1. MORE reflections:**

**a. Ways aspects White Supremacy Culture manifest in daily activities, policies, practices, programs, and services, etc.**

**b. How you uphold, perpetuate White Supremacy Culture in your actions, reactions, silence....**

**2. Ways you can partner with others to raise awareness of how White Supremacy Culture manifests in your organization and facilitate meaningful change.**