

## **WAG 2.0 Chat - February 24, 2021**

### **What did you learn about this phrase "Remember the Alamo?"**

Participant: Davy Crockett

Participant: Sad to say, Pewee Herman.

Participant: Celebrating American determinism

Participant: cowboys in Texas

Participant: seemed like it was said as a war cry when I've heard it

Participant: It was a rallying cry in a war against Mexico, I think?

Participant: White American are heroes

Participant: something about TX

Participant: it was positioned as a white "battle cry"

Participant: I didn't learn about the Alamo - my Oregon school skipped that

Participant: Lone Star State standing up by themselves

Participant: It was sold as kind of a righteous fight against Mexican troops

Participant: My mom's view - that she taught me - was that "stupid Texans" tried to expand the US territory into Mexico.

### **Costs of Racism**

Participant: Costs: Potential of being kicked out of « the room ».

Participant: In cross-racial relationships, currently feel that we are missing something in our white

### **Collective Benefits of Anti-Racism**

Participant: Megan Downey and I talked about how organizations (like my university) can live into its commitments and mission better by being anti-racist. Also, that we could do deeper community work--move beyond convincing people that there is a problem to working on solving the problems in community.

Participant: Our very honest and reflective group talked about the benefits of having authentic relationships with BIPOC, being released from white supremacy culture (especially perfectionism) and how to reconcile what's in it for me with the idea of trying to be less individualist and more in community.

Participant: Benefits- less shared trauma for all

### **Individual Benefits of Anti-Racism**

Participant: Creativity, Engagement, Freedom without hesitation, Genuine relationships, Psychology Safety where mistakes are welcome

Participant: "How I inhabit my body is different" -Meghan Lord

Participant: Releasing judgement of other white folks and joining in true authentic relationship, a true modeling of what messiness looks like and a vulnerability to be in the mess, as white supremacy culture is dismantled other oppressive systems fall Participant: being able to have difficult conversations! Yes!

Participant: Benefits: being able to have difficult conversations, being able to cope, being able to be real (not "southern/Minnesota" nice), being able to call out and name discomfort, building better community, being less afraid of others/ideas (those that we have been taught to fear)

Participant: When I am not stuck in white supremacy, I can absolutely be of more service to humanity

Participant: An individual benefit was the feeling of being included in communities after exclusion. Gaining trust after proving how hard we are willing to work to be an ally. Being an authentic anti-racist could relieve us from imposter syndrome and possibly be beneficial for our health by relieving the anxiety and depression that surfaces in a white supremacist society - our authentic selves can emerge without the fear/anxiety.

Participant: obliviousness (don't get the joke; can't understand the depth of their experience)

Participant: deeper relationships

Participant: letting go of perfectionism would be a huge release

Participant: biracial children won't have to choose identities or have to have their identity chosen for them by

Participant: others looking at them

Participant: tension with "what's in it for me" because that seems selfish and individualistic; yet being in it to

help others is acting like a white savior.

## **Competencies**

Participant: How to own our harm and authentically apologize

Participant: Introspection

Participant: Be able to intervene in racism (overt and micro) when it is happening

Participant: Effectively engage and resolve racist microaggressions

Participant: Ability to receive feedback. And to apologize

Participant: Ability to manage emotions without checking out

Participant: Recognize and address harmful behavior

Participant: Effectively revise and create policies practices, programs, services with an anti-racism lens

Participant: Be able to PAN, name, and shift!

Participant: Naming and engaging racism and messiness in teams

Participant: Ability to WANT feedback

Participant: Keeping race/racism continually on the table

Participant: Flexible in listening and meeting others

## **Measurable Outcomes**

Participant: That's so white!!! observable and actionable - has to be measurable

Participant: How can you measure/quantify important things like leading with relationship?

Participant: What is wrong with measurability? How do you know when you have improvement?

Participant: What are the ways we are measuring? It is only when this happens in isolation. We often shift into counting BIPOC folks in our organizations' etc.

Participant: I think a big issue with "measurable" is who is making the measuring stick and who is doing the measuring.

Participant: self-reflection and assessment could be an option

Participant: But feelings/morale can be hard to measure unless you value people over productivity

Participant: And if they do believe it, they just won't share it

Participant: Numbers are collected and ignored while stories are dismissed as too subjective in my org.

Participant: Who gets to define "ways of knowing" and "truth"

Participant: Often, in white culture, we'll over-focus on something that's measurable even if it's less important instead of what's important. Or we'll rush something, be transactional, so that we get it done in the allotted timeframe because we have to measure it.

Participant: Organizational Level: The Anti-Racist Organizational Model gives examples of various ways to recognize the development of an organization's structures on its path to becoming anti-racist

Participant: Coming to you as a mathematician...stories are powerful for certain reasons (I'm a qualitative researcher), but a story is not generalizable and may not be as powerful as big impact

Participant: Yes - we were just asked today to show how many people showed up and that ripples from the heart work wasn't enough. So frustrating! And I absolutely am STEEPED in SMART objectives...so I am sometimes part of the problem.

## Other

Participant: In special education, we try to put the child first, the disability second - not an autistic student but a student with autism

Participant: There is a lot of critique from disabled people about person-first language instead of identity-first language

Participant: Separate person from behavior... behaviors can be changed

Participant: It doesn't become your whole identity

Participant: About disability: my son is disabled. I call him "my disabled son" and we talk about disabled people and disabled students, because his disability is not bad, it's just part of who he is. Person-first is often meant to make people without disabilities more comfortable. there is a hashtag #ActuallyAutistic where you can read about the perspective of Autistic adults, and how they like to be referred (always ask the person what they prefer).

## Resources

Please feel free to share this with your university counseling centers, mental health related organizations, on any listservs, social media, at events, etc. RSVP here to save your spot: <https://counseling.ufl.edu/healing-rt/>

### HISTORY

Hiram Revels: First African American Senator

Senator Revels first took office on February 25, 1970.

### QUOTES

Participant: "Every system is perfectly designed to get the result that it does."

— W. Edwards Deming

### BOOKS

"Sum of Us" by Heather McGhee

Podcast with Ezra Klein interviewing Heather McGhee as well, read the transcript:

<https://www.npr.org/transcripts/968638759>

Race Before Technology - Ruha Benjamin .... some good discussion of how white supremacy and racial biases can be embedded in the systems that are so ever-present in our daily lives.

I just read Matthew Salesses' Craft in the Real World which is about how writing workshops and American literature in general centers white cis male ableism narratives. So important to unpack how much we have ingested that frames and upholds this.

And the academic changes in high school that included more "standardized testing" which was intended to increase access to college but in actuality decreased high school graduation and slowed the growth of equity in college access St. John et al "Public Policy and Higher Education: Reframing Strategies for Preparation, Access, and College Success."

### SONGS

It's Movement Time, Las Cafeteras

<https://www.youtube.com/watch?v=4MQ3iguBskQ>

I didn't know the anti-growers/pro-farm worker movement was started by Filipinos/as

<https://genius.com/Las-cafeteras-its-movement-time-lyrics>

America from West Side Story has a lot of good stuff in it.

La Jaula de Oro, song by los Tigres del Norte

## TWEETS

<https://twitter.com/Tuphlos/status/1364306684756123648?s=20>

This tweet on WandaVision really resonated: "As much as I'm enjoying Wandavision, a story about white women invested in fake niceties and pretending everything's fine only to project their own trauma onto you and pull strings behind the scenes to make your life more difficult..."

[https://twitter.com/Ryan\\_Ken\\_Acts/status/1363875460871036930?s=20](https://twitter.com/Ryan_Ken_Acts/status/1363875460871036930?s=20)

Participant: Tweet text: ""Stop saying race conversations are "scary" or "difficult" and start saying they are great and worthy."

## WEB SOURCES

<https://www.nytimes.com/2021/02/23/books/review-sum-of-us-heather-mcgee.html>

Abigail Disney spoke about this shift some on the "It's Been a Minute" podcast last week too:

<https://www.npr.org/2021/02/10/966392798/the-not-so-wonderful-world-of-disney>

<https://www.healthline.com/health/mental-health/toxic-positivity-during-the-pandemic>