

# CHAT Comments WAG 2.0 Session 6\_Mar. 3, 2021

## RESOURCES

- Common racist attitudes and behaviors, <http://drkathybear.com/resources/>
- [Unwritten rules and norms](#)
- White Supremacy resources
  - "White Supremacy Culture" article from Tema Okun, [https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun\\_-\\_white\\_sup\\_culture.pdf](https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-_white_sup_culture.pdf)
  - <https://coco-net.org/wp-content/uploads/2019/11/Coco-WhiteSupCulture-ENG4.pdf>
  - <https://www.cacgrants.org/assets/ce/Documents/2019/WhiteDominantCulture.pdf>
  - <https://cjal.ca/index.php/capal/article/view/34340/27009>
- Put Your Two Cents In - CLR Discussion Protocol, <https://www.youtube.com/watch?v=VTpa0eWQfko>
- <https://www.insidehighered.com/views/2017/03/30/colleges-need-language-shift-not-one-you-think-essay>
- Decolonization resources mentioned/shared:
  - Twitter Thread about Decolonizing Q&As: <https://twitter.com/tuckeve/status/1141501422611128320?lang=en>
  - Article "Decolonization is not a Metaphor" by Eve Tuck & K. Young Wayne: <https://clas.osu.edu/sites/clas.osu.edu/files/Tuck%20and%20Yang%202012%20Decolonization%20is%20not%20a%20metaphor.pdf>
- Debra Leigh - 28 Common Racist Attitudes & Behaviors, <http://www.oakcliffuu.org/newsletters/28ToolsChangeRacistAttitudes.pdf>
- 28 Common Racist Attitudes & Behaviors, [COMMON RACIST ATTITUDES AND BEHAVIORS](#) (there is a link to articles including a book chapter called Undoing the First Harm - highly recommend reading)
- App recommendations
  - <https://equitymaps.com/equity-maps-home/app-description/>
  - <http://arentalkingtoomuch.com/> as a way to track around power and gender, power & race, and so on (even though it specifically is aimed at gender dynamics)
- <https://www.insidehighered.com/advice/2021/01/27/how-professors-can-and-should-combat-linguistic-prejudice-their-classes-opinion?fbclid=IwAR1ZlTvIDtaIndmobeiQn3lc19z2o-NxOYR3cybU30BrixLreGKBIO0LO2l>
- Code Switch also had a recent episode about the acronym and the problems and challenges around this language: <https://www.npr.org/2020/09/29/918418825/is-it-time-to-say-r-i-p-to-p-o-c>
- Tool for interrupting microaggressions - [https://drive.google.com/file/d/1q\\_T4NTotfn6jpGCacu5eBq8AQ\\_PZekFJ/view?usp=sharing](https://drive.google.com/file/d/1q_T4NTotfn6jpGCacu5eBq8AQ_PZekFJ/view?usp=sharing)
- <https://diverseeducation.com/article/205210/>
- Slavery in the North, and the North's complicity with slavery: Atlantic Black Box. Dozens of articles and interesting blogs.
- <https://www.kogawahouse.com/wp/>

- The voter suppression, now and then is super relevant - [https://www.salon.com/2021/02/12/in-2021-alone-gop-introduces-100-voter-suppression-bills-in-28-states\\_partner/](https://www.salon.com/2021/02/12/in-2021-alone-gop-introduces-100-voter-suppression-bills-in-28-states_partner/)
- <https://nypost.com/2021/02/16/nyc-public-school-asks-parents-to-reflect-on-their-whiteness/>
- NY Time podcast "Nice White Parents"
- **Books**
  - <https://www.goodreads.com/book/show/2590136-barracoon> - Zora Neal Hurston
  - Austin Channing Brown - "I'm Still Here: Black Dignity in a World Made for Whiteness"
  - Rachel Ricketts "Do better"
- Linguistic Prejudice Article <https://www.insidehighered.com/advice/2021/01/27/how-professors-can-and-should-combat-linguistic-prejudice-their-classes-opinion?fbclid=IwAR1ZItvIDtaIndmobeiQn3lc19z2o-NxOYR3cybU30BrixLreGKBIO0LO2l>
- Tuck and Yang - Decolonization is not a metaphor.
- <https://www.goodreads.com/book/show/2590136-barracoon> - Zora Neal Hurston
- <https://diverseeducation.com/article/205210/>
- Code Switch Podcast: <https://www.npr.org/2020/09/29/918418825/is-it-time-to-say-r-i-p-to-p-o-c>
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## Open questions from chat & related discussion:

- As my college seeks to launch a white accountability group at the end of March, I am wondering whether anyone has received an ideological push-back on the formation of such a group, and if yes, what were the arguments?
- I don't understand why we use the word BIPOC now. Given that Indigenous people owned slaves too, it is hard for me to pull that group out with Black folks. What does it buy us to pull those two out from the other groups?
  - My understanding is that pulling Black and Indigenous people as highlighted in that acronym is about the reality of anti-Black and anti-Indigenous racism in the US (and beyond), given that the country was founded on & continues to perpetuate the genocides of these two groups.
  - White people like to group people together in ways that feel comfortable to us.
  - Suggest not using the term "BIPOC" generically as well; don't create catchalls for people; recognize different racial identities as appropriate to do so (both/and)

## CHAT comments

- Reflect -- What are our obligations to racial equity?
- ***This work is not optional.*** - RF
- We cannot look away, escape, take a break,
- "We have obligations not rights."
- It is our collective responsibility.
- For our friends who do not have the option to look away or take a break.
- Really wanted to opt out/take a break today but chose to be here because this work is not optional. This is something I need to be doing.
- Really that idea of obligations to the natural world and the human world - and how they really are tied together.

- Feeling so supported by her that when I hear [participant] say obligation, I am so glad to know that, and be able to do this.
- I feel an obligation to continue unlearning the ways I've internalized white supremacy, to heal from it, and work toward greater racial justice/equity.
- Please share in the chat or bring your voice in about any history for today or near today that is influencing white supremacy, embedded & systemic racism
- "grounding ourselves in the history, in our present context, and a future where we would want to be" - RF.
- Rodney King — 30 years ago.
- Dred Scott Decision on March 6th, 1857
- I worry there won't be any justice for George Floyd... Chauvin's trial is about to kick off here in Mpls.
- **"When we feel we have rights, it means that others don't."** - RF
- My students and I looked at a story from the NYT about Ed Dwight Jr, who Kennedy wanted to be the first black astronaut. He was denied that opportunity and my students and I talked about how sad it was that our country has long denied the contributions of certain groups, particularly BIPOC people, and what where we would be as a country if we had embraced everyone's talents and contributions.
- Thinking about March 2020 and the pandemic
- I went to the Learning for Justice (formerly Teaching Tolerance) website to look at resources and found the article about white supremacy being grounded in the classics- studying Ancient Rome and Greece. How our western curriculum was built on "the classics". This is embedded in all disciplines. Need to explore more....
- The huge number of new bills to restrict voting, esp. voting by Black, Indigenous and POC
- 250 ish bills!
- I think "Birth of a Nation" came out today or someday hereabouts.
- <https://www.goodreads.com/book/show/2590136-barracoon> - Zora Neal Hurston
- Think of all the advancements in health because of Henrietta Lacks, whose cancer cells are the source of the HeLa cell line.
- I did some personal learning this last week on the history of black american sign language and the BASL schools.
- Barracoon: The Story of the Last "Black Cargo"
- I watched a play from the Nantucket Historical assoc. He referenced three Black Popes, all of which I found once I googled them; a Black Roman Emperor; and Absalom Boston, the first Black Sea captain with a full Black crew sailed from Nantucket. He also sued the Nantucket school Board 100 years before the Brown v. Board of Education decision to have his daughter attend school. She did!
- The SCOTUS case about voting rights infringement is also really weighing on me. I'm in WI, where we had a flurry of these bills a few election cycles ago and expecting more. I'm also reflecting on how anti blackness is infusing a lot of the anti-trans bills being introduced now (including here in WI) - the rhetoric is all about "protecting (white) women & girls."
- I wrote my undergraduate thesis on Obasan by Joy Kogawa, a novel about a Japanese Canadian family post-internment.
- parallel racist actions in US
- decades of racial trauma, loss of generational wealth building
- Here is a fabulous resource on slavery in the North, and the North's complicity with slavery: Atlantic Black Box. Dozens of articles and interesting blogs.
- Canada's parallel - residential schools. trc.ca
- I would like to visit the Joy Kogawa house. I did not know about it until recently.
- My book club recently listened to the NY Time podcast "Nice White Parents". Was very educational/ eye opening/ illuminating.

- <https://www.kogawahouse.com/wp/>
- The voter suppression, now and then is super relevant - [https://www.salon.com/2021/02/12/in-2021-alone-gop-introduces-100-voter-suppression-bills-in-28-states\\_partner/](https://www.salon.com/2021/02/12/in-2021-alone-gop-introduces-100-voter-suppression-bills-in-28-states_partner/)
- Enslavement vs. slave - words matter.
- "There is no one right way to do things" - one right way is part of White Supremacy Culture - RF
- "The single biggest thing I learned was from an indigenous elder of Cherokee descent, Stan Rushworth, who reminded me of the difference between a settler mindset of "I have rights" and an indigenous mindset of "I have obligations." Instead of thinking I am born with rights, I choose to think that I am born with obligations to serve past, present, and future generations, and the planet herself."
- "The single biggest thing I learned was from an indigenous elder of Cherokee descent, Stan Rushworth, who reminded me of the difference between a settler mindset of "I have rights" and an indigenous mindset of "I have obligations."
- Instead of thinking I am born with rights, I choose to think that I am born with obligations to serve past, present, and future generations, and the planet herself."
- "decolonizing practices"
- As my college seeks to launch a white accountability group at the end of March, I am wondering whether anyone has received ideological push-back on the formation of such a group, and if yes, what were the arguments?
- we welcome all beings!!
- "White Supremacy Culture" article from Tema Okun, [https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun\\_-\\_white\\_sup\\_culture.pdf](https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-_white_sup_culture.pdf)
- I started a White Chicks group and we named it that, so it wasn't so "guilty" sounding. It was a space where we could meet as white women and feel free to share misunderstandings without fear of being judged by men or women of color.
- Pointing to human centered design may be a good option for tech problems...
- A couple of us that have taken part in this series have decided to launch a WAG group in our college... but no one from our leadership is involved at this time.
- Twitter Thread about Decolonizing Q&As: <https://twitter.com/tuckeve/status/1141501422611128320?lang=en>
- A couple of White Supremacy Culture Docs that have been helpful to think deeper about it. <https://coco-net.org/wp-content/uploads/2019/11/Coco-WhiteSupCulture-ENG4.pdf> <https://www.cacgrants.org/assets/ce/Documents/2019/WhiteDominantCulture.pdf>
- ^^ I really like that resource for that "something different."
- We are not giving the group a name as we launch it.
- Love that calling out of microaggressions!
- Also, in Seattle. Also discovered this article that illuminates issues in my field and beyond and how bureaucracy itself keeps white supremacist power structures in place: <https://cjal.ca/index.php/capal/article/view/34340/27009>
- One of the teacher resources I've seen around classroom discussions.
- Put Your Two Cents In - CLR Discussion Protocol, <https://www.youtube.com/watch?v=VTpa0eWQfko>
- There's Dafina Lazarus-Stewart's article in Inside Higher Ed which encourages shifts from diversity language/questions to equity language/questions <https://www.insidehighered.com/views/2017/03/30/colleges-need-language-shift-not-one-you-think-essay>
- With you in RSJI change solidarity

- Yes, DL Stewart is great
- ^^ yes, love the Dr. Dafina Lazarus-Stewart article!
- I have their name wrong, Dafina-Lazarus Stewart
- And just fyi, DL Stewart goes by DL now.
- I've received the feedback that using the language of "interpersonal aggressions" rather than "microaggressions" recognizes the harm done to those experiencing the actions - food for thought as people consider language.
- Debra Leigh - 28 Common Racist Attitudes & Behaviors, <http://www.oakcliffuu.org/newsletters/28ToolsChangeRacistAttitudes.pdf>
- Notice, interrupt, have conversations. Great reminder for me. Thank you!!!
- DL goes by DL now. I know the authorship wasn't updated on articles, etc.
- Dr. D-L Stewart is trans and has changed his name. They no longer use their previous name, which is listed in that article.
- thank you for the correction.
- Edward C. Valandra, Wanbli Wapńáha Hokšíla writes about settlers doing work in restorative justice/circle work and what it means to "repair The First Harm" done to indigenous peoples.
- I love the 'data-based' element of it particularly as I deal with corporate clients, e.g., engineering, tech companies.
- [http://www.livingjusticepress.org/index.asp?Type=B\\_BASIC&SEC=%7B34C0268E-E798-48BA-8F26-73847FD2897A%7D&DE=%7BE36B1D41-754D-45BC-8DB7-B28C7CF57C6C%7D](http://www.livingjusticepress.org/index.asp?Type=B_BASIC&SEC=%7B34C0268E-E798-48BA-8F26-73847FD2897A%7D&DE=%7BE36B1D41-754D-45BC-8DB7-B28C7CF57C6C%7D) (there is a link to articles including a book chapter called Undoing the First Harm - highly recommend reading)
- Decolonizing wealth by Edgar Villanueva is an excellent example of how to understand the problems in philanthropy and how to fix them to be investing in Indigenous, Black and brown communities.
- I've used this app: <http://arementalkingtoomuch.com/> as a way to track around power and gender, power & race, and so on (even though it specifically is aimed at gender dynamics)
- I notice myself feeling triggered by the comment you made about the candidate.
- my body just reacted to that comment.
- I think of how Indigenous people's history is grounded in storytelling, interesting how that was interpreted by that person.
- What does "fit" mean? Does it mean "like us"?
- I don't know...I want to say something direct and feel like I would flounder.
- "Have you considered how we tend to hire people that remind us of ourselves? How do we de-center this tendency?"
- I had the opposite experience, where we had a BIPOC candidate give very brief answers and I had wanted to hear more details. A BIPOC colleague of mine shared that BIPOC candidates were coached to be brief rather than use a more natural story-telling style in interviews.
- I had a similar thought then wondered how an aspect of white supremacy contributed to my thought!
- I would totally want to say something and feel like I would stumble and that would detract from the sentiment/weightiness of my concern.
- Sometimes we have impatience around communication styles because we aren't willing to sit with a difference, I wonder if this is happening now.
- What are all the ways we perpetuate white supremacy in the minutest moments? - KO
- What gave you that impression? what style of response were you expecting? is this maybe an individual preference you may have? are there strengths to this other style of communicating that we should consider?
- Here's the app: <https://equitymaps.com/equity-maps-home/app-description/>

- How do we embody and perpetuate white supremacy culture at the minutest of moments that have life-changing impacts? - KO
- thanks for sharing that experience @Heather as that gives me something additional to consider when I hear Intern Candidates & Staff Candidates during interviews
- Speaking of language — the term “decolonization” is used so broadly now in white spaces to mean all kinds of things, that don’t necessarily include returning land and self-determination to native peoples.
- Tuck and Yang- Decolonization is not a metaphor- essential read for me.
- land return
- I’m told that “uncolonizing” is a better word for us to use.
- Article "Decolonization is not a Metaphor" by Eve Tuck & K. Young Wayne: <https://clas.osu.edu/sites/clas.osu.edu/files/Tuck%20and%20Yang%202012%20Decolonization%20is%20not%20a%20metaphor.pdf>
- Racial Trauma Counseling Group: <https://counseling.ufl.edu/healing-rt/>
- Article on the use of “Latinx”: <https://remezcla.com/culture/latinx-latine-comic/>

- And across ability
- I work with corporate groups and non-profits and am constantly finding ways to take terms used predominantly in academia into their cultural terms... while also doing the education
- Oh, that is interesting... just to get the first word in. And then open up for more. Interesting both/and.
- hiring comments, today I read this article about shifting away from our assumptions that “standard academic english” is the right/white way and valuing the variety of dialects, languages, and culture of language. <https://www.insidehighered.com/advice/2021/01/27/how-professors-can-and-should-combat-linguistic-prejudice-their-classes-opinion?fbclid=IwAR1ZItvIDtaIndmobeiQn3lc19z2o-NxOYR3cybU30BrixLreGKBIO0LO2l>
- I mistyped the second author in the article - K. Wayne Yang is the 2nd author to the article I posted.
- Dilemma: virtue-signaling
- I don’t understand why we use the word BIPOC now. Given that Indigenous people owned slaves too, it is hard for me to pull that group out with Black folks. What does it buy us to pull those two out from the other groups? I'm not opposed, just trying to understand.
- My understanding is that pulling Black and Indigenous people as highlighted in that acronym is about the reality of anti-Black and anti-Indigenous racism in the US (and beyond), given that the country was founded on & continues to perpetuate the genocides of these two groups.
- Chattel slavery was created by white people. I think when you think of the context of an Indigenous person enslaving others, it also calls in IRO.
- that’s my understanding as well.
- What is IRO?
- internalized racial oppression\*
- Code Switch also had a recent episode about the acronym and the problems and challenges around this language: <https://www.npr.org/2020/09/29/918418825/is-it-time-to-say-r-i-p-to-p-o-c>
- I tend to use Black and brown now to center their voices, experiences, the data...rather than lumping in BIPOC....

- Yes! Code Switch has a great episode about these topics.
- I sometimes feel myself getting stuck in the "one right way" around this sort of language. MY perfectionism wants there to be a right answer! For example, Resmaa Menakem uses bodies of culture, other prefer BIPOC.
- Even Latinx as a term is not widely used outside of liberal white dominate spaces -
- a MR colleague says he used "racialized minoritized."
- I relate to wanting to find the right language...say the right thing.
- We whites want the "perfect" language.
- I love what the hosts on Code Switch often say--"it's complicated" And I remember that from this episode. And I want it not to be so complicated.
- As a member of the queer community myself, I listen to the public sentiment on all of the different letters in LGBTQA and they mock the ABCDE...etc. So, I get triggered by all the language changes, and sometimes think it might not be helpful. I've also had BIPOC chastise others for not knowing the current term.
- I can definitely relate.
- I was in an equity session this week that the trainer used BIPOC/ALANA. Sometimes I've heard minoritized groups. And I get confused about that term.
- Of course! I relate.
- yes Jay!
- And making sure we are not controlling the narrative too. When we get corrected, making sure we realize that we may need to adapt and shift.
- Absolutely relate.
- I'm so sorry: I have to go because my school organized a conversation with Ibram X. Kendi, and it starts in a couple of minutes. Thank you all for your questions and thoughts today. See you next week.
- Yes - - being flexible and listening.
- Often remembering to name the white supremacy culture and pointing towards that rather trauma gazing on the experience on Black and brown folks... that's critical.
- And it's kind of a moment of "both/all/and" right? We can acknowledge the two genocides, call attention to different needs for different groups, and also remember that other communities of color can perpetuate anti-black racism and that doesn't mean that those group don't also experience oppression but can also oppress others at the same time.
- Anyone is welcome to this free live weekly wisdom related to racial trauma:  
<https://counseling.ufl.edu/healing-rt/>
- Some people use BIPOC to mean Black-AND-Indigenous POC specifically, and some use it to mean Black or Indigenous or POC all people in any of those groups.
- <https://remezcla.com/culture/latinx-latine-comic/> actually speaking of language, one thing I have been exploring is the use of Latinx. I haven't been able to find many good articles in my quick search, the first time it was brought to my attention was in a video about the limited use of x in the Spanish language and the existence of e as a gender-neutral option in Spanish? Curious if other folks have seen/heard this conversation taking place as well?
- I find the discussion and frustrations about language are a very good discussion deeper to explore the 'whys' about the changing terms, desire to be 'right', etc.
- Definitely relate to that,
- Super helpful to think of questions about language being a starting point for conversation, not necessarily an opportunity to find an answer.
- ..... yes, I relate.
- , yes, I so relate! Cris Salinas and Adele Lozano have done some really interesting work around latinx in college contexts. I'll see if I can find my pdfs.

- I posted this earlier, but it relates to what was just asked re: starting a WAG and I am curious if anyone else has feedback: As my college seeks to launch a white accountability group at the end of March, I am wondering whether anyone has received ideological push-back on the formation of such a group, and if yes, what were the arguments?
- Yes - I got pushback about starting a WAG. Some people got confused and thought it was a "white power" group.
- One question would be whether affinity groups for BIPOC colleagues are also being encouraged.
- Yes - there are a couple of us participating in this session and have reached out to our Diversity and Inclusion office as a first step (and they encourage us to attend this session).
- The article I just posted from Cris Salinas represents the most recent iteration of his work about latinx/latin\*
- We are only just getting those approved. Lots of resistance prior.
- Microaggression is defined by the 'receiver' of one.
- I think one of the things that has helped me with this is about context and differential impact and a link to historical/systemic systems of power, privilege, and oppression.
- intent AND impact across racialized identities
- verbal violence
- "I do that a lot with everybody" — I relate to this. I have had this reaction, in a defensive way. Sometimes it's a variation on "this isn't about race!" I have to come back to Ijeoma Oluo "If a person of color says it's about race, then it is about race" because the impact varies based on racial experience.
- For me this is tied into White supremacy for when a white person says to a Black person that they are "well spoken" it means that they are passing some kind of white yardstick of white approval
- The impact is different because our racialized experiences are different.
- Be grateful when someone calls you in to that... so many folks won't because they don't feel safe or fear repercussions - so having gratitude for receiving feedback - and you can circle back - don't have to always talk about it right there.
- Common Racist Attitudes and Behaviors - [drkathyobear.com/resource](http://drkathyobear.com/resource)
- I relate. I don't want to harm anyone either.
- Luke Wood and Dr Frank Harris III discuss the differences between micro assaults, microaggressions, and race lighting and subsequent racial battle fatigue in their webinar and articles.
- "racist aggression" - Kathy Obear
- Ibram Kendi suggests we stop using microaggression and use racist abuse instead!
- Wow. Thank you. I need to learn more. - KO
- I have a hard time with this because personally I am not a great speaker, so I genuinely admire others who are especially articulate and eloquent - it's a powerful talent/skill.
- But this is a helpful discussion because I realize also may tend to hyper-praise a lot of people and that definitely could make people feel uncomfortable - and maybe my impulse to praise is to make myself feel like a "positive/supportive" person vs. centered on supporting other people the way they need/value it. Maybe when I praise/compliment people it can make them feel like I'm always rating everyone. So, this is helpful to reflect on!
- Austin Channing Brown - "I'm Still Here: Black Dignity in a World Made for Whiteness"
- Rachel Ricketts "Do better"
- How do you respond when you say, "Oh, I have not thought of that before? Can you tell me more about that?" and the response is, "It's not my job to teach you. Go look it up."



- I love creating little mantras to repeat to myself - like I love myself when I make mistakes because I'm growing... that can help build resilience for me to be called in, as well as consuming material from Black and brown folks that are angry about white supremacy or calling out a "Karen" or "chad" ... welcoming anger and other emotions that are often excised by white supremacy.
- I've recently been challenged to define what is "the work," which made me pause to really think about what I mean when I say that.
- Because my ask can also be a racist aggression re: wanting to be educated, asking for free labor.
- I think it's also about framing too. It shouldn't be an expectation that they share more.
- sometimes I then reflect on the cost of racism - how the trauma of white supremacy has caused so much harm in our relationships with each other. This stuff is HARD.
- ur reference to not my job to make others comfortable is resonating with me and some situations I've been working to make sense of
- Just to stir the pot a bit...if you or I get a rejection like that (go look it up), we are able to put that in perspective and understand. However, the majority of us white people are not in this space. Is the language we use "fragility, racial violence, abuse, etc." helpful for working with the majority of white people?
- I'm not sure what you are asking. Can you say more?
- the first question for me is what is the need to make these concepts more palatable for white people?
- The earlier comfort conversations, I am working through the ideas of being okay not maintaining comfort yet being "inviting enough" to have what is considered tougher conversations.
- What I mean is, if white or BIPOC people come use language like "privilege, fragility, racialized aggression, abuse, etc." is this really advancing the conversation among the majority of white people who are not in WAGs? Is this language or the rejection helpful in the overall work? Did that make better sense?
- My institution rolled out several Affinity Groups at the same time and sent out some broad messaging around the value of them. There was also a point made that people of color were welcome to come and contribute understanding at the white group if they wanted to, although this was not expected.
- Maybe it would be helpful to use the language we have been talking about it and explaining it so that the folks in the conversation are not coming to these words with specific connotations and impressions.
- that's progress! So cool
- WHITES Partnering to Dismantle RACISM
- "One aim of these affinity groups is to build skills and infrastructure to take actions to dismantle systemic racism.
- For our white colleagues, are you ready to build skills in becoming an ally/advocate/accomplice/activist for racial justice?"
- that's an interesting idea. Thanks.
- I think about our collective resistance to not engaging in conversations about race and racism. What are the ways we can relate in and partner with folks to build our capacity? When we don't, we aren't partnering for equity. It also takes folks leaning in to do their part as well.
- "so here is my dilemma" - KO.
- Making mistakes, learning is a principle to integrate.
- Theme...there's no one right way to do something.
- I definitely struggle with how to navigate resistance sometimes. I wonder about how we could address this systemically because it is a systemic problem. Can we shift the

burden of education to other white folks by creating spaces for white folks to have our feelings and resistance with each other like WAGs, etc.? Because yes, jargon can be used to keep people out. And that still doesn't mean we should always make language more palatable nor that we should allow our colleagues/students/etc. of color to hold that burden.

- I have also been getting pushback to over document things about my WAG, in my opinion weaponizing white supremacy culture "worship of the written word" (this is both by white and BIPOC)
- Hard on systems and soft on people" - RF
- "Do no harm and allow no harm" as guiding principles - RF.
- "Accountability" is very different from "affinity" It seems like groups for POC should be support but a WAG should be framed more as a group to support anti-racist work and hold whites accountable for participating in white supremacy.
- I have had to defend my participation in this very group to a person who I thought was on the same level as myself in the self-work needed to be a co-conspirator and, after engaging in a week's long dialogue with them, I showed them the images used to exemplify the "whiteness level" ( by Barnor Hesse ) of the person involved as well as myself and it was clear that the person still needed validation from BIPOC participants in order to discuss such a sensitive issue as racism and implicit bias - sensitive but pervasive and traumatic <https://nypost.com/2021/02/16/nyc-public-school-asks-parents-to-reflect-on-their-whiteness/>
- do no harm, allow no harm, decenter self, commit to cause, don't distance as much, I own the impact, be introspective hard on systems soft on people (and still hold people accountable), we can make mistakes, and shift adapt, communicate with others so not power hoarding, the collective is so important ...." RF
- Maybe it's also understanding the cultural background of the person(s) we are speaking with. For example, knowing the Southern woman culture that I grew up in, I know that in talking to my white southern sisters (biological), I cannot use some of those triggering words. So, I find other words to use.
- I agree, that's a helpful distinction, I think.
- Do less harm each day - appreciate that Rachael.
- Remember...this work does not end when we sign off - RF.
- Please enter in the chat: Commitments for this upcoming week
- obligation to stay in conversation and introspect, .... work does not end when we sign off.
- compassion for other white people doing this work.
- be hard on systems and soft on people.
- commitment: introspection, commit to something so much I can critique it.
- Continued reflection, introspection
- I want to bring up the need for my org to discuss the trauma we've experienced! And give our Ss a place to speak or just be together in shared safe space.
- Working to remind myself and other facilitators having the conversations that we need to be "hard on the systems soft on the people."
- Thank you everyone for co-conspiring today and over the last few weeks.
- Get out of my harbor.
- I will be working on planning a white accountability group for my org and figuring out how to support Black and non-Black POC caucus groups.
- I'm going to review my writing and be intentional about language being used, and what to edit out, find other terms, review all the chapters to a book I'm working on

- I am in NC and work with whites throughout the south and face this resistance regularly.... I find the discussion about the terms and the language is very powerful.... particularly to explore what is underneath their discomfort.
- I commit to keep reading "Do Better" and engaging in the introspection and healing of this work.
- I love this! Let's do it more!
- I commit to really noticing my language this week and reflecting on it. I appreciated Kathy correcting her use of blind eye and Rachael correcting "stand in your..."
- I relate in
- Continue to work through the GARE organizational assessment with my org leadership.
- My commitment is to be more conscientious and purposeful in my language and to engage in a de-self-centered dialogue.
- pay attention to my language.
- What will liberation, anti-racism be like...feel like? -KO
- I bet! I think there is a lot of benefit in discussing the terms. Maybe not leading with them in conversation (smile).
- I will be sitting with: How do I continually decenter white comfort and needs in how I plan and facilitate programs.
- Dr. Angela Davis, "If we cannot picture racial equity, we cannot achieve it."
- be that persistent voice in the room even in the face of silence.