LWAG Chat File 01/12/24

* [https://drkathyobear.com/resources/](https://drkathyobear.com/resources)
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* privileged white person
* As a white/Native American
* As a White Woman I enter feeling pulled in a number of different directions and noticing I'm having a hard time focusing
* As a white woman, I feel conflicted
* As a white woman, I enter feeling hopeful and slightly anxious, noticing I am hoping to embody the education and learning
* As a white and middle eastern cisgender man, I am motivated but tired.
* As a white/Native American I enter feeling conflicted
* As a white woman, a enter feeling exhausted and I notice I am worried about the coming year.
* As a person racialized as white, I enter feeling frustrated with the school district where I work, noticing that my body is full of anxiety.
* <https://drkathyobear.com/leading>
* 1. Live narrow, isolated segregated lives
* 12. mediocre white leaders
* 25. Replicate harm in our own families
* 17. Inauthentic relationships
* 19. Deep pain as awaken to the irreparable harm and violence; how we benefit and collude;ways we perpetuate racism, etc.
* 5. Walking on eggshells and
* 11. Live with truth of choosing white privilege at the expense and exploitation of People ofColor and Indigenous Peoples
* 6. Fear of being called racist; doing something racist
* 10. Live out of alignment with core values
* 3. Carry deep guilt and shame 4. Carry racist biases, fear, judgments 5. Walking on eggshells
* For me, Number 11. being genuine within myself
* 5. Walking on eggshells
* 20. We trust those we should probably fear
* Missing out on beautiful culture
* Choose to numb out
* Choose to numb out
* Mediocre leaders
* prison of perfectionism
* 23. Live with the reality, pain of our collusion
* I think it could create stronger buy in
* I like weaving it in, perhaps earlier, to provide a moment of important reflection for group member.
* The school district where I work cancelled professional development around equity
* School district I was working with on DEI removed the word "racism" from their diversity statement
* I also our accrediting bodies are also impacted in how much they can push for improvement in DEI at colleges and universities.
* I appreciate the conversation thus far. I joined late, but this is very important work. I work at a north bay (CA) community college and I am involved in DEI work and have seen both support as well as pushback in these times.
* Opposite reaction here...Our district's different BIPOC faculty and staff associations are now being required to submit their meeting notes to district leadership as a check on what they're talking about. It's a reaction to a few lawsuits from some white faculty against the district about the district's use of anti-racism in its mission.
* Transformative Allyship Dr. Mary Lomax Ghirarduzzi
* I think the BIPOC group could also file a lawsuit as this is not an across the board action by the leadership for all groups. But I would hate for the outcome to be monitoring of all groups.
* I have also witnessed DEI programs moving from required, to encouraged, to optional as we navigate some of the state policies.
* Yes. Seeing that too
* I appreciate the strategy that Kathy shared to include a statement that a program or activity is open to all which can sometimes allow you to continue doing the work but even just the simple addition of this statement can allow you to continue with the offering
* We gunna make it swing back!
* Hi Matt, a DEI consulting group I work for has been doing a lot of DEI work in your district the past 2 years...I am so surprised to hear about this!
* Courageous Leaders ACADEMY
* Strategic Leaders Institute
* Thank you
* Can you put the link from the last slide in the chat
* perfectionism
* Fear of open conflict
* A sense of urgency is all over our organization. Gotta meet those grant deadlines.
* Right to comfort
* Defensiveness, sense of urgency, fear of open conflict
* individualism!!
* Quantity over Quality
* either/or thinking
* Need to be the saviour
* power hoarding
* Progress = Bigger/More
* Objectivity as a religion
* fear of open conflict
* Fear of open conflict
* if I am having a heart attack
* external deadlines
* When we need to keep our people employed, we do have to meet those deadlines to keep the money coming in for projects.
* onboarding new employees
* When someone is physically harmed
* If there is a child/someone in an dangerous or abusive situation
* acknowledging the urgency to make change away from our current white supremacist culture/systems
* Fantastic and thank you for reframing my lingo
* How do you see dominant white culture/white supremacy culture operating in your organization? ) (norms, unwritten rules, policies, programs, practices, services, written rules, etc.)
* When, if at all, have you/do you collude with, perpetuate dynamics of dominant white culture/white supremacy culture?
* Any ways you/others have been able to shift unproductive dynamics of the dominant white culture and practices/policies/norms that privilege/support the success and thriving of people in privilege groups? Negatively impact and create obstacles for those in marginalized groups?
* money decisions get overrun by WSC
* All over hiring
* right to comfort!
* The pressure nationwide regarding enrollment at colleges and universities has opened the door to this
* "who does this policy benefit?"
* That is so much what my week has been which is how to I work thru my trigger and calling out versus a softer way in
* We develop rubrics to we are more explicit about what the job requirements criteria are , to avoid the vague "fit" concept
* And even the rubrics can reinforce white supremacy
* Relating in
* Loose versus tight
* relational
* socratic
* enforced and embodied
* 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
* Def sense the urgency and fear / guilt / perfectionist based
* Our defensiveness too
* Discuss ways to note/pan dynamics of white dominant culture, white supremacy culture in the moment
* Identify ways to shift dynamics of white dominant culture, white supremacy culture in the moment: PAIRS ~ pan the dynamics, ask a question, interrupt, relate in, share a story, example, feelings‚
* What else? Questions, dilemmas, resources, strategies
* antidote!!!
* ego, make me look bad
* So helpful!
* These sessions are so important. Great discussion everyone. Thank you, Kathy!
* thank you so much, Kathy and everyone
* I'm in the same space
* I remind everyone else to breathe... so I breathe at the same time with them.
* Ask a question‚ then deep breaths ‚ 2x longer on exhale
* me, as well
* I have said that I am feeling triggered etc. and need a moment
* I name what I'm feeling and ask for a moment to take a breath. And say anyone else?
* What about the other students who were impacted?
* Sometimes that response is an example of perfectionism and an example of white supremacy culture
* By not saying anything we reinforce that it was ok
* What was the impact if we do nothing?
* This question is a way for me to come back in after I breathe
* The impact on both the student who made the statement AND the students who were impacted BY the statement
* Thank you for this session. I look forward to attending again.
* I appreciate this space and y'all. Thanks Kathy.
* I relate to that
* practice yes
* Thank you all so much
* Thank you
* Thank you!