



White Accountability Group 2.0

Session #1

Convened by:

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As we enter...(chat)

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

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

Why White Accountability Group 2.0

- **Our why and how we got here**

Why Now?

1. May want to tap out, thinking the work is done with the Inauguration....
2. Don't know where to go next, started some internal reflection, self-work
3. Recognize there is racism, get there is dominant white culture
4. Feeling hopeless, don't see ways you can be an accomplice and co-conspirator, partnering with BIPOC folks to co-create meaningful sustainable change
5. Navigating judgment you have of yourself, from others, your of others
5. Performative commitment
6. Need less talk, planning, more action
7. Performative caring – only care to a certain extent when it means we don't have to change or shift
8. How do we and the org uphold racism by believing racism is insidious and evasive, and too hard so don't try to see it....
9. Wanting a community of change agents to help you level up commitment and consistent action to dismantling racism and creating true racial justice

Breakout Groups

Why now for you?

Work to balance the air time

Areas we intend to cover+

- **Disrupting performing (performative commitment personally and our organization)**
 - **Less talk, more action**
 - **Performative caring**
 - **Insidious and evasive**
- **Navigating equity conversations in your organizations**
- **Call for authenticity, bravery, on your learning edge.....**
- **What does it look like? Who does it serve? What are we afraid of?**
- **Distancing**
- **How do you weaponize your whiteness, position, title, other identities in similar ways to maintain power**

In the CHAT and some LIVE

How are you doing given our national context?

**white supremacist, Christian nationalist,
domestic terrorism, anti-semitism,
anti-Blackness...**

“the 4 I’s” of 2021, so far

Breakouts

How are you doing given our national context?

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“the 4 I’s” of 2021, so far

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**

Engagement Guidelines, page 17

In the CHAT:

- **What are 2+ of your strengths in White Accountability Groups?**
- **1-2 that you will need to stretch into?**

Breakout Rooms

Thinking back to January 6, 2021...

How do you weaponize your whiteness, position, title, other identities in similar ways to maintain power?

Debrief

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

Suggested Competencies of White Allies/Change Agents, pg. 7-14:

Categories of Competence (Sue & Sue)

- **Knowledge**

- **History**
- **Statistics**
- **Current dynamics**
- **Language, terms**

- **Self-Awareness**

- **Socialization**
- **Implicit biases**
- **Behaviors**

- **Skills**

- **Recognize dynamics**
- **Respond effectively**
- **Proactively minimize**

- **Action**

- **Take consistent meaningful action**
- **Assess, evaluate, adjust**

To ponder...

- **Current and recent examples of killing off, eradicating, genocide of BIPOC.... (Roxanne Dunbar-Ortiz)**
- **How and why were institutions developed?**

Homework:

- 1. Complete the worksheet, Self-Assessment, **Suggested Competencies for White Allies & Change Agents**, pgs. 7-14**
- 1. Identify 5-10 critical competencies that should be required of all leaders, staff, faculty/teachers, etc.**
- 2. Watch President Biden announcing efforts for racial equity; related article:**
https://www.washingtonpost.com/politics/biden-to-sign-executive-actions-on-equity/2021/01/26/3ffbcff6-5f8e-11eb-9430-e7c77b5b0297_story.html
- 3. How clear are you? Your leaders? related to this?**