



White Accountability Group 2.0

Session #2

Convened by:

Dr. Rachael Forester

Dr. Kathy Obear

As we enter...(chat)

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

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



Insights and reflections from the week

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?**

Here's some of what we've done...

How are you doing given our national context?

white supremacy, Christian nationalism, domestic terrorism, anti-semitism, anti-Blackness...

“the 4 I’s” of 2021, so far

Thinking back to January 6, 2021...

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

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

Ways we are like white domestic insurgents, terrorists

- All I see, I have a right to; All I see is/should be mine
- **My way or highway**
- I can get what I want, when I want it
- **I can get what I want by any means necessary; I can do whatever I want**
- I can use whatever means necessary to get what I want; you can't
- **I hold the Truth, what I believe is TRUTH**
- If you disagree, you are wrong, bad, evil, my enemy, should be vanquished
- **I am entitled to anything I want**
- We own all this
- **You work for me**
- I can be violent and justified in my actions
- **God is on my side**
- I am right! (arrogance, entitlement, self-righteous)

Breakout Rooms

What are the *parallels* you see **in you?**
Your organization?

How does this *play out*?

Debrief

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

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Debrief (Chat and Live)

What are some ineffective ways you or others have engaged within your organization?

Effective ways?

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**

Where are you?

What are 3-5 of your strengths that you will contribute here?

What are 3-5 areas where you know you need deeper development?

DRAFT v2: 5 Expectations **the leaders began identifying related to** **becoming an anti-racist organization:**

- 1. KNOWLEDGE:** Knowledge about race, racism (including systemic racism), white privilege, white fragility, and white supremacy.
- 2. SELF-KNOWLEDGE:** Commitment to self-knowledge, self-work, continuous learning, and personal growth in these areas.
- 3. ACTION:** Ability and commitment to recognizing and disrupting racist microaggressions and racist dynamics in the workplace, the classroom, and beyond.
- 4. SYSTEMIC CHANGE:** Commitment to examining policies and practices with a "Race Lens," that is, to eradicate inequitable impact and promote anti-racist and just institutions.
- 5. ALLYSHIP:** Capacity to form equitable partnerships and alliances across racial lines.

Homework:

- 1. Continue to identify expected/required capacities for your area of responsibility**
- 2. Reflect for next week:**
 - a. On a scale of 1-10, how well do you feel you navigate cross-racial conversations around race/racism?**
 - b. What are some examples of times you've questioned the true relationship you've had with BIPOC colleagues?**
 - c. When engaging in conversations across race, what are attitudes/behaviors/feelings that you experience?**