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A Work in Progress: Dismantling White Supremacy in our Workplace

Drop your answer in the chat:
Share your name, and tell us one reason you’re here and/or one question you have about this topic!
Engaging Respectfully With Each Other Tonight

• Please use the chat feature throughout this conversation—we value your voices! Feel free to share constructive ideas, resources, and comments.
• As noted on the event page, we will be recording the presentation portion of this session.
• We will have the opportunity to come together for Q&A at the end of the session. Please keep track of your questions until then.
• Participants who engaging in cyberbullying or deliberate attempts to intimidate other commenters or disrupt conversation will be promptly removed.
• Lastly, feel free to discuss the conversation on social as we chat tonight!
  
  @achievethecore #coreadvocates
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Your Co-Hosts and Guests Today

Joy Delizo-Osborne

Amy Briggs
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Where we’re headed

1. A Story: Can You Hear Me?
2. A Sea Change: June 2020
3. White Supremacy Culture: Seeing It, Naming It, Changing It
4. Assessing Our Progress

Q&A to follow breakout conversations!
15 Characteristics of White Supremacy Culture

- Perfectionism
- Sense of Urgency
- Defensiveness
- Quantity Over Quality
- Worship of the Written Word
- Only One Right Way
- Paternalism
- Either/Or Thinking
- Power Hoarding
- Fear of Open Conflict
- Individualism
- I’m the Only One
- Progress is Bigger, More
- Objectivity
- Right to Comfort

Tema Okun and Kenneth Jones,
_Dismantling Racism Workbook, 2001_
## Continuum on Becoming an Anti-Racist, Multicultural Institution

<table>
<thead>
<tr>
<th>MONOCULTURAL</th>
<th>MULTICULTURAL</th>
<th>ANTI-RACIST</th>
<th>ANTI-RACIST MULTICULTURAL</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Racial and Cultural Differences Seen as Defects</td>
<td>Tolerant of Racial and Cultural Differences</td>
<td>Identity Change A Multicultural Institution</td>
</tr>
<tr>
<td><strong>1. Exclusive Institutional</strong></td>
<td>- Intentionally and publicy excludes or segregates African Americans, Native Americans, Latinos and Asian Americans</td>
<td>- Tolerant of a limited number of People of Color with &quot;paper&quot; perspective and credentials</td>
<td>- Makes official policy pronouncements regulating multiculturial diversity</td>
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<tr>
<td><strong>2. Passive &quot;Club&quot; Institution</strong></td>
<td>- May slightly limit or exclude People of Color in contradiction to public policies</td>
<td>- Sees itself as &quot;non-racist&quot; institution with open doors to People of Color</td>
<td>- Develops awareness of institutionalized white power and privilege</td>
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<td><strong>3. Symbolic Change A Multicultural Institution</strong></td>
<td>- Continues to intentionally maintain white power and privilege through its formal policies and practices, teaching and decision-making at all levels</td>
<td>- Carries out intentional inclusion efforts, recruiting &quot;suitable&quot; white committees or office staff</td>
<td>- Develops institutional identity as an &quot;anti-racist&quot; institution</td>
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<td><strong>4. Identity Change A Multicultural Institution</strong></td>
<td>- Expands vision of diversity to include other socially oppressed groups, such as women, disabled, elderly and children, Latinos and gays, Third World citizens, etc.</td>
<td>- Expanding vision of diversity includes other socially oppressed groups, such as women, disabled, elderly and children, Latinos and gays, Third World citizens, etc.</td>
<td>- Committed to process of institutional restructuring, based on anti-racist analysis and identity</td>
</tr>
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<td><strong>5. Structural Change A Multicultural Institution</strong></td>
<td>- Expands vision of diversity to include other socially oppressed groups, such as women, disabled, elderly and children, Latinos and gays, Third World citizens, etc.</td>
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<tr>
<td><strong>6. Fully Inclusive A Transforming Institution in a Transformed Society</strong></td>
<td>- Expands vision of diversity to include other socially oppressed groups, such as women, disabled, elderly and children, Latinos and gays, Third World citizens, etc.</td>
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*By Consensus Ministry: Adapted from a concept by Beverly Johnston and Rita Hargrove, and further developed by Annie Leshner and Andrew Butler.*
Most Common Descriptors: June 2020

1. Is still relatively unaware of continuing patterns of privilege, paternalism and control

2. Carries out intentional inclusiveness efforts, recruiting “someone of color” on committees or office staff

3. Little or no contextual change in culture, policies, and decision-making

3. Institutional structures and culture that maintain white power and privilege still intact and relatively untouched

But...
- “Not those who make waves”
- Little or no contextual change in culture, policies and decision-making
- Is still relatively unaware of continuing patterns of privilege, paternalism and control

But...
- Institutional structures and culture that maintain white power and privilege still intact and relatively untouched
Visualizing Our Process So Far

Re-design for Work and Organization

Design Team Workshops
- Refine work focus and org structure considerations

One-on-one Conversations
- Focus on individuals
- Insights about work, structure, and roles

Equity Pause Reflections
- Focus on our org (anti-racist, multi-cultural continuum)
- Reveals challenges in org AND work

Team Reflections
- Focus on our work
- Insights about work to stop/amplify/modify

Focus Groups
- Discuss work, org, individual roles
- Refining needs and insights

Surveys (TinyPulse, Town Halls, Principles Feedback Annual Org Survey)
- Feedback on work, org, individual roles
- Refining needs and insights
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Upcoming C&C Events!
All events take place at 7 p.m. ET.

2/24: LGBTQ+ Advocacy in K-5 Classrooms
Guest: Becca Mui, Education Manager at GLSEN

March, April, and May: Dismantling Racism in Mathematics series

Follow us on Eventbrite!
CoreAdvocates.Eventbrite.com
Feedback is the TRUE breakfast of champions!

Please take a moment to share your thoughts on this experience with us! We are learning what it looks like to connect with you most effectively, and every comment counts.


To be among the first to hear about future events, please join our community! This sign-up will also offer you **first access** to our new events that focus on bringing aligned instruction in conversation with anti-racist principles.

Affinity Groups: What are they? Why take part?

Why affinity groups?
We chose an affinity group structure for today’s discussions so that folks have a group of people to connect with who are more likely to have similar (or at least related) race-based experiences in education spaces. Our hope is that by creating a space based on some common experience, it will be easier to unearth and highlight possibilities presented by today’s presentation. If you disagree, please be sure to share your thoughts in the event survey.

Goals of these affinity groups:
1) further build community
2) reflect on the session’s learning, and
3) begin conversations you might continue offline.

Affinity groups are intended to provide group members with safety to express themselves and their experiences.

- For white folks, this is a space to “practice, model, and improve anti-racist practices” without burdening folks of color. “White people can feel uncomfortable with the idea of separating ourselves. In some ways, society taught us that segregation and exclusion is wrong...white people can be resistant to the challenging and awkward conversations that are bound to happen when white people start talking about racism and whiteness because we’ve rarely needed to do that. We need practice.” Working Apart So We Can Work Together

- For folks of color, this is a protected safe space to share potentially common experiences, not worry about the reactions of white folks, and support one another.

Tonight’s Group Options:
White Folks
BIPOC Folks
Affinity Groups

• Introductions
  – Name, pronouns, location, role
• Reactions and Discussion
  – How does white supremacy show up in your workplace culture?
  – Where would you place your workplace on the Anti-Racist Multicultural Institution continuum?
  – What shifts are you hoping to make?

Interested in having a conversation?
Log off here, and join the Zoom that best reflects your identity:

BIPOC Folks  White Folks

Resources:
• ARMI Continuum
• White Supremacy Culture
• Nonprofit AF: “21 Signs…”
• EquityXDesign