

## core advocates >

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!***

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## *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*

# STUDENT ACHIEVEMENT PARTNERS



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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

MONOCULTURAL		MULTICULTURAL		ANTI-RACIST		ANTI-RACIST MULTICULTURAL	
Racial and Cultural Differences Seen as Defects		Tolerant of Racial and Cultural Differences				Racial and Cultural Differences Seen as Assets	
<b>1. Exclusive</b> A Segregated Institution	<b>2. Passive</b> A "Club" Institution	<b>3. Symbolic Change</b> A Multicultural Institution	<b>4. Identity Change</b> An Anti-Racist Institution	<b>5. Structural Change</b> A Transforming Institution	<b>6. Fully Inclusive</b> A Transformed Institution in a Transformed Society		
<ul style="list-style-type: none"> <li>• Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos and Asian Americans</li> <li>• Intentionally and publicly enforces the racist status quo throughout institution</li> <li>• Institutionalization of racism includes formal policies and practices, teachings and decision-making on all levels</li> <li>• Usually has similar intentional policies and practices toward other socially oppressed groups, such as women, disabled, elderly and children, lesbians and gays, Third World citizens, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Tolerant of a limited number of People of Color with "proper" perspective and credentials</li> <li>• May still secretly limit or exclude People of Color in contradiction to public policies</li> <li>• Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings and decision-making on all levels of institutional life</li> <li>• Often declares, "We don't have a problem."</li> </ul>	<ul style="list-style-type: none"> <li>• Makes official policy pronouncements regarding multicultural diversity</li> <li>• Sees itself as "non-racist" institution with open doors to People of Color</li> <li>• Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff</li> <li>• Expanding view of diversity includes other socially oppressed groups, such as women, disabled, elderly and children, lesbians and gays, Third World citizens, etc.</li> </ul> <p style="margin-left: 20px;">But . . .</p> <ul style="list-style-type: none"> <li>• "Not those who make waves"</li> <li>• Little or no contextual change in culture, policies and decision-making</li> <li>• Is still relatively unaware of continuing patterns of privilege, paternalism and control</li> </ul>	<ul style="list-style-type: none"> <li>• Growing understanding of racism as barrier to effective diversity</li> <li>• Develops analysis of systemic racism</li> <li>• Sponsors programs of anti-racism training</li> <li>• New consciousness of institutionalized white power and privilege</li> <li>• Develops intentional identity as an "anti-racist" institution</li> <li>• Begins to develop accountability to racially oppressed communities</li> <li>• Increasing commitment to dismantle racism and eliminate inherent white advantage</li> </ul> <p style="margin-left: 20px;">But . . .</p> <ul style="list-style-type: none"> <li>• Institutional structures and culture that maintain white power and privilege still intact and relatively untouched</li> </ul>	<ul style="list-style-type: none"> <li>• Commits to process of intentional institutional restructuring, based on anti-racist analysis and identity</li> <li>• Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their worldview, culture and lifestyles</li> <li>• Implements structures, policies and practices with inclusive decision-making and other forms of power sharing on all levels of the institution's life and work</li> <li>• Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities</li> <li>• Anti-racist multicultural diversity becomes an institutionalized asset</li> <li>• Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments</li> </ul>	<ul style="list-style-type: none"> <li>• Future vision of an institution and wider community that has overcome systemic racism</li> <li>• Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices</li> <li>• Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles and interests</li> <li>• A sense of restored community and mutual caring</li> <li>• Allies with others in combating all forms of social oppression</li> </ul>		
				© By Crossroads Ministry: Adapted from original concept by Bailly Jackson and Rita Hardiman, and further developed by Andrea Arazian and Ronice Branding.			



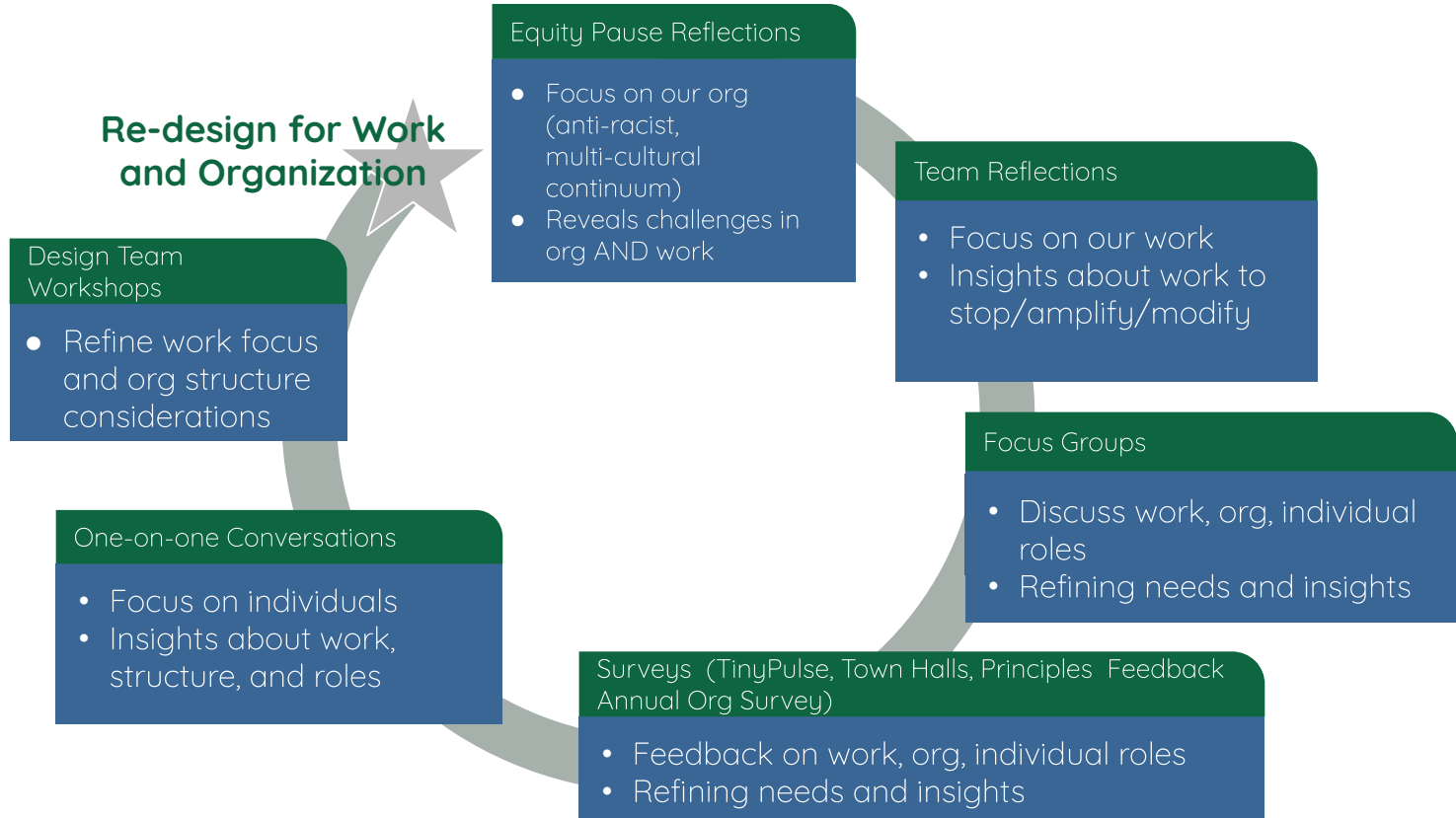
# Most Common Descriptors: June 2020

- 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

3. Symbolic Change A Multicultural Institution	4. Identity Change An Anti-Racist Institution
<ul style="list-style-type: none"> <li>• Makes official policy pronouncements regarding multicultural diversity</li> <li>• Sees itself as “non-racist” institution with open doors to People of Color</li> <li>• Carries out intentional inclusiveness efforts, recruiting “someone of color” on committees or office staff</li> <li>• Expanding view of diversity includes other socially oppressed groups, such as women, disabled, elderly and children, lesbians and gays, Third World citizens, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Growing understanding of racism as barrier to effective diversity</li> <li>• Develops analysis of systemic racism</li> <li>• Sponsors programs of anti-racism training</li> <li>• New consciousness of institutionalized white power and privilege</li> <li>• Develops intentional identity as an “anti-racist” institution</li> <li>• Begins to develop accountability to racially oppressed communities</li> <li>• Increasing commitment to dismantle racism and eliminate inherent white advantage</li> </ul>
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# Visualizing Our Process So Far



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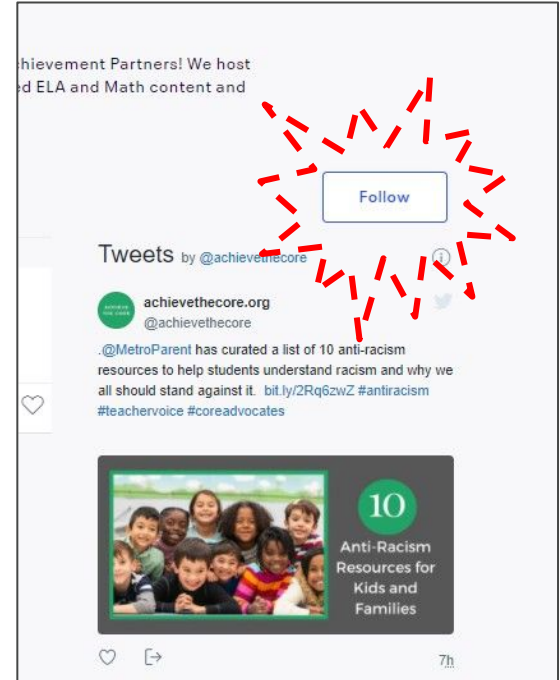
## Upcoming C&C Events!

*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](https://CoreAdvocates.Eventbrite.com)

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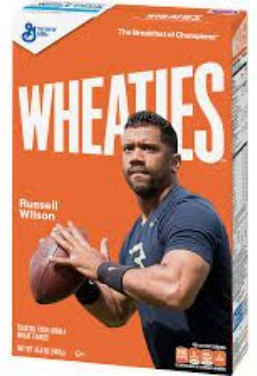
Feedback is the TRUE breakfast of champions!

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.

<http://bit.ly/2021CandC>

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.

<http://bit.ly/coreadvocatesignup>



# 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.*

## **Tonight's Group Options:**

White Folks  
BIPOC Folks

*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.*

# Affinity Groups

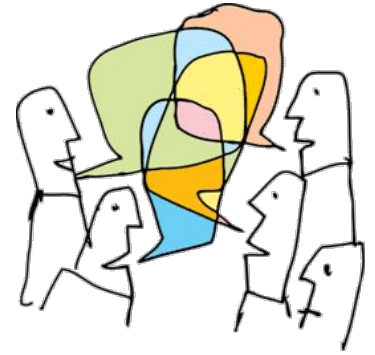
- Introductions
  - Name, pronouns, location, role
- Reactions and Discussion
  - How does white supremacy show up in your workplace culture?
  - Where would you place your workplace on the Anti-Racist Multicultural Institution continuum?
  - What shifts are you hoping to make?

***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](#)