

STUDENT ACHIEVEMENT PARTNERS

How can we support authentic student leadership in our efforts to create equitable learning spaces?

Diversity Talks Coffee & Conversation Resources

- [Diversity Talks](#)
- [White Supremacy Culture Framework](#), Tema Okun (interactive website)
- [White Supremacy Culture \(still here\)](#), Tema Okun (paper)
- [DT Spark](#), free access for the month of February to resources including:
 - Discussion guides & educator-specific resources
 - Educator Open House (2/17)
 - Enacting Anti-Racism Workshop (2/22 & 2/24)

Breakout Room Directions

Introduce yourselves: Name, pronouns, location, role, anything else you would like to share

Discuss:

- What do you need to divest from personally?
- What did you hear that challenged your beliefs about youth capabilities?
- Where are there opportunities for you to shift power structures in your school or system (think about your classroom, professional learning communities, etc.)? How will you be mindful of who is burdened in this work?

Add questions to the Padlet for Q&A: <https://bit.ly/34dHoay>

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(Some) Characteristics of White Supremacy Culture

Tema Okun (2021)

Tema Okun and Kenneth Jones (2001)

“**White supremacy culture** is the widespread ideology baked into the beliefs, values, norms, and standards of our groups (many if not most of them), our communities, our towns, our states, our nation, **teaching us both overtly and covertly that whiteness holds value, whiteness is value**...We are all swimming in the waters of white supremacy culture. We are all navigating this culture, regardless of our racial identity. We are not all affected in the same ways...”¹

DENIAL & DEFENSIVENESS

The habit of denying and defending against the ways in which white supremacy and racism are produced and our individual or collective participation in that production.

RIGHT TO COMFORT & FEAR OF CONFLICT

The internalization that I or we have a right to comfort, which means we cannot tolerate conflict, particularly open conflict.

PERFECTIONISM

White supremacy culture uses perfectionism to preserve power and the status quo. As long as we are striving to be perfect according to someone else's rules, we have less energy and attention to question those rules and to remember what is truly important.

POWER HOARDING

Little, if any, value seen in sharing power; Power seen as limited, only so much to go around; Those with power feel threatened when anyone suggests changes in how things should be done in the organization

¹ <https://www.whitesupremacyculture.info/what-is-it.html>