

QUESTIONS

“When our fundamental understanding of racism is transformed, so are our assumptions and resultant behaviors. Imagine the difference in our environment, interactions, norms and policies if the following list described our assumptions:

- Being good or bad is not relevant.
- Racism is a multi-layered system embedded in our culture.
- All of us are socialized into the system of racism.
- Whites have blind spots on racism, and I have blind spots on racism.
- Racism is complex, and I don't have to understand every nuance of the feedback to validate that feedback.
- Whites are / I am unconsciously invested in racism.
- Bias is implicit and unconscious; I don't expect to be aware of mind without a lot of ongoing effort.
- Giving us white people feedback on our racism is risky for people of color, so we can consider the feedback a sign of trust.

- Feedback on white racism is difficult to give. How I am given the feedback is not as relevant as the feedback itself.
- Authentic antiracism is rarely comfortable. Discomfort is key to my growth and thus desirable.
- White comfort maintain the status quo, so discomfort is necessary and important.
- I must not confuse comfort and safety; as a white person I am safe in discussions of racism.
- The antidote to guilt is action.
- It takes courage to break with white solidarity; how can I support those who do?
- I bring my groups history with me; history matters.
- Given my socialization, it is much more likely that I am the one who doesn't understand the issue.
- Nothing exempts me from the forces of racism.
- My analysis must be intersectional (a recognition that my other social identities inform how I was socialized into the racist system).
- Racism hurts (even kills) people of color 24-7. Interrupting it is more important than my feelings, ego, or self-image.”

1. What words, phrases, or bullet points caught your attention?

2. How does this information make you feel? How do you relate to this information?

3. What aspects of our work, especially on DEI, does this information call into question?

4. As a result of this conversation, what might you do?