



Identity

Power

Race

Cis-fragile

Facing Fragility:

The Realities, The Challenges and The Work

Brittany J. Harris, She | Her | Hers

Vice President of Learning & Innovation

Travis Jones, He | Him | His

Principal Strategist on Race, Religion, Culture



Today's Facilitators



Brittany J. Harris
She, Her, Hers
VP, Learning & Innovation



Travis Jones
He, Him, His
Principal Strategist, Race, Religion & Culture



You are entering a
brave zone where
we engage in
**Bold, Inclusive
Conversations®.....**

In this space...

- We face our fears and name them.
- We choose curiosity over judgment.
- We consider the impact, not just the intent, behind our words and actions.
- We lean into discomfort, recognizing it as a space of growth.
- We admit when we are being fragile.
- We welcome others to point out our fragility when needed.
- We acknowledge our collective imperfections so that we can make mistakes.
- We forgive often.
- We call people “in” rather than call people “out”.
- We seek authenticity.
- We embody our truths.



What's in a word?

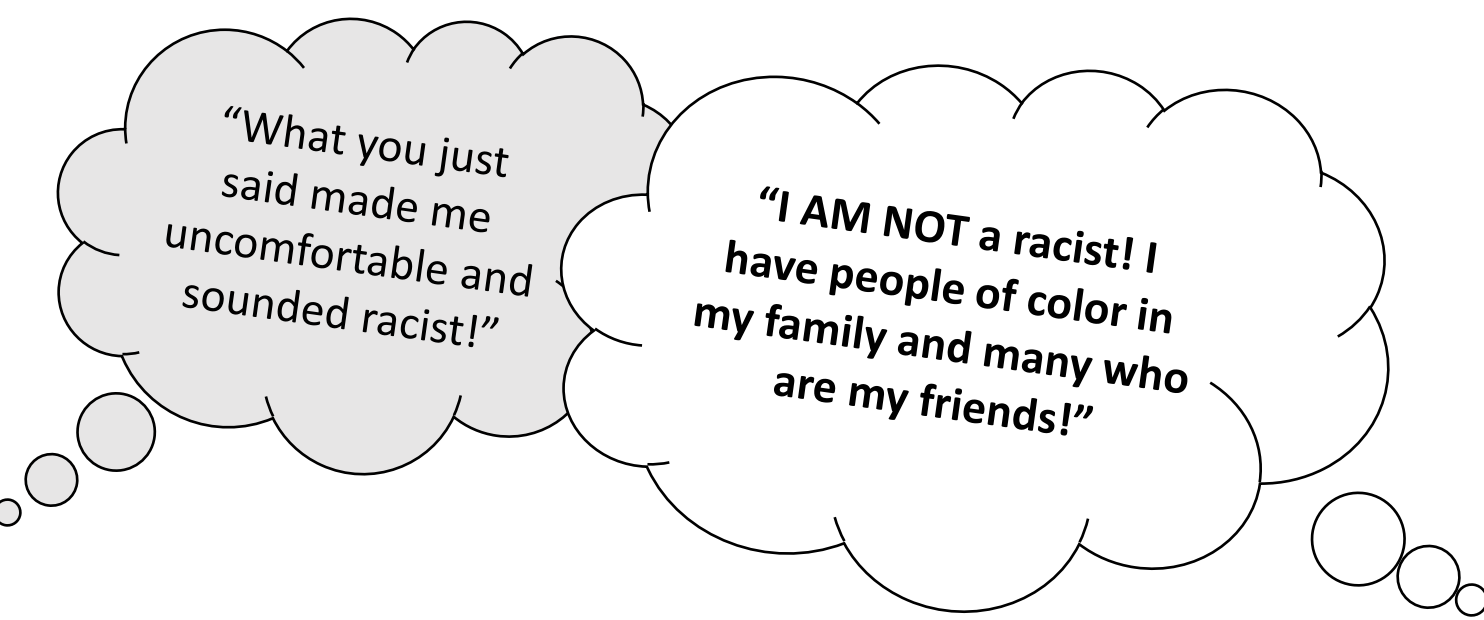
In the chat, share
what comes to mind
when you hear the
word “**fragility**”...
“**fragile**”?



Defining “White Fragility”

- Coined by Robin DiAngelo
- State in which even a minimum amount of racial stress becomes intolerable to white people, triggering a range of defensive moves (from fear, guilt, emotional distress, discomfort, defensiveness etc.)

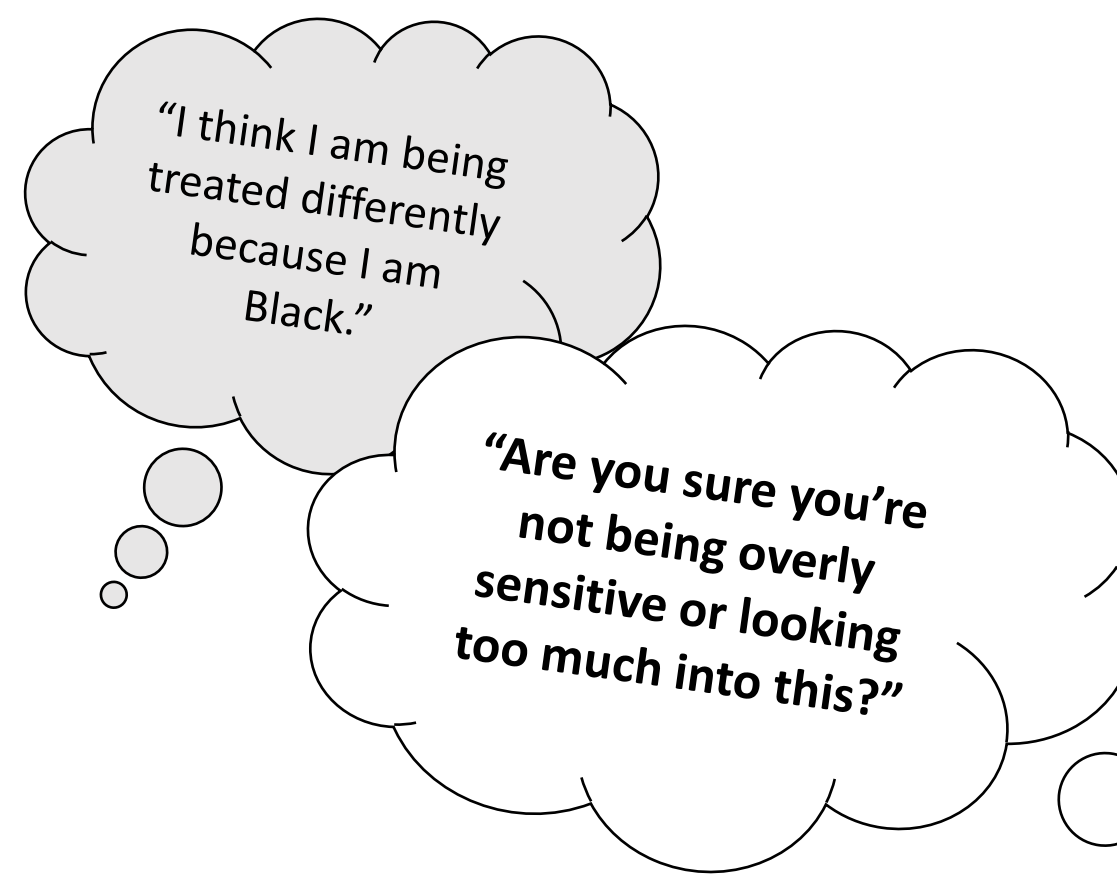




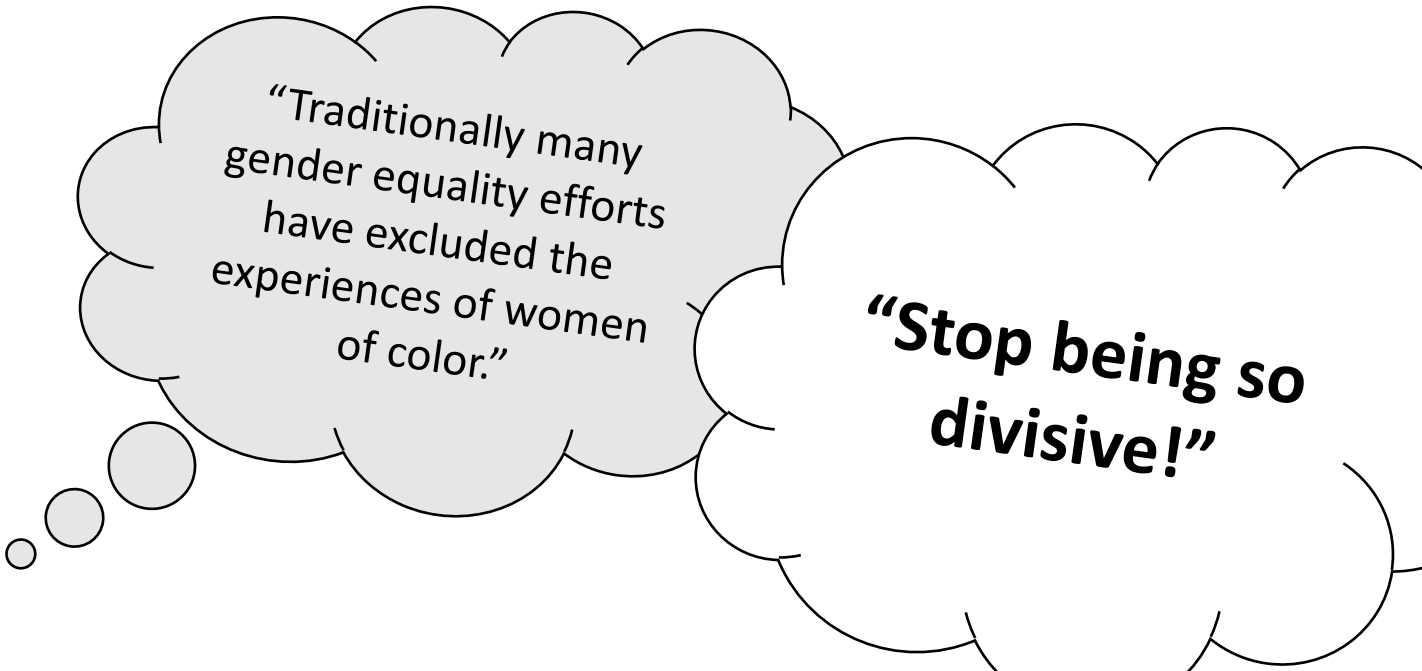
“What you just
said made me
uncomfortable and
sounded racist!”

**“I AM NOT a racist! I
have people of color in
my family and many who
are my friends!”**









“Traditionally many
gender equality efforts
have excluded the
experiences of women
of color.”

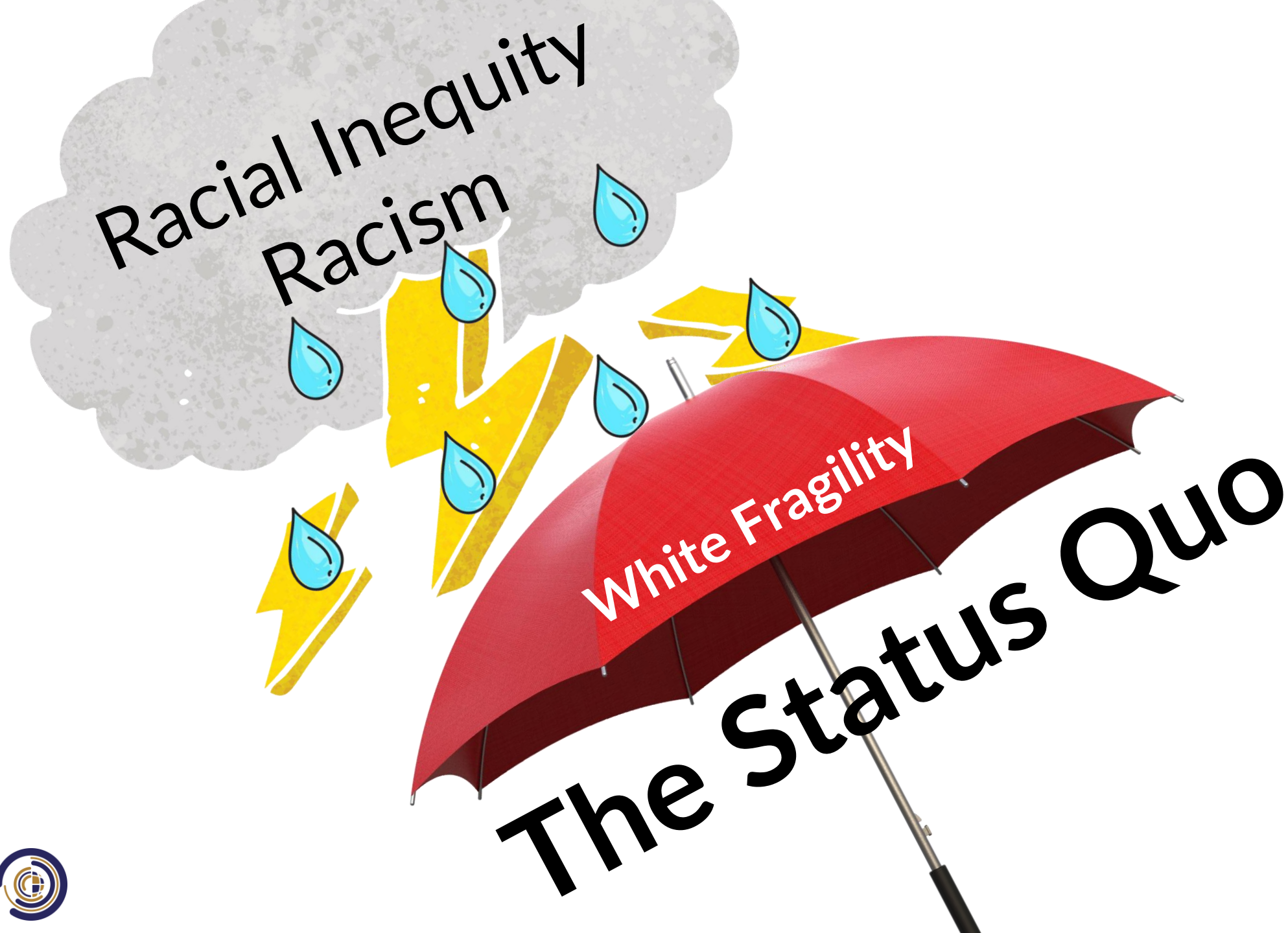
**“Stop being so
divisive!”**



The Reality of White Fragility

In the chat, in what
ways have you
personally
experienced or
perpetuated white
fragility?





Why we're having these conversations...

- “Meet people where they are”
- Map the Intersection between DEI & Social Justice concepts
- Start with naming fragility as a barrier, in order to identify ways to overcome it.
- Explore the ways in which “fragility” shows up in conversations beyond race



The Role of Power



Dominant Group:

A group with systemic power, privileges, and social status within a society. Dominant does not imply "majority."

*Bears the
"burden" of
fragility*



Subordinated Group:

Societal groups that have been traditionally/ historically oppressed, excluded or disadvantaged in society.

*The "perpetuator" of
fragility*



Facing Fragility: The Fierce Side of Fragility

Posted by: Travis Jones in Facing Fragility, Recent Posts January 17, 2019
Comments Off on Facing Fragility: The Fierce Side of Fragility 399 Views



Facing Fragility: The Burden of White Fragility

Posted by: Brittany Harris in Facing Fragility, Recent Posts January 24, 2019
Comments Off on Facing Fragility: The Burden of White Fragility 563 Views

Facing Fragility: Beyond the Gender Binary

Posted by: Caroline Belden in Facing Fragility, Recent Posts January 31, 2019
Comments Off on Facing Fragility: Beyond the Gender Binary 327 Views

Facing Fragility: The Burden of Cisgender Fragility

Posted by: Leigh Morrison in Facing Fragility, Recent Posts February 7, 2019 0 351 Views



Joining Us...



Caroline Belden
She, Her, Hers

Manager, Learning & Innovation



Leigh Morrison
She, Her, Hers

Manager, Learning & Innovation



A Commitment to Live Inclusively®

I commit to be **intentional** in living inclusively.

I commit to spending more time getting to **know myself** and understanding my culture. It is in understanding myself, that I am better positioned to **understand others**.

I will acknowledge that I don't know what I don't know, but I will not use what is unconscious as an excuse.

I will be intentional in **exposing** myself to difference. If I don't know, I will ask. If I am asked, I will **assume positive intent**. Most importantly, I will accept my responsibility in increasing my own knowledge and understanding.

I commit to **speaking up and speaking out**, even when I am not directly impacted, for there is no such thing as neutrality in the quest for equity, justice, and inclusion.

I will strive to **accept**, and **not just tolerate; respect**, even if I don't agree; and be **curious, not judgmental**. I commit to **pausing and listening**. I will be **empathetic** to the experiences and perspectives of my "others." I will use my privilege positively, and get **comfortable with my own discomfort**.

I commit to knowing, getting, and doing better than I did yesterday—keeping in mind my commitment to live inclusively is a **journey, not a destination**.





Thank You!

Stay in touch!



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