



THE
WINTERS
GROUP INC.

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

Identity

Power

Race

cis-fragile



Today's Facilitators



Brittany J. Harris

She, Her, Hers

VP, Learning & Innovation



Travis Jones

He, Him, His

Principal Strategist, Race, Religion & Culture 4



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!”



*"I think I am being
treated differently
because I am
Black."*

***"Are you sure you're
not being overly
sensitive or looking
too much into this?"***





“We want to be more intentional in our diversity efforts, and specifically focus on addressing racial equity.”

“I am starting to feel like diversity is code for reverse racism!”





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



“Stop being so divisive!”



The Reality of White Fragility



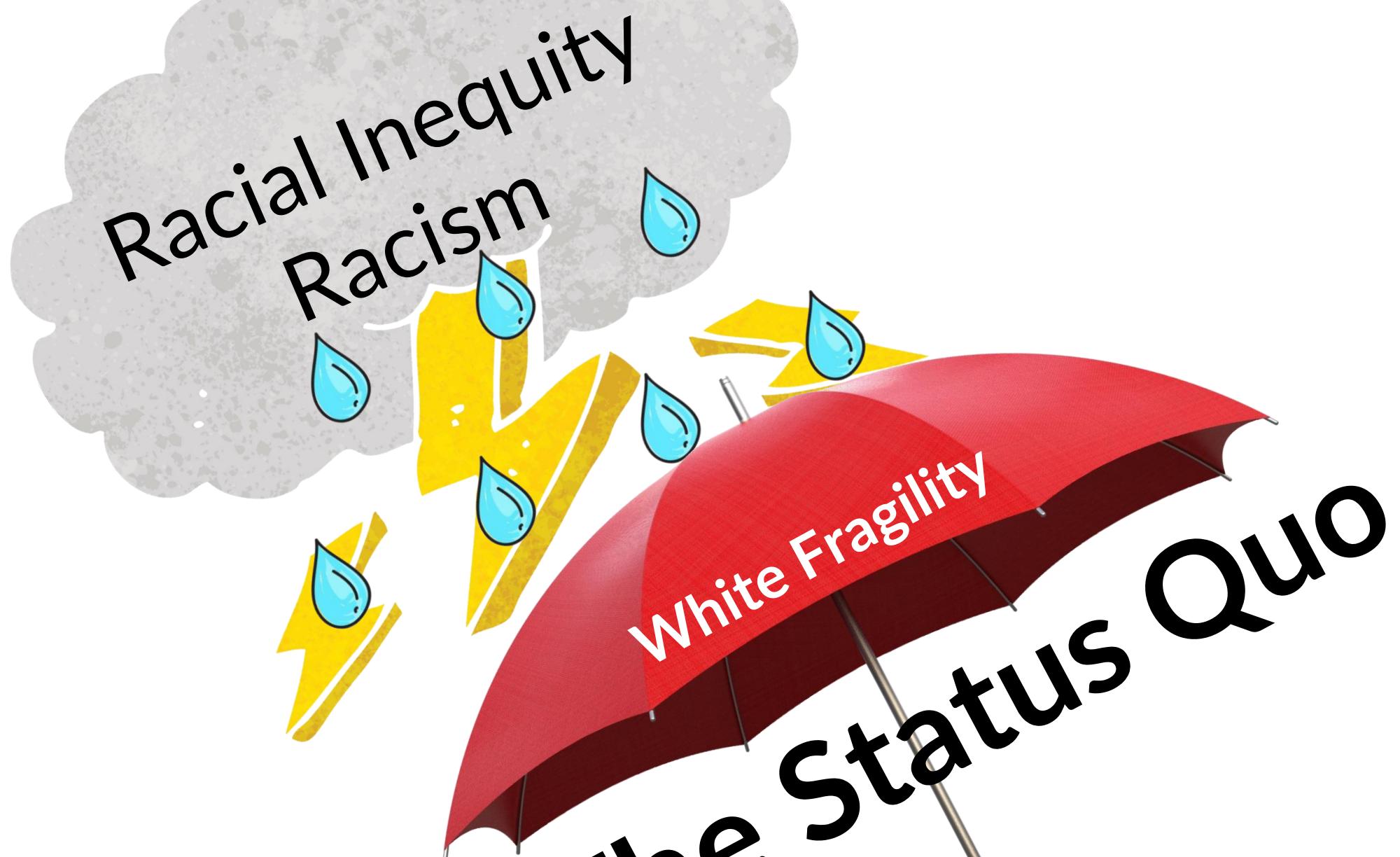
In the chat, in what ways have you personally experienced or perpetuated white fragility?



The Status Quo

White Fragility

Racial Inequity
Racism



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 Views 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**.





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