

TUESDAY, FEBRUARY 1, 2022

Disrupting White Supremacy (3:00 – 4:00 PM ET)

Group Facilitators: Diane Hosey, Marta Torres, and Quodesia Johnson

Length: 15-minute overview with 40-minute Working Group

Tool: White Supremacy Culture Characteristics

Workshop Purpose: To engage the participants in real time analysis of White Supremacy Culture Characteristics and conversation about incorporating antidotes as solutions to current issues. Each group will address a particular challenge through the antidotes.

Main Room: Separation of People vs. Systems, Harm of Racism and Human Hierarchy, Introduction to White Supremacy Culture, Invitation for participants to join the respective room.

Each characteristic is supported by another – for example, a desire to get to the work and to receive tools for racial justice is a matter of urgency, to maintain perfectionism, to uphold a right to comfort. You do not want to be uncomfortable so you want “tools” and exact lists so you don’t make a mistake.

Each room will need:

- Group Agreements
- Time-keeper (volunteer)
- Note-taker(s) (volunteer)
 - o Verbal communication
 - o Chat communication
- Speaker (volunteer to share the learnings from the group with the rest of the forum)

Group 1

Personal Growth Intrapersonal Learning – Those who are unfamiliar with or would like to spend more time learning about the White Supremacy Culture Characteristics. (Diane Hosey)

Challenge: Being uncomfortable with racial justice or minimizing the impact of systemic and systematic racism.

Characteristics: Perfectionism; Right to Comfort; Individualism; Only One Right Way; Either/Or Thinking; Fear

1. Ask the group their biggest frustrations with the challenge.
2. Work through the challenge by naming the details of the characteristics
3. Work through the antidotes to create solutions to the challenge.

Group 2

Organizational Application & Interpersonal Learning – Those are somewhat familiar with the characteristics and would like to learn about ways to identify challenges and apply solutions in an organizational context. (Quodesia Johnson)

Challenge: Creating a space of belonging for staff members/recruiting practices for People of Color

Characteristics: Power Hoarding; Defensiveness; Qualifications; Worship of the Written Word; Objectivity; Fear of Open Conflict

4. Ask the group their biggest frustrations with the challenge.
5. Work through the challenge by naming the details of the characteristics
6. Work through the antidotes to create solutions to the challenge.

Group 3

Maintaining Commitment & Building Community – Those who are familiar with actively engaging in the antidotes for White Supremacy Culture on an organizational level and would like to learn more about maintaining the culture and relationships with partners, artists, and community. (Marta Torres)

Challenge: Engaging with communities and working with partners in a meaningful way

Characteristics: Progress is Bigger, More; Sense of Urgency; Paternalism; Quantity Over Quality; Perfectionism; I'm the Only One

1. Ask the group their biggest frustrations with the challenge.
2. Work through the challenge by naming the details of the characteristics
3. Work through the antidotes to create solutions to the challenge.