

WEBVTT

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00:00:00.730 --> 00:00:05.490

<v 0>I would like to introduce our amazing group facilitators and fellow</v>

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00:00:05.880 --> 00:00:09.770

activists, fellow, uh, healing practitioners,

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00:00:10.030 --> 00:00:13.970

and people who center the importance of humanity in this work.

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00:00:14.890 --> 00:00:16.930

I would like to introduce Martha.

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00:00:19.300 --> 00:00:20.133

<v 1>Hi everyone.</v>

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00:00:21.360 --> 00:00:22.193

<v 0>And Diane.</v>

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00:00:24.870 --> 00:00:25.970

<v 2>Hi, happy to be here.</v>

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00:00:27.410 --> 00:00:31.410

<v 0>Uh, thank you both for joining us. I'll provide some more context for today.</v>

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00:00:31.880 --> 00:00:36.170

What we will be doing is a workshop and this workshop will allow us to dive

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00:00:36.230 --> 00:00:40.090

deeper into the characteristics of white supremacy culture.

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00:00:40.750 --> 00:00:44.160

You've heard us talk about it all day for those been with us all day.

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00:00:44.420 --> 00:00:48.800

But what we want to do is provide everybody with tools and practical experience

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00:00:49.140 --> 00:00:53.040

of looking through these characteristics that we are all taught.

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00:00:53.500 --> 00:00:57.280

All of us are taught that this is what is supposed to happen no matter who we

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00:00:57.300 --> 00:01:01.680

are, everybody in this nation, uh, the United States is taught this. Uh,

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00:01:01.700 --> 00:01:06.390

and then the ways that we can start to apply some of the ways to

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00:01:06.490 --> 00:01:09.510

remedy these characteristics in our organizations.

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00:01:10.290 --> 00:01:14.430

So you will have three groups from which you can choose. Uh,

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00:01:14.431 --> 00:01:19.310

each of those groups will have a challenge that we are wanting to work through

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00:01:19.690 --> 00:01:22.270

as a group, right? You'll be joined by others in breakout rooms.

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00:01:22.820 --> 00:01:27.500

Each group will have a challenge and we'll walk through the, uh,

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00:01:27.740 --> 00:01:32.540

supremacy culture characteristics in order to find ways to create a collective

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00:01:32.740 --> 00:01:33.780

solution for this challenge.

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00:01:35.180 --> 00:01:39.100

I encourage everybody to be okay with being wrong.

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00:01:39.400 --> 00:01:44.340

It is completely okay in this space to fail almost scary to

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00:01:44.341 --> 00:01:45.730
be like, woo a, got that wrong.

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00:01:47.850 --> 00:01:52.730
Because what it does is it allows us to find another path and it allows us

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00:01:52.750 --> 00:01:55.250
to strengthen the direction in which we want to go.

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00:01:55.830 --> 00:02:00.650
It also allows us to be human beings because we are naturally going to get

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00:02:00.651 --> 00:02:01.480
things incorrect.

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00:02:01.480 --> 00:02:06.280
That is why we are so inquisitive because we get to ask again and find

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00:02:06.281 --> 00:02:09.680
another way or another, uh, response. Another path.

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00:02:11.200 --> 00:02:15.440
I will start by saying that white supremacy culture,

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00:02:16.720 --> 00:02:19.520
um, in this particular space, again,

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00:02:19.580 --> 00:02:22.400
we are looking at the culture of white supremacy.

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00:02:22.710 --> 00:02:26.950
This is not to attack any person who identify as white.

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00:02:27.300 --> 00:02:31.990
This is not to attack any culture that has been identified as white

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00:02:32.250 --> 00:02:37.070
in the construct of race. Race has created, uh,

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00:02:37.090 --> 00:02:42.070

in order for Western Europeans to feel superior

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00:02:42.130 --> 00:02:45.510

to others, literally, but in doing so, again,

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00:02:45.770 --> 00:02:49.260

it created dehumanizing effect on everyone,

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00:02:49.261 --> 00:02:51.180

including those leaders themselves.

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00:02:51.640 --> 00:02:55.100

So what we are here to do is to disrupt that dehumanization.

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00:02:55.840 --> 00:02:57.180

We are here to support people.

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00:02:57.280 --> 00:03:02.280

We are here to disrupt the system that says that one group is superior or

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00:03:02.281 --> 00:03:06.360

better or normal, or the default compared to others.

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00:03:07.940 --> 00:03:10.800

As we look at this work together, uh,

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00:03:10.930 --> 00:03:13.000

often there are different responses of guilt.

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00:03:13.090 --> 00:03:15.560

There are different responses of frustration.

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00:03:16.010 --> 00:03:20.830

There are different responses of, of anger, of rage, of sadness,

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00:03:21.530 --> 00:03:23.070

all of these things in this space.

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00:03:23.670 --> 00:03:27.910

I want you to know it is okay to feel those things like James said earlier,

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00:03:28.050 --> 00:03:30.830

if you're feeling those things and that is because you're having response.

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00:03:31.670 --> 00:03:35.910

I also want you to know that it is okay to feel those things and then to move

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00:03:35.911 --> 00:03:40.140

through them to a space of connection so that we can create the answers,

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00:03:41.340 --> 00:03:43.500

uh, that we need as a field.

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00:03:43.780 --> 00:03:47.020

But the answers that we also need individually and on an organizational level.

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00:03:47.920 --> 00:03:51.140

So as we look at white supremacy, culture, characteristics,

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00:03:51.141 --> 00:03:52.540

for those who are not familiar with them,

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00:03:53.100 --> 00:03:57.940

this is a set of characteristics or ideologies or expectations that when

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00:03:58.100 --> 00:04:01.850

combined create eight and support white supremacy culture,

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00:04:02.300 --> 00:04:06.490

these characteristics can be present in other cultures, right?

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00:04:06.590 --> 00:04:10.970

So don't think, oh, but we do this too. So this isn't real, or we do this too.

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00:04:10.990 --> 00:04:13.210

So we're bad quotation marks.

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00:04:13.870 --> 00:04:17.850

It is the combination of these unique or the unique combination of these

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00:04:17.851 --> 00:04:21.360

characteristics that creates white supremacy culture,

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00:04:21.800 --> 00:04:26.040

a culture that dehumanizes everyone. Once you dive deep into it,

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00:04:26.041 --> 00:04:29.280

you'll be able to see why for those who are coming to this for the first time,

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00:04:30.080 --> 00:04:33.400

uh, for those who know about them, it's a good reminder, cuz again,

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00:04:33.450 --> 00:04:35.720

we're constantly receiving messages that says,

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00:04:35.721 --> 00:04:37.160

this is how things are supposed to go.

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00:04:37.900 --> 00:04:42.630

We were taught in many spaces that this how things are supposed to go and you do

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00:04:42.631 --> 00:04:47.550

not simply just redirect or create new muscle memory without actively trying to

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00:04:47.551 --> 00:04:49.430

create new muscle memory.