

Pol Ed #2 White Supremacy Culture?
11-26-18 . 8-9:30 pm EST

Agenda	Description	Time	Materials
Intro to White Supremacy Culture	<p>Welcome!</p> <p>Introduce Tema</p> <p>Tonight we're going to define and work with the concept of white supremacy culture</p> <p>During the call hit 1 if you have a question or comment; if you're not in a group that's talking, press 5</p>	8:00 3 min	<p>Slide 1</p> <p>The powerpoint that goes with this call can be found on the website at surjpoled@weebly.com on the white supremacy culture page.</p>
Session Content: What is culture?	<p>For the purposes of our discussion tonight, we're going to define culture as the beliefs and values held by a group of people. Another way of thinking about culture is how a group of people define what is "normal" and what is "not normal."</p> <p>As the illustration indicates, the longer we swim in a culture, the more invisible it becomes. This is especially true when we live in a culture that has power to define reality for groups of people with different cultures.</p>	8:03 2 min	Slide 2
Break into focus groups	<p>Before we proceed, we want to break into small groups. We will be doing this throughout the webinar to give you the opportunity to dig deeper into our exploration of white supremacy culture and how we are infected and affected by it so we can do something about it. We're going to put you into groups now – introduce yourselves and say a little bit about why you wanted to take this webinar. We'll give your group 5 minutes for these introductions.</p>	8:05 5 min	Slide 3
Example	<p>In the U.S., income inequality has been steadily growing; our mainstream or dominant culture accepts this growing gap between the rich and the rest of us as "normal," the way things are. Some even suggest it is the desired norm. This suggestion includes the idea that people are rich because they deserve to be, while people are poor because they don't work hard. If we think about it, neither of these are true.</p>	8:10 1 min	Slide 4
Small group discussion	<p>Can you come up with another example of a widely held cultural norm (think of one that functions to make "normal" what is actually absurd, like this example)?</p> <p>Debrief</p>	8:11 4 min in groups; 4 min report out	
What is mainstream or dominant culture?	<p>When we talk about mainstream culture or dominant culture, we are talking about the way those with power shape the values, beliefs, norms, and standards of a group. Dominant culture has the power to guide and shape reality through the lens it provides to shape the way we see the world. One way to identify dominant culture is to identify what we consider normal or to identify what we assume is true. For example, the dominant U.S. culture teaches us that the right to profit is more important than the rights of people to work for a living wage. Or to have adequate health care. Or good schools. Or a sustainable environment.</p>	8:19 1 min	Slide 5
What is cultural racism?	<p>Cultural racism is how the mainstream/dominant culture defines reality to advantage white people and oppress People of Color. Cultural racism reflects all the ways in which mainstream/dominant culture tells us that white people and whiteness are valuable and valued – safe, trustworthy, qualified, beautiful, deserving – and that People and Communities of Color are without value – dangerous, criminal, unqualified, undeserving, inhuman.</p>	8:20 1 min	Slide 6

Example	One of our most powerful cultural stories is that POC in general and Black people and communities in particular are dangerous and violent. Over and over again we can point to examples where white people have targeted, assaulted, and killed POC. The justification, often backed up by law, is that the Person or Community of Color posed a threat, even when that is clearly not the case. This is a photo from the University of Texas at San Antonio, where white professor Anita Moss called the police on a Black student for putting her feet up on the chair in front of her.	8:21 1 min	Slide 7
Small group discussion	Can you come up with another example of a widely held cultural norm that perpetuates racism? To get us started, we will hear from Anne, who is going to give an example related to faith-based work.	8:22 1 min 4 min in groups; 3 min report out	

What is the purpose or function of cultural racism?	A major purpose of cultural racism is to justify racist policies and procedures.	8:30 1 min	Slide 8
	Another purpose of cultural racism is to divide white people from POC, POC from other POC, white people from other white people, and all of us from ourselves.		Slide 9
What is white supremacy culture?	White supremacy culture is a culture that uses institutional, cultural, and personal racism to promote and support the idea that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. White supremacy culture is reproduced by all institutions of our society, in particular the media, the education system, western science, and the Christian church. You can find more about the role these institutions have played and are playing on the website.	8:31 1 min	Slide 10
Who is impacted by white supremacy culture?	We all live in a white supremacy culture and it impacts all of us. It impacts all of us and it impacts all of us differently, depending on who we are, the identities we carry, the larger circumstances in which we live. This white supremacy culture is defined by a white, middle-class, male, heterosexual, Christian lens and all other sub-cultures, including poor white and working class subcultures have to navigate, adapt, assimilate, and/or resist this culture to survive.	8:32 1 min	Slide 11
What is the purpose of white supremacy culture?	<p>The purpose of white supremacy culture is to keep racism going. If we live in a culture that teaches us continually that Christian white male straight middle-class is better, then we all internalize that belief. Even as we claim we are not racist, we have been conditioned into the racist belief that white is better, which is the source of what many call implicit bias. This conditioning is so strong that children as young as the age of 3 understand that white is better and Black and Brown are at the bottom of the racial hierarchy.</p> <p>The image is from a video series by CNN where they repeated a version of the Doll Test, first conducted in the 1950s by the Clarks to provide support for the landmark Supreme Court case Brown v. Board of Education challenging school segregation. In this repeat of the test, the researchers ask young children to identify which images on the chart are good, smart, pretty. In almost every case, regardless of race, children choose the images with lighter skin as the a reflection of who is good, smart, pretty and the images with the darkest skin as bad or mean or ugly.</p>	8:33 2 min	Slide 12

A partial list of white supremacy culture characteristics	The characteristics listed on this slide (read them) are described in a longer article called, appropriately enough, White Supremacy Culture. The article can be found on the website. I wrote the article in 1998 after attending another of a series of meetings where I saw these behaviors showing up. I began to identify the behaviors that I saw in myself and others that were getting in the way of our ability to work well together.	8:35 1 min	Slide 13
Small group discussion	Before we even describe them, pick one and talk in a small group about how you think it keeps racism going. To get us started, we are going to hear from Mikayla who is going to give an example related to ?? Ask people to offer a few examples.	8:36 1 min 4 min in group; 3 min report out	Slide 14
Focused discussion	We're going to focus on the first three: perfectionism, either/or thinking, and right to comfort. We will also give you time to choose one within your group.	8:44 1 min	Slide 15
Perfectionism	Perfectionism shows up as: focusing on what's wrong rather than what's right, confusing a mistake with being a mistake, blaming or shaming rather than learning, focusing on others (you're wrong) and focusing internally (I'm wrong), unwillingness to take action for fear of "doing it wrong," and micro-aggression (micro-managing out of fear that others won't do it "right."	8:45 1 min	Slide 16
Small group discussion	Talk with your group about how you've seen perfectionism show up. Start with yourself if you can. Also talk about antidotes: what can we do about our tendency to perfectionism? How can we interrupt our tendency to perfectionism? To get us started, we are going to hear from Misha, who is going to give us an example related to ???	8:46 2 min 4 min in small group	Slide 17
Debrief	What struck you about what shows up and/or about antidotes? Take comments from a few people and then read the slide.	8:52 5 min	Slide 18
Either/or thinking	Either/or thinking shows up as: Good/bad, right/wrong, with us/against us; Closely linked to perfectionism; Inability to consider both/and or nuance; Trying to make complex things simple; Conflict and increased sense of (imposed) urgency; Misuse of power by those with an agenda who think they are 'right'	8:57 1 min	Slide 19
Small group discussion	Talk with your group about how you've seen either/or thinking show up. Start with yourself if you can. Also talk about antidotes: what can we do about our tendency toward either/or thinking? How can we interrupt this tendency? To get us started, we're going to hear from Anice, who is going to give us an example related to ???	8:58 2 min 4 min in small group	Slide 20
Debrief	What struck you about what shows up and/or about antidotes? Take comments from a few people and then read the slide.	9:04 5 min	Slide 21

Right to comfort	Right to comfort shows up as: Believing we have a right to emotional and psychic safety; Blaming whoever is making us uncomfortable rather than focusing on the problem being named; Equating our experience of unfairness with systemic racism; Expecting the world to be fair (for and to us); Expecting our feelings and questions to be addressed in our time frame and on our terms so that we can feel better quickly; Expecting to be reassured when we are uncomfortable	9:09 1 min	Slide 22
Small group discussion	Talk with your group about how you've seen right to comfort show up. Start with yourself if you can. Also talk about antidotes: what can we do about our tendency toward right to comfort? How can we interrupt this tendency?	9:10 5 min	Slide 23
Debrief	What struck you about what shows up and/or about antidotes? Take comments from a few people and then read the slide.	9:15 5 min	Slide 24
One more	Our hope is that you can continue to explore the others in the same way or in a way that makes good sense for you.	9:20 1 min	Slide 25
SURJ Values	The SURJ values are designed to help us combat white supremacy thinking and practice. [Speak to how you see these showing up in their debriefs.]	9:21 1 min	Slide 26
dRworks principles	dRworks (the group from which I bring my understanding) developed these racial equity principles to support us in our work for racial equity. I want to bring particular attention to the principle of organizing mind. [Speak to how you see these showing up in their debriefs.]	9:21 2 min	Slide 27
Questions	Ask for questions. If no questions, break them into small groups again to discuss the values and principles.	9:23 5 min	Slide 28
Closing	Thank you for participating on this call. We look forward to working together to combat white supremacy thinking and practices.	9:29 1 min	Slide 29