



SEGAL FELLOWSHIP 2021 ANTI-  
RACISM LEARNING COMMUNITY  
INTRODUCTION VIDEO COMPANION



Austin Channing Brown, author and a racial justice leader, offers that the work is becoming a better human to other humans. This framing invites and reminds us to build healthy and humanizing relationships, holding them at the center of our work with each other.

It's important to name that centering relationships does not mean this work will be easy. You will not always be comfortable. You may struggle to make meaning of your learning or know what to do with it. Equity cannot be achieved with a few trainings. This work requires embedded and systemic shifts.

Commitment and action outside of what is offered is essential. We will share ideas and resources along the way, and encourage you to seek them out independently as well.

Growth mindset is critical in equity work. We encourage you to be mindful of thoughts or expressions such as the ones listed under the fixed mindset, and invite you to reframe it with the growth mindset version.



### Fixed Mindset

If you are a good person, you must be an ally.

I don't know where to start or what to say.

I don't want to get called out or get it wrong.

I don't feel safe.

It won't make a difference what I do, nothing is going to change.

### Growth Mindset



We are all on a journey, and authentic allyship is always aspirational.

I will educate myself and build my confidence to speak against injustice.

Mistakes in this work are inevitable.

I am uncomfortable, I must be learning a lot.

Things happen when I take risks and become part of something bigger.

adapted from concepts by Rosetta Eun Ryong and @holisticallygrace

## LEADERS MUST:

LISTEN → LEARN → LINK UP → LEAD

Normalize talking openly about differences—paying particular attention to listening to and affirming experiences that bridge gender, race, and ethnicity.

Take proactive, careful stock of the day-to-day experiences of exclusion and inclusion; don't discount the subtle ways people can feel singled out or connected to their colleagues.

Team up with employees to leverage their drive to contribute; demonstrate through partnership the value you place on their contributions.

Ensure that leaders and employees are supported and held accountable for inclusive leadership behaviors. All of us have a role to play in creating workplaces where everyone is valued, is heard, and has fair opportunities to succeed.

Travis, D. J. & Thorpe-Moscon, J. (2018). *Day-to-day experiences of emotional tax among women and men of color in the workplace*. Catalyst.

# White Dominant Culture

ADAPTED FROM THE WORK OF TEMA OKUN

In our society, the dominant culture that shapes the way things are is that of the white middle class. This set of characteristics is known as white supremacy culture or white dominant culture. Throughout your anti-racism journey, you may see critiques of this culture being used with the words 'supremacy' and 'dominant' used interchangeably. We are choosing to intentionally use the word 'dominant' to honor the meaning and power of words. While this culture may be the dominant force in society, it does not mean that it is inherently supreme to other ways of operating.

White dominant culture is the idea (ideology) 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. Remember that white dominant culture is a manifestation of Ideological Oppression. It is the water we swim in.

Racial equity trainer Tema Okun suggests that the characteristics of white dominant culture can be harmful when they are used as norms and standards without being proactively named or chosen by the group. That is to say that these characteristics are not inherently bad and we should work to wipe them out completely, rather than we tend to automatically center and normalize them. We should work to be aware of these characteristics, how they show up, and actively decenter them to make space for something different.

We invite you to take a look at the characteristics of white dominant culture. Think about how they might apply to you as an individual or play out in your organization.

Note: We made the intentional choice to use white “dominant” norms/culture rather than white “supremacy” norms/culture for a couple of reasons. First, we want to reinforce that these norms are present because whiteness is dominant, but not superior. Additionally, the term “dominant” is in alignment with terminology used to describe other identity groups that experience oppression (male dominated culture, hetero dominance, etc.).



## CRITIQUES OF WHITE SUPREMACY CULTURE

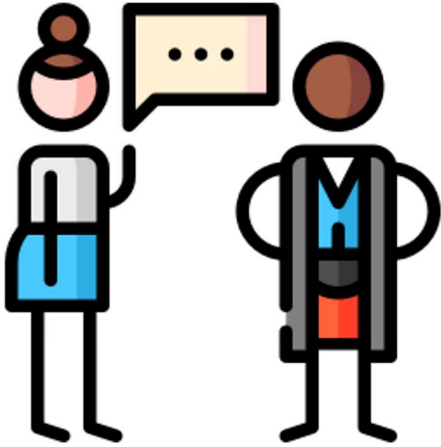
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Sense of Urgency      Progress = **Bigger**, More  
*Worship of the Written Word*  
*Right to Comfort*      *Perfectionism*  
Either/Or Thinking      PATERNALISM  
**Defensiveness**  
Quantity over Quality      Fear of Open Conflict  
**INDIVIDUALISM**      Objectivity

Source: Jones and Okun (2001)



# Reflecting on the WDCN's

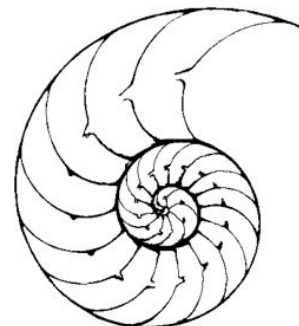


*Reflection prompt:*

What are ways white dominant cultural norms show up in your practices, structures, systems, behaviors, and/ or mindsets within the Segal Fellowship?

Reflecting on the ways you center white dominant culture norms on the smallest individual level, what might be some of the impacts to other levels of your work (self, family, peers, etc.)?

“\_\_\_\_\_ is what I lean into and here is how it’s rippling out...”



# Resources

You will have access to and be encouraged to engage with external resources ranging from articles to academic documents regarding the work of understanding race, anti-racism, and the self work in which we must all engage. Though many of these resources use a specific occupation or geographical area as a frame of reference, each of the frameworks, points of view, and ways of processing and moving forward transcend occupation and geography.

As you explore these resources, please think critically about applying the necessary information to your personal ecosystem and everyday life.

# Notes

EXTRA SPACE FOR JOTTING & JOURNALING