



# What's Whiteness Got to Do With It?

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# 1-minute autobiographies



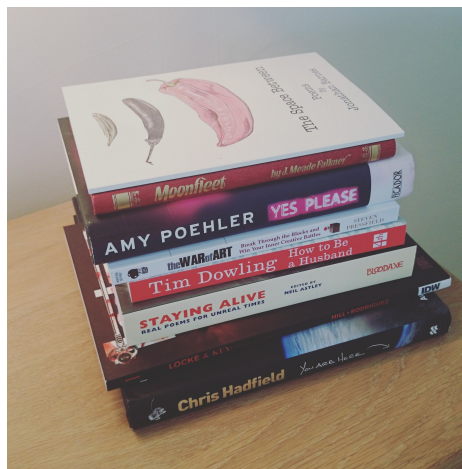
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# 1-minute autobiographies -- in trios

“I was born..... and now I'm at this workshop today!”





# Agenda

- **Introductions**
- **Framing Thoughts**
- **Whiteness & antiracism**
- **Case discussions in  
breakouts**
- **Closing discussion**
- **Exit task**

# Framing Thoughts

This is a toe-tip into what can, and should, become a lifetime of full-body immersion.



# Framing Thoughts

We are not experts. We are not here to prove our “wokeness.”



# Framing Thoughts

We both identify as white women. That matters.



# Courageous Conversations Norms

- Embrace discomfort
- Own your experiences
- Be accountable for what you say
- Take space, make space
- Be comfortable with non-closure

Set an intention for one norm that you will work extra hard to try and honor during this session.



“I believe that white progressives cause the most daily damage to people of color. I define a white progressive as any white person who thinks he or she is not racist, or is less racist, or in the “choir,” or already “gets it.” White progressives can be the most difficult for people of color because, to the degree that we think we have arrived, we will put our energy into making sure that others see us as having arrived. None of our energy will go into what we need to be doing for the rest of our lives: engaging in ongoing self-awareness, continuing education, relationship building, and actual antiracist practice. White progressives do indeed uphold and perpetrate racism, but our defensiveness and certitude make it virtually impossible to explain to us how we do so.”

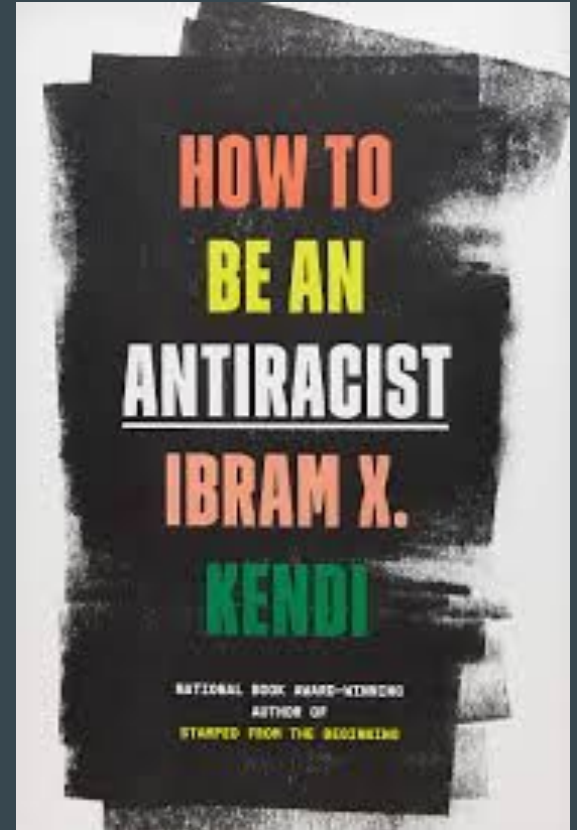


-Robin DiAngelo, White Fragility

# Ibram X. Kendi on Antiracism

“Racist and antiracist are not fixed identities. We can be a racist in one minute and an antiracist the next. What we say about race, what we do about race, determines what -- not who -- we are.”

--Ibram X. Kendi



## Questions to ask yourself with the scenarios:

1. Given your racial identity and job title, what position/perspective do you wish to assume in this situation?
2. What would be your default (comfortable) response to this situation? Why?
3. How could you respond to this situation in a way that:
  - a. Demonstrates **resilience** rather than **fragility**
  - b. **Decenters whiteness**, positioning white stakeholders as co-conspirators who use their privilege to **center** the **voices of people of color**.
  - c. Helps to **restore relationships** and **trust**

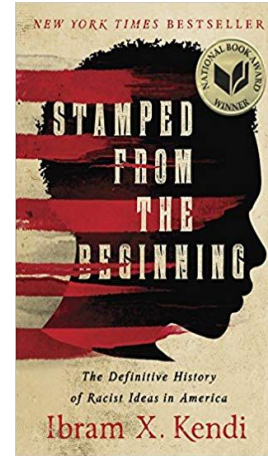
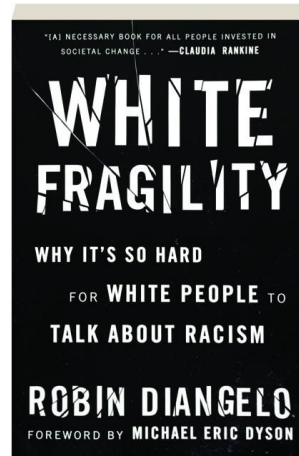
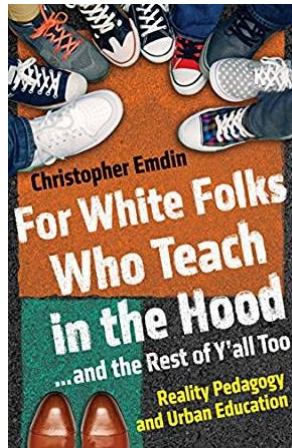
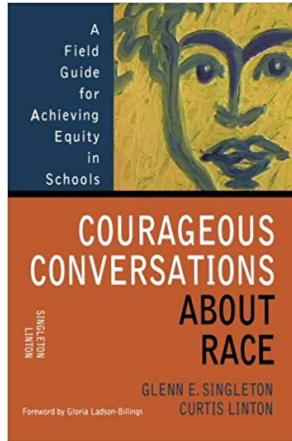
# Capturing our Next Steps

What are your next steps for continuing to engage in this work:

- Personally?
- With colleagues?
- With students?

Record your thinking on our [padlet](#)

# Resources for Deepening this Work

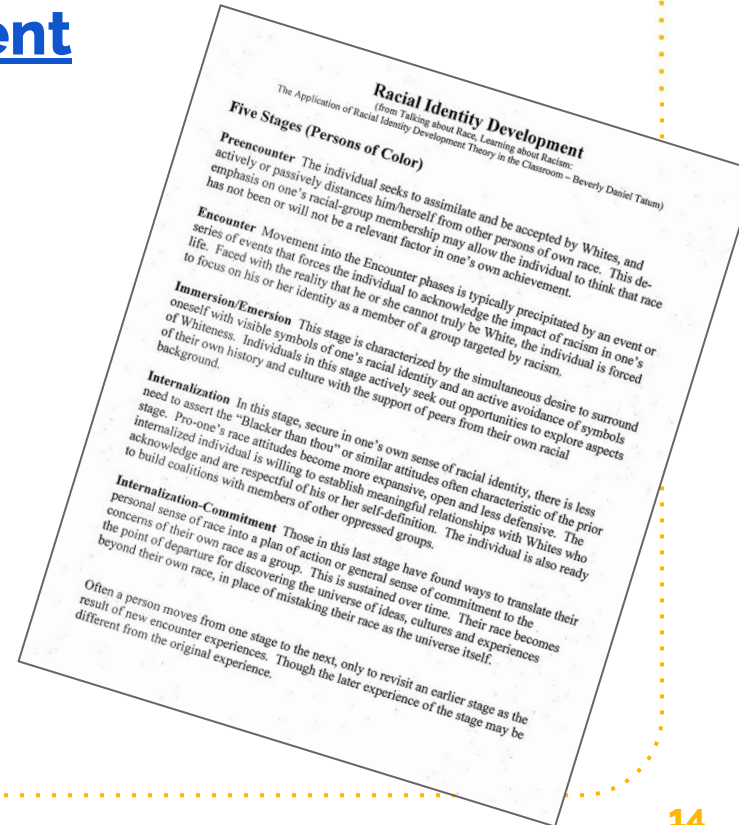


# Another Resource:

## Stages of Racial Identity Development

Read, then reflect/journal:

- What comes up for you, and why?
- Which stage(s) do you think you're currently in, and why?
- How might your own racial identity help or hinder your ability to form deep relationships with colleagues or students from different backgrounds?



# Please provide feedback!

